

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	81%
Confidence	76%
Leadership skills and approaches	75%
Building of networks	61%

"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]

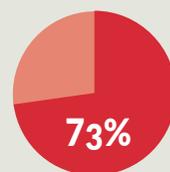
PARTICIPANTS' DEVELOPMENT SINCE THE PROGRAMME

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

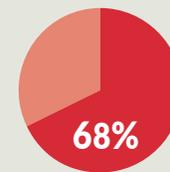


- 84%** confidence to be in more senior leadership roles
- 82%** confidence to apply for promotion
- 72%** increased networks
- 67%** increased visibility

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