



## **New Zealand Women In Leadership – *Discipline Pod Programme***

**An initiative for the New Zealand tertiary education sector**

Supported by: Universities New Zealand - Te Pūkai Tara

### **Programme Objectives and Benefits**

#### **Objectives:**

The NZWiL Discipline Pod Programme aims to provide specific development and opportunities to build and strengthen discipline networks for women earlier in the academic career pipeline across New Zealand. The focus is on disciplines with particular equity and/or human capital challenges to build a national network of women within disciplines.

In 2017 a successful pilot programme was run for women in the disciplines of Accounting, Finance, Mathematics and Statistics.

The disciplines for the 2018 pod programme are Information Systems, Computer Science, Engineering, Physics, Agriculture and Horticulture.

This initiative aims to enhance women's agency as academics at the Lecturer/Senior Lecturer levels seeking to advance. It will provide opportunities for participants:

1. To examine issues of **academic identity** and reflect on approaches and strategies to enhance their performance **as academics within their disciplines**.
2. To increase understanding of the **New Zealand tertiary education sector**, including the socio-political and economic context in which it operates.
3. To increase understanding of **research performance** that builds and sustains a research profile.
4. To explore a pragmatic and **strategic approach to teaching**
5. To participate in a learning environment that builds on the diversity of experience within the group.
6. To build personal and national **networks across the academic disciplines**.
7. To develop active communication techniques and **influencing skills**.
8. To develop personally and professionally.

#### **Benefits:**

- Strengthening each individual's awareness of their academic identity and agency within their institution and discipline.
- Building research, teaching and administrative capability of female academics through the sharing of discipline relevant advice and practices in disciplines with particular gender inequity and/or human capital challenges.
- Better understanding of the challenges faced by this group of staff.
- More diverse pool of talented staff in these discipline areas.
- More women putting themselves forward for senior roles.
- A New Zealand-wide network of female academics across the targeted disciplines in 2017 accounting, finance, mathematics and statistics and in 2018 information systems, computer science, engineering, physics, agriculture and horticulture.