



Rutgers Leadership Academy (RLA)

The Rutgers Leadership Academy is a one-year program for mid-career faculty and academic staff who aspire to broadened leadership roles within their units, the university, and/or higher education, more generally.

The RLA program focuses on the development of cross-cutting leadership concepts, competencies, and tools. The program also addresses the unique situation- and position-specific challenges that leaders may encounter in an academic setting.

Program Benefits

Develop a deeper understanding of the challenges confronting higher education

Foster engagement with university strategy

Enhance personal and professional leadership competencies

Strengthen one's network of colleagues from across Rutgers who demonstrate a shared interest in leadership development

Selected Topics

- Leadership fundamentals: Core theories, concepts, and principles
- Leveraging individual and collective strengths
- Leadership principles and pragmatics
- Higher education stakeholders
- Strategic planning and project leadership
- Critical incidents in leadership
- Organizational culture
- Crisis leadership
- Enrollment and finance management
- Politics, policies, and university-government relations
- Leading change in higher education
- Higher education law
- Succession planning and career development in higher education

Toward the end of the first semester, each Fellow, in conjunction with his/her nominator/sponsor, will identify a project of importance to one's unit. These projects are intended to provide a context for applying and furthering the development of leadership competencies, while meaningfully addressing significant needs of the institution. For the purposes of this program, Fellows will only be responsible for the design of the project proposal, with encouragement to implement the project upon completion of the program. For a list of past projects, please visit: <https://ol.rutgers.edu/programs/rla/2019-2020-rla-fellows-capstone-projects/>

Program Timeline and Highlights

Nominations open March

Nominations due April

Committee review in April

Fellows announced in May

Sessions begin September

Who is Eligible to Participate?

- Nominations must be submitted by VPs, deans, directors, chairs or other senior leaders who see potential for greater leadership in the nominee.
- Mid-career faculty and staff (individuals with approximately 7 years of professional experience) from New Brunswick, Newark, Camden, and RBHS are eligible to be nominated. The nominee should be one who has potential for increased leadership responsibility and achievement within higher education.
- This is a year-long commitment. Fellows are expected to attend all sessions. Virtual and in-person sessions occur approximately twice a month.

Alumni Testimonials

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"During my time as a fellow in the Rutgers Leadership Academy, I had the opportunity to reflect on many aspects leadership while creating lasting relationships with my colleagues in the program. The speakers were engaging, and the topics were relevant and easily applicable to my work. I would recommend this experience to anyone who is interested in honing leadership skills or revisiting topics of organizational leadership while enjoying constructive time with colleagues from around the university."

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"The Rutgers Leadership Academy was much more than just a professional development program, it functioned like a 'think-tank' where a diverse set of talented individuals from across the University came together for intensive discussion and debate on leadership issues critical to individual and collective success at Rutgers. The opportunity to meet, learn, collaborate, and build lasting relationships with emerging leaders was so valuable to my leadership approach and expanding the scope of my role. I am now much more integrated and connected to strategic efforts throughout the University. I completed RLA a couple of years ago, yet the learning from the speakers and my cohort are still fresh in mind and put to use regularly in my work. It was a great experience that has had a lasting effect."

The program is offered by the Rutgers Center for Organizational Leadership, with support from 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/rla/>



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