



Junior Faculty Leadership Emerging in Academic Departments (LEAD) Program for Physicians and Scientists

Frequently Asked Questions

1. Who is eligible for the LEAD Program?

The LEAD Program is designed for faculty members in all Academic Tracks who meet the following RANK criteria:

- Assistant Professors (any length of time in this rank)
- Associate Professors (within the first 4 years in this rank)

2. Are non-faculty PhD's eligible for the LEAD Program?

No, because we do not have sufficient resources to extend the program. For information regarding Human Resources' other professional development programs, visit:

<http://www.utsouthwestern.net/intranet/hr/odt/development-resources/professional-development-program.pdf>

3. What is the cost of the LEAD Program?

The LEAD Program is offered at **no cost** to the accepted individual or his/her department or center.

4. What are the LEAD Program commitments outside of the already scheduled classes?

LEAD participants should anticipate the following additional time commitments:

- Outside readings to prepare for classes (about 2-3 hours per month).
- Meeting with an Executive Coach (about 2-3 hours total).
- Preparation of your Capstone Leadership Project (depends on the project and your choice. A rough estimate would be approximately 10 hours total). See description below.

5. What does the Capstone Leadership Project entail?

The individual Capstone Leadership Project identifies and proposes to address a current leadership, management, policy, or practice improvement challenge confronting his/her unit within UT Southwestern (e.g., clinic/research/ education team, Division, Department or Center). The LEAD Program participants will have considerable latitude in selecting problems of immediate relevance to their own professional practice and/or research and education. The LEAD Program Faculty will provide feedback and suggest refinements on proposed projects. It is not required that the Capstone project be implemented; however, a four-page proposal will be submitted in October of that year for evaluation and to satisfy the Program requirement.



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Frequently Asked Questions continued...

6. Is it mandatory that a LEAD participant attend all classroom sessions?

Yes. This is because in addition to lectures, there will be small group activities and case studies. You should make every effort to attend all sessions.

7. Are you trying to create a cohort of any particular type? Department, PhD vs. MD, faculty track, race, gender?

The desired LEAD class will have broad representation from Departments/Centers, academic tracks, MDs and PhDs. In addition, the goal is to achieve a good mix of gender and ethnicity.

8. Can more than one faculty member in a Department/Center apply to the LEAD Program?

Yes. There is no limit to the number of faculty who can apply or who will be accepted from a given Department/Center. The LEAD Program welcomes applications from faculty as defined above. Acceptance into the program will be based on multiple criteria.

9. How often will the LEAD Program be offered?

It is anticipated that the LEAD Program will be offered on an **annual** basis. The format will be improved based on the experience and suggestions of past cohorts.

10. If an applicant is not accepted, should he/she re-apply to the LEAD Program?

Definitely! We anticipate that we may have many more highly qualified applicants than can be enrolled during the first year. Therefore, applicants will not be penalized for not being accepted to the LEAD Program on their first attempt, and they are encouraged to reapply in a subsequent year.