UNC Charlotte’s Learning and Development Team Receives CUPA-HR’s Excellence in Human Resource Practices Award

University of North Carolina at Charlotte’s learning and development team received the College and University Professional Association for Human Resources (CUPA-HR) 2014 Excellence in Human Resource Practices Award. This award honors the achievements of college and university HR professionals or teams in improving the quality of programs and services on their campuses through effective HR administration practices. Thanks to the generous support of VALIC, CUPA-HR is pleased to offer a $3,000 contribution to UNC Charlotte’s endowment or a scholarship fund of the team’s choice. The team received the award for its Leadership Experience program.

The learning and development team in 2012 set out to design a new competency-based leadership development program. Dubbed the Leadership Experience, the program’s curriculum is aligned with skills needed to develop core leadership competencies such as strategic leadership, coaching and delegation, change management and staff development. The program allows participants to develop personal strategies for leadership success, network with peers, share best practices, interact with university leaders, and participate in a 360-degree assessment of their leadership strengths and opportunities. The capstone of the program is a team-based project focused on the employee life cycle and the manager’s role within it.

“The Leadership Experience program is designed to build skills incrementally, provide a direct link to day-to-day job responsibilities, encourage partnerships between leaders and their managers, and support the vision and values of the university,” says Joanna Roop, UNC Charlotte’s learning and organizational development manager. “Thanks to this new program, we now have a targeted path for our leaders in creating a cadence for their leadership journey.”

“It is so important for our institutions to invest in the meaningful development of their leaders and future leaders,” says CUPA-HR Awards Committee Chair Brian Dickens. “By focusing on competencies, collaboration and personal and professional development, UNC Charlotte’s
Leadership Experience program not only helps individuals grow as leaders and change agents, but also enables the university to cultivate the kinds of leaders that best fit with its culture, goals and mission.”

*About CUPA-HR*

CUPA-HR is higher ed HR. We serve higher education by providing the knowledge, resources, advocacy and connections to achieve organizational and workforce excellence. Headquartered in Knoxville, Tennessee, and serving more than 17,000 HR professionals and other campus leaders at more than 1,900 member organizations around the country and abroad, the association offers learning and professional development programs, higher education salary and benefits data, extensive online resources and just-in-time regulatory and legislative information.

CUPA-HR’s annual [Higher Education Human Resource Awards](#) honor excellence in higher education human resources and recognize service and commitment to CUPA-HR and innovation in the profession.