



THE UNIVERSITY OF  
MELBOURNE

# ACADEMIC WOMEN IN LEADERSHIP PROGRAM

## Invitation to all Academic Women at Level C and D (Teaching & Research and Research Only)

### ACADEMIC WOMEN IN LEADERSHIP PROGRAM 2020

#### Rationale for the AWIL Program

The Academic Women in Leadership Program is one of several strategies aimed at addressing women's under-representation in higher level academic appointments and on key policy, decision making and governance bodies. This remains an issue of strategic importance to the University.

#### Support for the program

The Academic Women in Leadership Program is conducted under the auspices of Academic Board.

The Provost acts as sponsor with the program supported by a Reference Group comprised of the President Academic Board, former participants, Deans and Heads of Departments/Schools whose membership is drawn from a range of Faculties. The role of the Reference Group is to guide and advise the program manager and actively advocate for the program.

The program receives strong support from the Vice-Chancellor and members of the Executive, including the Deans and Academic Board Officers. It runs over a period of approximately eight months with evaluations reporting a high degree of success.

#### Program aims

The program targets academic women at Level C or Level D who have been:

- Employed by the University of Melbourne for two or more years
- Reached a stage in their careers where they are seeking increased knowledge and understanding of University management, leadership and decision making
- Identified that their career direction may incorporate a leadership role (Head of Dept/Dean, Chair of a key University committee, Director of Centre /Institute,
- Associate Dean or other senior academic management position)

#### It aims to provide opportunities for academic women at levels C and D to:

- enhance their understanding of leadership in the University context;
- affirm and enhance existing strengths, leadership and management skills and abilities;
- increase organisational knowledge of the university;
- extend networking opportunities;
- facilitate engagement with both internal and external senior role models; and
- explore through a gender frame of reference.

#### AWIL 2020 Program

The program will commence in March 2020 and conclude October 2020.

#### Time Commitment

The program is introduced with:

- a 1.5 hours briefing session and welcome and
- a two day launch workshop in March 2020

Sessions in 2020 will include:

- 8 half or full day development sessions;
- A shadowing component of 3-5 days (in total);
- two 1 hour individual career coaching sessions; and
- group project planning meetings, as arranged by the project groups.

**Participants must be able to attend all sessions and meet the basic program requirements.**

**For specific dates see the application form.**

#### Department Support

Given the considerable time commitment, it is essential that you have discussed your application with your Head of Department and that adequate support is provided for your involvement in the program.

#### How to apply for the AWIL Program 2020

Email the completed Application Forms (Parts A and B) and Nomination Form (Part C) to:

Attention: Tiffany Lee  
capability-development@unimelb.edu.au

Before completing the application, please ensure you understand the:

- content of the program; and
- basis on which selection will be made and the time commitment involved.

#### Details

**Due Date: 25 November 2019**

**For more information:**

Contact Julie Eastman (Program manager) on 8344 4159 or email jeastman@unimelb.edu.au

**Attachments:**

- Application Forms (Parts A and B)
- Nomination Form (Part C) to be completed by the Head or Dean.