



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

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

Supported by: Universities New Zealand - Te Pōkai Tara

### **Guidelines for selecting participants for NZ Women in Leadership Discipline Pod**

#### **Target Audience:**

The discipline pod programme in 2018 is designed for women at the Lecturer and Senior Lecturer levels with a completed doctorate and who are academic staff members in one of the following disciplines: Information Systems, Computer Science, Engineering, Physics, Agriculture and Horticulture. The programme caters for women who aspire to be in leadership positions in academia and leaders in their discipline.

The focus of the discipline pod programme is on academic women in disciplines with particular equity and/or human capital challenges. The programme also provides an opportunity to build a national network of women from a range of disciplines and to increase women's academic identity and influence within their institutions and their discipline.

**Programme Dates:** Tuesday, 27 November – Thursday, 29 November 2018

#### **Time Commitment:**

- Day 1: 12.45pm – 5.30pm & Evening Session, 6.00 – 8.30pm
- Day 2: 8.30am – 5.30pm & Dinner Event, 6.00 – 8.30pm
- Day 3: 9.00am – 12.30pm

**Location:** University of Auckland, City Campus

#### **Selection Criteria:**

- Ability to initiate, participate in and support discipline pod colleagues in their career development;
- Willingness to participate in the discipline pod national network and to run pod related activities at host institution;
- Demonstrated willingness and potential capability to influence within the University and their discipline;
- Prepared to commit and to participate in the three day programme initiatives, including evening sessions and pre-work;
- Prepared to undertake a process of challenging professional and personal development;
- Willing to engage with a variety of learning approaches and methods including group work, action learning and self-reflection;
- Willingness to learn about the New Zealand University environment and career decisions across a range of academic disciplines;
- Has an interest in research intersections and cross fertilisation across a range of disciplines.

#### **Equal Opportunities:**

The aim is for the participant group to reflect the diversity of eligible academic staff across the participating universities. It is envisaged that the group will comprise participants earlier in the academic career pipeline e.g. women who are new to the academic environment as a tenured staff member and/or women interested in the next promotion step, women with capacity and capability to enhance their research portfolio beyond their PhD trajectory.

There is also the opportunity to consider particular equity groups such as Māori and Pasifika women and to recognise the importance of having diverse senior role models which reflect and represent our society by encouraging women from a range of ethnic communities to participate in the NZWiL discipline pod programme.

**Programme Fee:**

\$1,450 + GST (includes the cost of the programme evening meals on Day 1 and Day 2). Note: Fee excludes the cost of travel, transfers and accommodation. All nominees will need to be endorsed and funded by their Dean and HOD i.e. home department and/or faculty.

**Nominations:**

A **Nomination Form** is available from the NZWiL Programme Convenor, Sarah Schulz at: [sarah@peopledevel.co.nz](mailto:sarah@peopledevel.co.nz) This form is to be completed and signed by the nominee (person being nominated) and the sponsoring Dean and HOD and emailed to the NZWiL Programme Convenor by the closing date.

**Closing date** for receipt of completed nominations forms is: **By Friday 29 June 2018.**

**Selection Process:**

The NZWiL Discipline Pod Reference Group comprising NZWiL Steering Group members Professor Gill Dobbie, University of Auckland, Professor Candice Harris, AUT University, Professor Sonia Mazey, Canterbury University, Annemarie de Castro, HR Director Victoria University of Wellington and Dr Dianne McCarthy, NZWiL Advisor will, with reference to subject matter experts in the pod disciplines from NZ Universities, select from the nominees submitted by the 8 NZ Universities using these guidelines for selecting nominees.

Nominations are being sought from each University with the expectation that we can accommodate up to 20 participants on the programme. Our aim is to have nominees from each university and across the range of disciplines i.e. Information Systems, Computer Science, Engineering, Physics, Agriculture and Horticulture. As a guide a maximum of 4 nominees will be considered from a university and up to 5 nominees for a discipline area.

Note: Further information regarding nominations submitted may be sought from the sponsoring Dean and/or HOD.