



## ***Questions and Answers***

- 1. What is LEAD?** *LEAD is a series of leadership and higher education seminars. It is free for all employees and is sponsored by HR Employee Engagement and Enrichment. In LEAD, participants will build their leadership skills and higher education knowledge. They will develop professionally and personally, and network with experts within and beyond the UCA campus.*
- 2. Who is LEAD for?**  
*LEAD is for any full-time faculty or staff member, regardless of title, position, department, or length of service.*
- 3. How much time is required to successfully complete this program?**  
*LEAD participants invest in a monthly meeting Wednesdays (1:00 – 4:00) for a total of seven sessions, from September – April.*
- 4. Is there outside work or homework?**  
*No. Participants attend the sessions, participate actively, and complete reflection exercises prior to leaving. During the completion ceremony participants will share their reflections, insights, and goals for improving an aspect of UCA, based on what has been learned.*
- 5. Is there a cost to the program?**  
*At this time, LEAD is free to accepted participants.*
- 6. Do I have to take sick leave or vacation time to attend the sessions?**  
*No. This professional development is part of your employment. As a professional courtesy, it is strongly suggested that participants notify their supervisors of the application process and possible selection so that supervisors are aware and can plan within the department for coverage.*

**7. What is the selection process and when will I find out if I have been selected?**

*The selection process is by application only. The LEAD TEAM of ten, composed of staff and faculty from various campus departments, will review the applications to determine the cohort. A cohort of 25 is planned. Those selected are notified via email by May of each academic year.*

**8. What can I expect from the program content?**

*The committee is working hard to create an interesting, invigorating, and insightful program. Its content includes:*

\*Program overview and expectations, teambuilder. Personal Assessment.

\*Understanding Higher Education systems and processes, statewide.

\*Understanding UCA-specific Higher Education systems, processes, and budgets.

\*Navigating difficult workplace issues and personalities. Communication and coaching. Working collectively with others, building teams.

\*Cultivating Culture, collaboration across campus, shared governance.

\*Working collectively with others, our external stakeholders.

Chamber, Conway Corp, UCA Outreach & Community Engagement, UCA Board member, Non-profit representative.

\*LEAD Completion Ceremony and Celebratory Reception

**9. How do I apply?** *Click the link below to complete the application, or email Charlotte Strickland at [chars@uca.edu](mailto:chars@uca.edu) to access a paper application.*

[UCA LEAD 2026-27 Application Link](#)

**10. Who do I contact if I have additional questions?** *Charlotte Strickland, UCA HR - Employee Engagement and Enrichment, [chars@uca.edu](mailto:chars@uca.edu). Wingo Hall #109. 852- 2319.*