

WOMEN ADVANCE LEADERSHIP

Project Description

As a part of your Women Advance Leadership experience, you have the option to conduct a project that you will lead, and for which you will provide recommendations. Ideally, the project will benefit both your professional advancement and the effectiveness and efficiency of your UNC-CH unit or department. Your time in WAL can serve as a planning period to help launch your project after the program concludes, or you may choose to begin implementing your project concurrently with your participation in WAL.

Determining the topic and scope of project

You may wish to decide to have a conversation with your department chair or supervisor to determine the scope and topic for this project to be sure it is indeed work that is a priority for the unit, or an issue that warrants attention and recommendations.

Should you wish to choose a project of your own choosing, you may decide it is based on an improvement for the unit or department that stems from your core values. If it is not on the radar of your chair or supervisor, you may consider having a conversation to propose the topic of your project as one that would benefit the unit and that you are willing to lead the efforts for developing recommendations and implementation. Suggestions for such projects might include:

- Implementing more effective, efficient, and fair processes for... (e.g., scheduling of classes, review of tenure portfolios, determining the faculty meeting agendas, etc.)
- Implementing strategies for recruitment and retention of a more diverse faculty/staff/postdoc/student body (undergraduate and graduate) for your unit or department
- Providing recommendations for reversing the continuous drop in enrollment in courses in your department
- Providing recommendations for a hostile climate/uncivil behavior among faculty/staff/postdocs/students in your unit or department
- Establishing a culture of effective mentoring and professional development for faculty/staff/postdocs/students in your department

The goals of the project

These suggestions are meant to be ideas to spur your thinking about the needs of your unit or department and what your capacity and expertise is to take on the leadership of such a project.

The goals are for you to conduct a project that:

- Is aligned with your core values and professional interests
- Warrants attention in your unit or department
- Will provide you a “seat at the leadership table” by discussing it with your supervisor or chair and giving you the opportunity to address it through an investigation of best practices and research on the topic to make appropriate recommendations
- Will strengthen your leadership and expertise in an area that is applicable in your unit or department, and potentially in other units of the University or in higher education in general