

Rutgers Leadership Academy

Center for Organizational Development and Leadership

Program Description:

The [Rutgers Leadership Academy \(RLA\)](#) is a two-year program for mid-career faculty and staff who aspire to broadened leadership roles within their units, the University and/or higher education, more generally. Nominees must be members of units which report to the Chancellor in New Brunswick or the Chancellor of Rutgers Biomedical Health Sciences. The program is open to those with or without prior leadership experiences in higher education.

The Academy focuses on the development of cross-cutting leadership concepts, competencies, and tools to enhance professional capabilities for those in academic, professional and administrative leadership roles. The program will begin in Fall 2015.

Goals for Academy Fellows:

- Gain familiarity with contemporary challenges facing academic and administrative leaders
- Deepen understanding of fundamental perspectives and concepts of leadership as they apply in higher education
- Enhance personal and professional leadership competencies
- Advance Rutgers by leading a field-based project from conception through completion
- Increase understanding of important dimensions of higher education administration, including organizational structure and mission, governance, finance and budgeting, legal and regulatory issues, diversity, and ethics

Fellows Nomination Process:

Nominations for participation in the Academy must be submitted by VPs, deans, directors, chairs or other senior administrative leaders who see a need for an expanded pool of future leaders within their unit, and want to recognize and encourage the development of particular colleagues to assume increasing leadership responsibility.

Program Structure:

Eighteen sessions over four semesters – a combination of online, hybrid, and in-person classes. Sessions run 2.5 hours each. Online sessions will be synchronous. Cohort program in which participants will develop leadership skills and competencies by: 1) exploring case studies, simulations, presentations, and readings; 2) leading field-based projects under the mentorship of senior campus leaders. In the second year of the program Fellows will work on [projects](#) identified as important to the unit or the broader campus. These will be projects in which Fellows can exercise a leadership role.

RLA Topics:

Topics include institutional structure and missions, organizational dynamics, leadership theories and concepts, formal and informal leadership roles and responsibilities, disciplinary and institutional cultures, decision-making, internal and external communication, the influence of multiple publics, and the leader's role in organizational planning and change.