ADVANCE LEADERSHIP JOURNEYS

Getting Started with a Leadership Change Project

As a part of your ADVANCE Leadership Journeys experience, you have the option to conduct a project that you will lead, and for which you will provide recommendations. Ideally, the project will be of professional interest to you, and will benefit both your professional advancement and the effectiveness and efficiency of your UNC-CH unit or department. Your time in ADVANCE Leadership Journeys 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 our program.

Determining the Topic and Scope of Project

Should you wish to develop a project, you may frame it in many ways. For example, you may approach your project as a needs assessment, an improvement plan, or a curriculum plan for your unit or department. The project may stem from your core leadership values and expertise.

We encourage you 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 your professional development, and that you are willing to lead the efforts for developing recommendations and implementation.

Goals for Designing a Project Topic:

- Aligns with your core leadership 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
- Fosters your sense of identity and instills purpose in your growth as a leader
Examples of Past Projects

- 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
- 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
- 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
- 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
- Supporting graduate student development through workshops on research and grant proposal writing
- Developing a workshop curriculum to support faculty who are serving as first-time principal investigators