

UCLA University Women's Leadership Academy (UWLA) for Mid-Career Women

Empowering Courageous Leaders of Change

2021

Schedule Session Topics

Session #1

Introduction of the UWLA cohort and the Academy through PowerPoints, elevator speeches

Session #2

Re-imagining university leadership

A. Women leaders - Who are you as a leader?

1. Leadership Identity
2. Gender intersectionality
3. Modeling the way
4. Personal vision and connections to the institution's vision

B. Increasing the value and impact of women

1. Mentoring and networking
2. Relationship building

C. Cultures, Dynamics and Institutional Types

1. Understanding university systems

Intensive One, Session #3 and #4, (4 hours on Friday and 4 hours on Saturday)

Case studies that involve implementing and evaluating a complex change that involves decision making by administrators, use of resources, access, equity, inclusion

A. Drivers of change

B. Analyze and summarize the two case studies and then have those presentations by the groups.

Through exploration of professional challenges and experiences, women leverage their multi-dimensional leadership capacities to effect change.

C. Leadership capacities/influencing others

The Academy seeks to re-imagine university leadership to include and value the impact and contributions of women.

Session #5

A. Administration

1. Decision making dynamics
2. Formal and informal leadership
3. Public vs. private
4. Levels of administrative leadership
5. University structures

Through exploration of professional challenges and experiences, women leverage their multi-dimensional leadership capacities to effect change.

B. Leadership capacities/influencing

C. Ethics and Integrity

D. Self-Advocacy and self-efficacy

**Intensive #2, Sessions #6 and #7 - Friday (four hours) and Saturday (four hours).
Work on a case study that involves social justice, strategic decision making,
student affairs and academic affairs.**

Ultimately, leaders are empowered to identify and harness strengths to build university related cultures that are more inclusive and equitable.

Session #6

A. Social Justice - Addressing systemic policies and practices

1. Advance equity initiatives/efforts

B. Strategic Decision Making

1. Connecting vision, values, and priorities
2. Exercising influence and growth mindset
3. Utilizing data/institutional research, evaluation, and assessment
4. Leading during/through a crisis
5. Connecting decision making across campus units versus working in individual silos

Session #7

A. Analyze and summarize the two case studies and then have those presentations by the groups.

Session #8

A. Student Affairs – 360 degrees - leadership careers, students, equity, collaborations, operations

B. Different types of Student Affairs Officers at different types of universities

Session #9

Budget and Fiscal Knowledge

1. Budget theories
2. Budget models/IT tools
3. How to read and analyze your institution's financial statement
4. Negotiating funding
5. Different funding sources, types, and cycles
6. Development

**Intensive #3, Sessions 10 and 11. Friday (four hours) and Saturday (four hours).
Work on a case study that involves relationships across units and campus, social justice, strategic decision making, student affairs and academic affairs.**

Session #10

A. Human Resources/talent development

Session #11

- A. University operations
1. Contracts & grants
 2. Informational Technology
 3. Fiscal responsibilities

Session #12

A. Navigating your university career: prepare for your next position, professional advancement, career marketing plan, growth mindset, coaching, advisory group

Session #13

- A. Resumes, interviews, cover letters, negotiating a new position
B. Artificial Intelligence

Session #14

A. Summing up, closing activity