

Lumin 2019 Review of NZUWiL programme

26 one-week programmes

13
years

6 two-day Alumni Symposia
5 half-day Alumni Regional Roadshows
3 early career Discipline Pod Programmes

5 yearly independent review and UNZ Vice-Chancellors' ongoing investment

450 plus NZUWiL Alumni
43 Māori and Pasifika Scholarships

LUMIN REVIEW METHOD

154 Survey responses – NZUWiL Alumni

17 Interviews – stakeholder, contributor and Alumni

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]

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



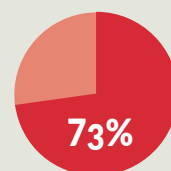
84% confidence to be in more senior leadership roles

82% confidence to apply for promotion

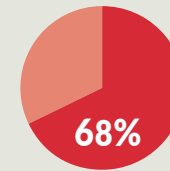
72% increased networks

67% increased visibility

Promotions and appointments



of survey participants applied for promotion



success rate

ALUMNI ARE NOW SENIOR LEADERS

- 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 to 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 [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. [Stakeholder]

WOMEN HELPING WOMEN

Alumni 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

NZUWiL graduates are a good investment [Lumin]

Alumni 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

The WATTLE academic leadership program (Australia); pilot programme Te Kei Māori academic staff development; NZ universities internal Women in Leadership initiatives

NZUWiL



"I will always treasure my experience of the NZUWiL. Receiving a scholarship opened my eyes to the possibilities."

[Māori Scholarship Recipient]

NZUWiL VICE-REGAL PATRON

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