Leadership Academies

The Rutgers Center for Organizational Leadership offers a suite of collaborative leadership education initiatives for aspiring and current academic and administrative leaders at Rutgers University. Our two leadership academies—the Rutgers Leadership Academy and the PreDoctoral Leadership Development Academy—seek to improve the leadership capacity of participating Fellows and to build a culture of leadership development across the institution. These programs provide mid-career faculty/staff and doctoral student participants with an opportunity to develop and enhance their leadership, communication, and organizational competencies.

Program Topics

Built on the foundation of existing Rutgers Center for Organizational Leadership initiatives, the RLA and PLDA programs draw on the knowledge and skill of Rutgers leaders with input and support from senior University leadership. Program topics typically include:

- Complexities of the higher education landscape: Leadership challenges and opportunities
- Principles and pragmatics of leadership communication
- Campus cultures and intercultural tensions
- Core leadership theories and concepts
- Personal leadership assessment: Leveraging strengths for leadership excellence in higher education
- What makes higher education leadership unique?
- Strategic planning and organizational excellence
- Formal and informal leadership
- Change management
- Anticipating risks and leading during crises
- Higher education law: Academic freedom and free speech
- Finance and budgeting: University, school, and department considerations
- Politics, policies, and university-government relations
- Diversity and leadership in higher education
- University leadership in action: Building your team and working with colleagues
- Succession planning and search firm insights

RLA Core Faculty

Brent Ruben  
Distinguished Professor of Communication,  
Executive Director, Rutgers Center for Organizational Leadership

Ralph Gigliotti  
Director of Leadership Development and Research,  
Rutgers Center for Organizational Leadership

PLDA Core Faculty

Barbara Bender  
Senior Associate Dean, School of Graduate Studies,  
Director of the Teaching Assistant Project, and Fellow, Rutgers Center for Organizational Leadership

Susan Lawrence  
Vice Dean for Undergraduate Education, School of Arts & Sciences,  
Professor of Political Science, and Fellow, Rutgers Center for Organizational Leadership

Brent Ruben  
Distinguished Professor of Communication,  
Executive Director, Rutgers Center for Organizational Leadership

Ralph Gigliotti  
Director of Leadership Development and Research, Rutgers Center for Organizational Leadership
Creating a Culture of Leadership

Enhancing leadership capacities across Rutgers is a priority identified in the Rutgers University Strategic Plan. By creating a culture of leadership across the University, our faculty, staff, and students are better prepared to address the many challenges and realize new possibilities in education, research, and community engagement at Rutgers and higher education nationally.

I am a proud supporter of the expansive portfolio of university-wide leadership education and development initiatives designed and delivered by the Rutgers Center for Organizational Leadership, in collaboration with administrators, faculty, and staff from throughout the University. Through participation in these programs, many of our colleagues and graduate students have benefited from the opportunity to examine more closely the complexities of leadership in higher education, discuss effective practices, and expand their knowledge of strategies, techniques, and tools for enhancing leadership capacity. Programs sponsored by the Center have received national recognition in the higher education community and these initiatives will continue to make a significant contribution to our efforts to advance the work of the University, while at the same time enhancing personal and professional leadership and organizational capabilities.

Barbara A. Lee
Senior Vice President for Academic Affairs, Rutgers University

Investing in our Faculty, Staff, and Graduate Students

The need for effective leadership across Rutgers University and higher education continues to grow in importance. The Rutgers Center for Organizational Leadership in collaboration with colleagues from throughout the university has designed a number of theory-based and application-oriented leadership development programs to address these needs. Our programs focus on subject matter areas that are increasingly important for leaders at all levels, and also on the more general analytic, organizational, communication, and personal competencies that distinguish outstanding leaders across all sectors and all types of organizations. The academic and professional literature make it clear that in college and university settings both are required.

The Rutgers Leadership Academy and the PreDoctoral Leadership Development Academy provide a blend of informational, interactive, and peer-based learning opportunities, including selected readings, case studies, simulations, self- and organizational assessment inventories, and the development of organizational improvement projects. These programs are an excellent example of what is possible when we leverage the knowledge, talent, and capabilities that exist across our University.

Brent D. Ruben
Executive Director, Rutgers Center for Organizational Leadership

Rutgers Leadership Academy

The Rutgers Leadership Academy is a one-year program for mid-career faculty and staff. The program focuses on the development of cross-cutting leadership concepts, competencies, and tools for colleagues who are interested in expanding their leadership capabilities. As a result of participating in this collaborative learning initiative, Fellows acquire an enhanced understanding of the challenges confronting Rutgers and other colleges and universities, and a broadened leadership knowledge and skill-set for effectively addressing these challenges. Working with others in a leadership capacity to improve aspects of the university is a key component of the RLA experience. Thus, participants assume a leadership role in the development of a project proposal that will have tangible benefits for their unit and/or the campus or university as a whole.

Mid-career faculty and staff with seven or more years of scholarly/professional experience from Camden, Newark, New Brunswick, and Rutgers Biomedical and Health Sciences are eligible to be nominated for participation in the program. A more detailed description of the program and instructions for applying are available at www.ol.rutgers.edu/leadership-education/#rla.

PreDoctoral Leadership Development Academy

The PreDoctoral Leadership Development Academy, now in its ninth year, is designed to provide selected doctoral student Fellows with an introduction to current practices and challenges in higher education, and knowledge of the organizational, analytic, communication, and personal competencies recognized as critical to effective leadership across multiple organizational settings. This one-year program was created to provide a complement to discipline-based study by offering experiential and classroom opportunities that emphasize leadership styles and strategies, collaborative decision-making, planning and organizational assessment, communication with internal and external constituencies, and other skill-sets that are important to informal and formal leadership and professional advancement.

The program is open to any Rutgers University doctoral student from Camden, Newark, New Brunswick, and Rutgers Biomedical and Health Sciences are eligible to be nominated for participation in the program. A more detailed description of the program and instructions for applying are provided at www.ol.rutgers.edu/leadership-education/#plda.