



**RUTGERS**

THE STATE UNIVERSITY  
OF NEW JERSEY

# **Faculty and Staff Leadership Development Offerings at Rutgers University**

January 2022

## Rutgers [Center for Organizational Leadership](#) Academic Leadership Programs

<b>Rutgers Leadership Academy (RLA)</b>	Developed in 2015, the <a href="#">Rutgers Leadership Academy (RLA)</a> is a one-year program (formerly a two-year program) for <b>mid-career faculty and staff</b> who aspire to broadened leadership roles within their units, the university, and/or higher education, more generally.
<b>Academic Leadership Program at RBHS (ALP-RBHS)</b>	Developed in 2018, the <a href="#">Academic Leadership Program at RBHS (ALP-RBHS)</a> provides a venue for <b>faculty administrators</b> (e.g., chairs, program directors) to examine and further develop their leadership, management, and organizational competencies with attention to current biomedical and health sciences challenges and opportunities at the national and state level, and within Rutgers and RBHS.
<b>Department Leaders Program-New Brunswick (DLP-NB)</b>	Developed in 2021, the <a href="#">Department Leaders Program-New Brunswick (DLP-NB)</a> provides a venue for <b>department chairs and department leaders</b> to examine and further develop their leadership, management, and organizational competencies, with attention to specific plans, priorities, and processes in New Brunswick.
<b>PreDoctoral Leadership Development Academy (PLDA)</b>	Developed in 2010, the <a href="#">PreDoctoral Leadership Academy (PLDA)</a> , is a one-year program designed to provide <b>doctoral students</b> from a broad array of academic disciplines with the supplemental knowledge and skills needed for academic and administrative leadership roles.
<b>Special Topics in Academic Leadership</b>	Developed in 2015, <a href="#">Special Topics in Academic Leadership Seminars</a> , led by higher education leadership educators and practitioners, provide a forum for discussing relevant issues and challenges facing academic leaders and sharing effective practices across disciplines. <b>Participants and alumni of our academic leadership programs, along with current deans, associate deans, department chairs, and others</b> with an interest in the topic are encouraged to attend these virtual sessions.

## University Human Resources

# OneRED Rutgers Employee Development Staff Leadership Program

### **OneRED: High-Impact Leadership Program**

Developed in 2020, the [OneRED: High-Impact Leadership Program](#) is a strategic growth opportunity for Rutgers **staff leaders at the Director level and above**. HILP is designed to create a network of leaders with a university-wide, “One Rutgers” perspective, who will play critical roles in shaping the future of the university. Delivered over 16 months through learning sessions, assignments, and meaningful conversations, the HILP combines networking and instruction with opportunities to assess and apply leadership styles. Through participation in HILP, leaders build an active university-wide network and exercise their leadership strengths to help build a more diverse, talented, and resilient university.

## Office of University Equity and Inclusion, Rutgers Faculty Diversity Collaborative, Women's Leadership Development Program

### OASIS Leadership and Professional Development Program

Founded in 2008, [the OASIS Leadership and Professional Development Program](#) is a 6-month intensive program for **early, mid- and advanced career women faculty** from all tracks who aspire to advance their careers and broaden their leadership roles within their units, discipline and/or the university. The program is designed to accelerate the career advancement of women faculty and increase their retention by reducing isolation and preparing them for academic, professional, and/or administrative leadership roles. OASIS focuses on the development of leadership and communication competencies, tools, and strategies to enhance the professional capabilities of women faculty and increase their success. The program, in particular, addresses the unique, layered, and intersectional leadership challenges that women faculty, faculty women of color, and/or STEM women may encounter on their path to promotion, advancement, and academic leadership.