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**Program Application & Eligibility**

## KEY DATES

Applications due:

Notification of Acceptance:

Program Start Date:

August 11, 2025

August 22, 2025

**Sept. 1, 2025**

**KEY INFORMATION**

Number of Openings

Program Term

Executive Coaching

Questions

8

1 academic year

Six one-on-one private coaching sessions.

Sessions will be at least 50% supported by scholar home department.

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**OVERVIEW:**

The LEADS Pathway Program supports mid-career faculty (i.e., assistant professors within 6 months of tenure; newly promoted, recently tenured associate professors; or associate professors with < 4 years post-tenure) in the translational, biomedical research workforce whose career aims to improve health for all. The program aims to support scholars’ well-being, enhance their leadership skills, and improve retention during this critical career point. Ultimately, the program will seek to foster self-efficacy and academic persistence, help mid-career faculty thrive, and promote resiliency and sustainability.

The LEADS Pathway Program is committed to building a welcoming learning environment. The program invites highly qualified candidates from across a wide spectrum of disciplines who meet the eligibility requirements. **Please review the following eligibility criteria and program expectations prior to applying.**

**ELIGIBILITY REQUIREMENTS:**

Mid-career faculty is defined as:

* Associate Professor in rank ≤ 4 years or
* Assistant Professor within 6 months of your tenure review
* Tenure or Clinical Health Sciences (CHS) track
* Research scholarship falls within the biomedical, translational research spectrum

## UW LEADS PROGRAM COMPONENTS:

## Cohort Sessions: Seminar sessions will be held every other month with a guest speaker covering topics such as leadership, professional identity, self-promotion navigation, conflict resolution, effective collaboration (team science), and more.

## Individual Mentoring: LEADS scholars will have the opportunity for optional routine consultation with a Pathway Program senior faculty member of their choosing outside of their home department (e.g., Elizabeth Burnside, Michelle Chui, Erri Hewitt, Vaishali Bakshi, Angela Byars-Winston). These consultations will be tailored to the scholar’s individual needs and circumstances. The panel of faculty available for consultation can provide culturally aware guidance on career development and share insights on navigating relevant systems within and beyond the university.

## Executive Coaching: While mentoring provides broad systemic and career guidance, personalized coaching sessions focus on achieving specific goals, including building networks and practicing self-advocacy (e.g., learning to say “no” and asking for essential resources). Scholars will have the opportunity to identify an executive coaching experience tailored to them. Program staff will have a list of recommended coaches and work with scholars to help identify coaches from the list or a coach of their choosing within the first month of onboarding to the program. Recommended coaches will have varied perspectives from broad life experiences and/or have expertise in working with physicians and faculty in academic medicine. Participants in the LEADS program will be provided funds to cover approximately six one-on-one private and tailored coaching sessions (depending on individual costs). Sessions will be 50% supported by the scholar’s home department. The scholar’s Department Chair is required to provide a letter of commitment (template available on the website) at the time of application.

## Networking: To facilitate lifelong learning and enhance professional connections, networking sessions will be held every six months for LEADS participants as well as STRIDE Pathway Program participants and alumni to build community and provide opportunities to learn from each other. These sessions will include a speaker/facilitator who will provide a cohort-driven focus for the discussion. Additionally, scholars will have the unique opportunity to engage with community advisory boards and incorporate community engagement as a component of their research, if desired.

## UW LEADS SCHOLAR SELECTION

We encourage applications from scholars who have professional experience that will contribute unique perspectives. We seek scholars who aspire to leadership roles in key mission areas of department/school/UW. Special consideration will be given to applicants whose varied perspectives derive from professional and life experiences, including overcoming personal adversity or hardship.

The LEADS Program Manager will review each application for completeness and to ensure eligibility criteria are met. Applications will be reviewed by a panel of Pathway Program faculty leaders. All reviews will consider applicant qualifications and program cohort fit.

## APPLICATION

Completed applications must be submitted by 11:59 PM on the deadline above, adhering to the instructions provided in the application. Please contact Gillean Kitchen, LEADS Program Manager, at [gkitchen@wisc.edu](mailto:gkitchen@wisc.edu), with questions.