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# **Thomas C. Dolan Executive Diversity Program & Career Accelerator Program FAQ**

## What are the Dolan Executive Diversity Program (EDP) and the Career Accelerator Program (CAP)?

The Foundation of the American College of Healthcare Executives established the [Thomas C. Dolan Executive Diversity Program](http://www.ache.org/executivediversity/index.cfm) (EDP) to enhance diversity and inclusion in senior healthcare leadership. In healthcare organizations today, there is a well-documented gap between diversity in the C-suite and the diversity of the communities they serve. Since 2014, Dolan EDP has addressed this gap by preparing senior-level careerists from underrepresented groups to ascend to and advance in the C-suite of hospitals, health systems and other healthcare organizations.

In 2021, ACHE re-envisioned the Dolan program to expand its reach and impact. The program has also been redesigned in recognition of the complex professional and personal environments we all strive to navigate in 2021. This year the program has been expanded with addition of the **Career Accelerator Program (CAP)**. This new component is designed for diverse mid-careerists to support them in advancing in their careers. Both Dolan EDP and CAP provide education, mentoring, and networking experience to prepare diverse leaders for higher level positions in hospitals, health systems, and other healthcare organizations.

## What are the main differences between Dolan EDP and Dolan CAP?

In 2021, the Dolan EDP will be a 9-month program, from April to December, with up to 12 participants who are at a senior-level in their careers with at least 10 years management experience since completing their Master’s degree.

The 2021 Dolan CAP will be a 6-month program, from July to December, with 25-40 participants, who are at a mid-level in their careers with at least 5 years management experience.

## What are the main similarities between Dolan EDP and Dolan CAP?

## In 2021, both components of the Dolan program will be conducted in a virtual setting; include professional assessments; strong connections among the cohort; and provide continuing education credits.

## When can I submit my application?

The 2021 EDP application period is closed. The 2021 CAP application period will open on April 5 and remain open until May 14, 2021, at 11:59pm CT.

## What are the requirements to apply?

The Dolan EDP & CAP application requirements can be accessed from the Dolan Program website [here](https://www.ache.org/about-ache/the-fund/dolan-executive-diversity-program/application-requirements).

## I am currently in a Master’s program; can I apply to the CAP or EDP?

Unfortunately, you would not yet meet the criteria for application. You may want to consider applying for our [Postgraduate Fellowship](https://www.ache.org/carsvcs/wesbury_fellowship.cfm) or our [Diversity Internship](https://www.ache.org/carsvcs/internship.cfm).

## I am already a C-Suite healthcare executive; can I still apply?

Yes. The EDP is designed for senior-level careerists. Several past Dolan EDP scholars have been at the C-Suite level when they applied for the program.

## Will I be able to keep my full-time job while in the program?

Yes. EDP participants must currently be employed by a hospital, health system or other healthcare organization with strong potential for advancing in their careers. CAP participants should also be employed by a healthcare organization; CAP applicants who are in career transition will also be considered.

## Is this program a substitute for a Master’s program?

No. A Master's degree or other post-baccalaureate degree is a requirement to apply for the Dolan EDP and CAP.

## I just want to apply for a program tuition waiver; do I have to apply for the Dolan programs too?

No. ACHE [program tuition waivers](https://www.ache.org/learning-center/education-and-events/event-resources/tuition-waivers) are separate from the Dolan programs. You can apply for a tuition waiver without applying for the Dolan EDP or CAP.

## Can you tell me more about the program curriculum? When are the dates?

An overview of each of the Dolan programs, with general time frames, can be accessed from the Dolan Program website [here](https://www.ache.org/about-ache/the-fund/dolan-executive-diversity-program/application-requirements).

## Is there a cost for me to apply for the program?

No, there is not an application fee for the Dolan EDP or CAP, and there are no additional costs or tuition fees for the programs.

## I live outside of the U.S.; may I apply to the program?

Yes, you can apply to the programs if you live outside of the United States.

## When will I find out if I have been admitted into the 2021 EDP or CAP?

EDP Scholars will be notified of their selection by March 26, 2021.   
CAP Scholars will be notified of their selection by mid-June 2021.

## I have more questions! Who should I talk to?

Please contact ACHE Customer Service (312) 424-9400 or contact@ache.org.