



TEXAS TECH UNIVERSITY  
HEALTH SCIENCES CENTER

Office of People and Values

**TTUHSC Leadership Development Program**

**One Team Fellows**

**COHORT 3 Overview**

**\*\*Updated 2/20/2024\*\***

**2024 – 2025 One Team Fellows Advisory Board:**

Dr. Dawndra Sechrist, Dean – School of Health Professions

Carrie Culpepper, Chief Nursing and Quality Officer – Managed Care

Travis Zinck, Assistant Dean, Practice Improvement – Amarillo SOM Administration

**Program Length:** 12-month/13 session program (3<sup>rd</sup> Thursday of each month)

<i>Session</i>	<i>Date</i>	<i>Location</i>	<i>Organizational Acumen</i>	<i>Leadership Topics</i>
1	4/18/24	Lubbock	History of Higher Education	Authentic Leadership
2	5/16/24	Lubbock	History of TTU	Emotional Intelligence
3	6/20/24	Midland	History of TTUHSC	Developing Influence
4	7/18/24	Abilene	Higher Education Law	Team Development
5	8/15/24	Dallas	Funding	Psychological Safety & Trust
6	9/19/24	Lubbock	Budget	Adaptability
7	10/17/24	Lubbock	HR	Critical Thinking & Decision Making
8	11/21/24	Odessa	Facilities	Leadership Well-Being
9	12/19/24	Lubbock	Presence in the Community	Belonging and Coaching
10	1/16/25	Managed Care	Texas Legislation	Lessons Learned in Leadership
11	2/20/25	Amarillo	Technology	Lessons Learned in Leadership
12 / 1 (Cohort 4)	3/21/25	Lubbock	Development (Graduating cohort teaches new cohort)	Lessons Learned in Leadership / Authentic Leadership
13	TBD	Austin	TTUHSC Legislative Priorities Advancement	

**Candidate Profile:**

The One Team Fellows program is designed to provide enhanced development for those who may consider pursuing higher level positions within the Texas Tech University Health Sciences Center. The ideal candidate will have **3+ years of service to the HSC and currently hold a position where they are responsible for the supervision of one or more team members. Faculty with at least 2 years of service with the HSC.** Additionally, the ideal candidate will be someone who has engaged in professional development initiatives either internally or external to the HSC within the past few years. For selection planning purposes, this program will run every year from April to April.

Each campus and/or organization will receive an allotment to select a Fellow from their organization. Selections and the return of the Fellow Profile are to be sent to [OPV@ttuhsc.edu](mailto:OPV@ttuhsc.edu) by March 15<sup>th</sup>.

<b>Location/Council</b>	<b>Selection Authority</b>	<b>Allotment</b>
Abilene	Dean(s) as nominated by regional deans	1
Amarillo	Dean(s) as nominated by regional deans	1
Dallas	Dean(s) as nominated by regional deans	1
Lubbock	Dean(s) as nominated by regional deans	1
Midland	Dean(s) as nominated by regional deans	1



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Odessa	Dean(s) as nominated by regional deans	1
Managed Care	VP, Managed Care	1
Academics Council	Chair	1
Clinical Affairs Council	Chair	1
External Affairs Council	Chair	1
People and Operations Council	Chair	1
Research Council	Chair	1
Application Pool	Office of the President/OTF Advisory Board	3

**Program Overview:**

The One Team Fellows Program is designed to provide high-level leadership development to include pre-work, classroom instruction, team and organization-wide projects, readings and various other experiences designed to enhance the leadership abilities of the Fellows. This program will meet one time (1x) per month (usually the 3<sup>rd</sup> Thursday of the month) from 9:00a – 5:00p with a lunch break from 12:00p -1:00p. Locations of each session will vary in order to include as many of our locations as possible. The program will be limited to a membership of **15 Fellows**. Participating in this program will not guarantee a future promotion into any position.

**Cost:**

Throughout the program, there will be a number of opportunities to leverage personality inventories and other development tools. To account for the cost of supplies, access to assessments, food, and other items, there will be a program fee of **\$750** for each Fellow selected. Travel and hotel expenses will be the responsibility of the Fellow’s department.

**Assessments / Inventories:**

Fellows will have the opportunity to participate in Emotional Intelligence training and other assessments. Each of these tools are designed to provide insight into your leadership abilities and strengths.

**Expectations:**

Attendance will be **required** for every session. **Attendance requirements will be strictly enforced.** Before accepting an invitation to the One Team Fellows program, we highly encourage you to review the session dates to ensure your availability.

- Should there be an exigent circumstance (family incident, personal health, pandemic, etc.), an opportunity will be provided to the Fellow and their supervisor to meet with the One Team Fellows Advisory Board to determine the best path forward for all involved.

**Cohort 3 Timeline:**

February 1 – March 15, 2024	Dean/Council fellow selection – Application Period
March 16 – March 29, 2024	Selection process
March 29, 2024	Notifications sent selectees
April 18, 2024	Cohort 3 first session

**Questions**

Please reach out to Adam McKee, AVP-People and Values, with any questions:

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