

# EXECUTIVE DEVELOPMENT PROGRAM FOR EMERGING HEALTH LEADERS

**UTSA**  
**ALVAREZ**  
College of Business  
The University of Texas at San Antonio

 **UT Health**  
San Antonio  
Joe R. & Teresa Lozano Long  
School of Medicine

# Executive Development Program (EDP) for Emerging Health Leaders

## PROGRAM OVERVIEW

UT Health San Antonio Long School of Medicine is accepting applications for the 2025-2026 Executive Development Program (EDP) for Emerging Health Leaders.

Taught by award-winning University of Texas at San Antonio (UTSA) Carlos Alvarez College of Business faculty, this program is for **UT Health San Antonio Long School of Medicine junior and mid-level faculty** in leadership roles. The program combines lectures, readings, group discussions and presentations, with leadership assessments and executive coaching to provide participants the opportunity to develop leadership and management skills in four core areas: communication, influence, professional development and the fundamentals of administration.

Visit <https://business.utsa.edu/programs/uthsa-edp.html> for more information.

### ORIENTATION AND KICK-OFF

Introduction to cohort and online learning system.

### Coaching Assessments

Complete four validated coaching assessments

### FALL COURSES

12 hours of instruction

- Professional Development
- Business of Healthcare
- Healthcare Accounting
- Operations Management

### Coaching Session

1 hour private session

“ I feel like the coaching experience was the thread weaving all of the classes together and helping me actually apply principles to my life and career. This was a critical part of the EDP success. ”

-- Program Participant, EDP 2019-20

“ Every topic we covered came into play for my team and practice area during the pandemic. I was better prepared to lead my team as best I could in this time. ”

-- Program Participant, EDP 2019-20

### SPRING COURSES

21 hours of instruction

- Effective Communication
- Persuasion
- Providing Feedback
- Leading Through Change
- Negotiations
- Building Successful Teams
- Leadership

### COACHING SESSION

1 hour private session

### FINAL PROJECT

Personal case study.

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## Readiness for Challenges

# 100%

of participants believe the EDP has prepared them to take on current and future leadership challenges

## Program Expectations

# 97%

of participants said the EDP met their expectations and was worth the time investment

## Advancement in Leadership

# 94%

of participants felt that the EDP has prepared them to take on a more significant leadership role or more managerial responsibilities

### ELIGIBILITY

This **certificate program** is for **UT Health San Antonio Long School of Medicine** junior and mid-level faculty who are currently in academic leadership positions.

### SCHEDULE

Classes meet on the **third Thursday of every month from 6–9 p.m.**

#### 2025

- September 4 (orientation)
- September 18
- October 16
- November 13
- December 11

#### 2026

- January 15
- February 19
- March 19
- April 16
- May 21
- June 18
- July 16
- August 20

### COMMITMENT & LOCATION

Six to eight hours a month, including a three-hour evening class each month for 12 months. Applicants must commit to attending classes and completing assignments.



**33 hours**  
instructor-led sessions



**20 hours**  
self-paced online learning

Center for Professional Excellence,  
Carlos Alvarez College of Business  
Business Building (BB) 1.01.20

**Class instruction is delivered in-person.**

### COST

The program fees are paid by **UT Health San Antonio Long School of Medicine** and include tuition, textbooks, online course materials, and parking at UTSA.



**“Satisfied is an understatement. EDP got me excited about leadership and healthcare change.** I feel better able to put myself out there in terms of negotiation and impactful discussions. I just applied for my first national committee appointment and I cited my experiences in EDP as why I am exceptionally qualified for this position. I’d do it again if I could! Maybe the EMBA is next...”

**Marisa A. Earley**, EDP Participant 2019-20

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## APPLICATION

To apply for the 2025-2026 Executive Development Program, complete the online application (<https://bit.ly/4kEfr4T>)

by midnight on **Friday, April 18**; a maximum of 20 spaces are available.

To complete your application, you will be asked to:

- Describe in 300 to 500 words, your responsibilities in your current leadership role(s).
- Describe in 300 to 500 words, your expectations as a result of participating in this program.
- Describe in 300 to 500 words, at least one leadership challenge you have experienced in your current position and how you addressed it.
- Submit a current CV.
- Submit a letter of recommendation from Department Chair (not Division/Section Chief). The letter of recommendation must also include Departmental support indicating guaranteed release time during the scheduled course sessions above.

**Please note: Form cannot be saved, please be prepared to complete all fields before starting the application.**

Decisions announced **May 2025**.



**3 hours**  
in-class professional  
development



**2 hours**  
of coaching

## PROGRAM DIRECTORS

**Joshua T. Hanson, M.D., EMBA**  
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Alvarez College of Business, UTSA  
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“The Executive Development Program has been an eye-opening experience helping me to understand my own strengths in a context beyond medicine and **has been tremendous in helping me develop and improve my leadership qualities as a whole.**”

**Richard M. Peterson**, EDP Participant 2018-19



“**This program has provided me the tools needed to build a successful transformative surgical team.**

I plan to utilize the skills I learned in the program to continue to develop and recalibrate a cohesive multidisciplinary surgical team to provide extraordinary care of cancer patients in the South Texas region and beyond.”

**Dharam Kaushik**, EDP Participant 2019-20

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