

# WOMEN ADVANCE LEADERSHIP

## Getting Started with a Leadership Change Project

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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*

Should you wish to develop a project, you may frame it as an improvement plan for your unit or department that stems from your core values. You may decide to have a conversation with your department chair or supervisor to determine the project topic and scope, whether the work is a priority for the unit, or if it is an issue that warrants attention and recommendations.

If it is not on the radar of your chair or supervisor, you may consider having a conversation about how your project would benefit the unit and that you are willing to lead the efforts for developing recommendations and implementation.

### *Goals for Designing a Project Topic:*

- Aligns with your core values and professional interests
- Provides you a "seat at the leadership table" by discussing it with your supervisor or chair
- Provides opportunity for investigation of best practices and research to make appropriate recommendations
- Strengthens 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

### *Past Project Topics:*

- Re-establishing the Chancellor's Caregiving Work Group
- Preparing the Next Generation of Nursing: Creating Faculty Development Opportunities in Inclusivity and Racial Equity
- Defining a process for recruiting, evaluating, and endorsing applicants to the Carolina Post-Doctoral Program
- Developing Quid-Pro: Quantitative Biology Interdisciplinary Fellows Program
- Assessing differential treatment of "VIP" patients at UNC Hospital
- Caring for the actor: Using psychosocial tools to transform small communities
- Assessing equity in access to resources across departmental subfields
- Organizing a shared learning initiative to address sexual violence on campus
- Identifying faculty and staff urgent childcare needs and determining both short- and long-term recommendations for the University

- Developing a Peer-Mentoring Program for BIPOC Faculty at UNC Chapel Hill
- Mentorship Program for the Professional Actor Training Program
- Increasing recruitment, support, and retention of underrepresented and first-generation graduate students at the department level
- Recruit, retain, and support women faculty at the department level
- Improve communication and streamline onboarding for fixed-term faculty hires at the school level
- Increase enrollment and support for the UNC-BEST program
- Identify alternative approaches to doctoral admissions and student funding model at the departmental level
- Application to the National Science Foundation Louis Stokes Alliance for Minority Participation Bridge to the Doctorate Program
- Creation of a new minor
- Creating an opportunity for new and old teachers to examine the teaching tool that is their physical presence.