



PreDoctoral Leadership Development Academy

The PreDoctoral Leadership Development Academy (PLDA), is a one year program designed to provide doctoral students from a broad array of academic disciplines with the supplemental knowledge and skills needed for academic and administrative leadership roles. Since the program's inception in 2010, nearly 135 doctoral students representing over 50 academic departments have participated in the program.

The PLDA program was created to provide a complement to discipline-based study by offering experiential and classroom opportunities that emphasize leadership style and strategy, collaborative decision-making, planning and organizational assessment, communication with internal and external constituencies, and other knowledge and skills important to informal and formal leadership and professional advancement.

Program Benefits

Engage in didactic and experiential learning opportunities with an emphasis on leadership strategy

Examine approaches and competencies required to address prominent challenges

Develop skills for excellence in academic, administrative, and organizational leadership

How Fellows will Enhance their Leadership Capacities

Understand the organization and administration of colleges and universities and the challenges they face

Develop and assess the following skills:

- Leadership style and strategy
- Collaborative decision-making
- Planning and organizational assessment
- Effective leadership communication
- Additional skills important to informal and formal leadership and ongoing professional advancement

Engage with leaders from across Rutgers to explore concepts and strategies for effective leadership in higher education

Selected Topics

- Organization and administration of higher education
- Multiple cultures of the academy
- Leading for diversity, equity, and inclusion
- Leveraging strengths for effective leadership
- Leadership and communication connections
- Approaches to leadership
- Crisis leadership considerations
- Legal and regulatory issues
- Ethics and integrity

Fellows who successfully complete the one-year program will be awarded a \$1,000 honorarium. Fellows' completion of the program will also be recognized on their academic transcripts.

Program Timeline and Highlights

Nominations
open April

Nominations due
April

Committee
review in May

Fellows
announced in
May

Sessions begin
September

Who is Eligible to Participate?

- PLDA is open to any Rutgers University doctoral student from Camden, Newark, New Brunswick, and RBHS. The program invites nominations for students from all disciplines within the university and encourages nominations from women and minorities in order to enhance diversity among future academic administrators nationally.
- Nominations for participation must be submitted by one's program director, department chair, dean, or vice-president.
- Fellows must be able to attend all of the in-person classes on Fridays from 9:00 am – 11:00 am in New Brunswick.

Alumni Testimonials

"My experience as a PreDoctoral Leadership Development Academy fellow helped me to understand the key social, political, and economic issues affecting higher education, and the priorities of internal and external stakeholders in college and university governance. This understanding of how different institutions of higher education are organized and function enables me to have productive interactions with senior campus administrators. It also allows me to more efficiently access resources and advocate for the interests of my students."

"The PreDoctoral Leadership Development Academy provided me with insight into leadership in an academic setting and how different it is from corporate or other forms of leadership. The coursework, mentorship and shadowing leaders throughout Rutgers provided me with an inside view of higher education today, the complex problems faced by administration and the tools they use to address these challenges. I am grateful for the experience I had during my fellowship and highly recommend it to doctoral students who will be tomorrow's higher education leaders."

"Through PLDA, I gained invaluable tools that I will be able to utilize as I advance throughout my career. I'm more confident in my leadership abilities and feel like I can take on different roles and projects. It was also great being in the program with students from across the University who I otherwise would not have been able to meet. Overall, I thoroughly enjoyed my time participating in PLDA and would highly recommend it to anyone interested in higher ed leadership!"

The program is offered by the Rutgers Center for Organizational Leadership with support from the School of Graduate Studies, School of Arts and Sciences, the School of Communication and Information, the Office of University Strategy, and Office of the Executive Vice President for Academic Affairs. For further information, please visit our website: <https://ol.rutgers.edu/programs/plda/>



RUTGERS

Center for Organizational
Leadership

<https://ol.rutgers.edu>