



TTUHSC Leadership Development Program

One Team Fellows

COHORT 5 Overview

Updated 1/13/2026

2026 – 2027 One Team Fellows Advisory Board:

Dr. Dawndra Sechrist, Dean – School of Health Professions
 Carrie Culpepper, Chief Nursing and Quality Officer – Managed Care
 Dr. Heather Guest – School of Nursing
 Dr. Shane Harper – School of Medicine

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

<i>Session</i>	<i>Date</i>	<i>Location</i>	<i>Organizational Acumen</i>	<i>Leadership Topics</i>
1	4/19/26	Lubbock	History of Higher Education	Lessons Learned in Leadership
2	5/21/26	Lubbock	History of TTU	Emotional Intelligence
3	6/18/26	Lubbock	History of TTUHSC	Developing Influence
4	7/16/26	Abilene	Higher Education Law	Team Development
5	8/20/26	Dallas	Facilities	Psychological Safety & Trust
6	9/17/26	Amarillo	Funding	Adaptability & Crisis Leadership
7	10/15/26	Midland	Technology	Futurist Thinking
8	11/19/26	Odessa	HR & Budget	Leadership Well-Being
9	12/17/26	Lubbock	Presence in the Community	Belonging and Coaching
10	1/21/27	Managed Care	Strategic Initiatives & Texas Legislation	Lessons Learned in Leadership
11	2/18/27	Lubbock	Technology	Critical Thinking & Decision Making
12	3/18/27	Lubbock	Research	Project Presentation
13 / 1 (Cohort 6)	4/15/27	Lubbock	Development	Authentic Leadership (Graduating cohort teaches new cohort)

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 by March 13th.

Campus/Council	Selection Authority	Allotment
Abilene	School Deans	1
Amarillo	School Deans	1
Dallas	School Deans	1
Lubbock	School Deans	1
Permian Basin (Midland/Odessa)	School Deans	1



TTUHSC Institutes	Office of the President	1
Managed Care/Strategic Initiatives	VP, Strategic Initiatives	1
Academics Council	Chair	1
Clinical Affairs Council	Chair	1
External Affairs Council	Chairs	1
People and Operations Council	Chair	1
Research Council	Chair	1
Application Pool	Office of the President	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 3rd 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 **\$800** for each Fellow selected. Travel (i.e. airfare, car rental, hotel expenses, meals, etc.) 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 **expected** 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.
- Microcredentials/Badges will be awarded upon a successful completion of requirements. 11/13 events must be attended in order to receive a One Team Fellows Badge.

Cohort 5 Timeline:

February 2 – March 13, 2026	Dean/Council fellow selection – Application Period
March 16 – March 27, 2026	Selection process
March 30, 2026	Notifications sent to selectees
April 16, 2026	Cohort 4 first session

Questions

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

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