

**29** one-week programmes

**15**  
years

- 7 two-day Alumnae Symposia
- 6 half-day Alumnae Regional Roadshows
- 3 early career Discipline Pod Programmes

**15** years of UNZ Vice-Chancellors' ongoing investment  
**5** yearly independent reviews by Lumin

**572** NZUWiL Alumnae  
**51** Māori and Pasifika Scholarships

## LUMIN 2021 INDEPENDENT REVIEW\*

**154** Survey responses – NZUWiL Alumnae

**17** Interviews – stakeholder, contributor and Alumnae

## Impact on Participants\*

### LEADERSHIP CAPACITIES AND INFLUENCE



Leadership capacities and influence	Moderate or Significant learning
Personal growth	<b>81%</b>
Confidence	<b>76%</b>
Leadership skills and approaches	<b>75%</b>
Building of networks	<b>61%</b>

"the opportunity to stop, reflect, challenge and ask why, and be reminded of the world perspective of myself as a Pacific woman."

[Participant]

\*2021 Independent Lumin Review

## Continuing Leadership Development\*

"[we want to ensure] that we are valuing [them] and fast tracking or supporting – we have thought about their professional development needs." [DVC]

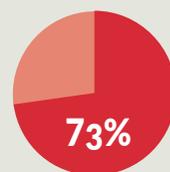
### PARTICIPANTS' DEVELOPMENT SINCE THE PROGRAMME

Participants report increased confidence to tackle senior leadership roles; increased networks and visibility

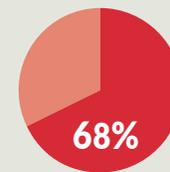


- 84%** confidence to be in more senior leadership roles
- 82%** confidence to apply for promotion
- 72%** increased networks
- 67%** increased visibility

## Promotions and appointments\*



of survey participants applied for promotion



success rate

### ALUMNAE ARE NOW SENIOR LEADERS INCLUDING:

- Pro-Vice Chancellors
- Deputy Vice-Chancellors
- Deans
- Heads of Departments
- Directors
- External CEOs

"validated as a woman, a mother, a senior manager ...you can care for and juggle multiple things at once and do it well!" [Participant]

# Benefits of NZUWiL for universities

## GENDER ON THE AGENDA

NZUWiL is a symbol and a reminder of our intention and commitment to bringing about greater equity. [Vice-Chancellor]  
We need more women in senior leadership roles in NZ universities. [DVC]

## SHE LEADS

We are building a stronger cohort of women, potential leaders for the future.  
[University Stakeholder]

## LEADERSHIP CAPACITIES AND INFLUENCE

The programme builds research capacity and teaching capacity, it builds capacity across NZ.  
[DVC]

## UNIVERSITY RECOGNITION

NZUWiL is one of the most valuable investments in university women's success that I could imagine. [University Stakeholder]

## WOMEN HELPING WOMEN

Alumnae are playing influential roles in NZ universities— a good strong cadre of women leaders. [Vice-Chancellor]

## THE POWER OF THE COLLECTIVE

NZUWiL creates a national network with a strategic understanding that enhances institutional and sector capability. [Lumin]

The NZUWiL programme offers a mechanism for University sector barriers to be broken down...for emerging leaders to come together to learn, collaborate, support and inspire each other. [Participant]

## RETURN ON INVESTMENT

Alumnae are moving into leadership positions and expanding their leadership contributions.  
[Lumin]

...more change agility and ability as a university, with increased capability of middle leadership to move ahead with change. [DVC]  
Value for money – high quality, experienced presenters and facilitators. [Participant]

## NZUWiL - A MODEL

Shared to support the development of the WATTLE academic leadership program (Australia); pilot programme Te Kei Māori academic staff development; NZ universities internal Women in Leadership initiatives.

## NZUWiL VICE-REGAL PATRON

Her Excellency, The Rt Hon Dame Cindy Kiro,  
Governor-General of New Zealand,  
2022 – 2026

Her Excellency, The Rt Hon Dame Patsy Reddy,  
Governor-General of New Zealand,  
2017 – 2021



"I will always treasure my experience of the NZUWiL. Receiving a scholarship opened my eyes to the possibilities." [Māori Scholarship Recipient]

15 years of sponsorship from L'ORÉAL