OASIS Leadership & Professional Development Program

Objective Analysis of Self and Institution Seminar

The OASIS Program accelerates the career development and advancement of academic women in the fields of science, technology, engineering, mathematics (STEM), social, and health through a combination of workshops, networking, mentoring, and individual coaching. The Program aims to increase retention of women in academia by reducing isolation and preparing women for leadership positions.

Participants develop strategies and skills to be more effective in such areas as personal advocacy, communication, and leadership. They also benefit from a community of peers and senior colleagues formed through their participation. Program content is tailored to support women at key points along their academic career paths. Different cohorts - including non-tenure track, tenure track, and senior faculty - are brought together to explore challenges that exist where they are today and to prepare to meet those of the future.

How the OASIS Program Works

The strength of the OASIS Program is in working together with a cohort through an integrated series of components:

- Pre-program individual goal setting
- Interactive workshops
- Peer mentoring to provide new perspectives, accelerate learning, and create community
- Individual coaching conversations to provide opportunity for reflection, allow for self-direction and encourage taking action
- Networking with STEM peers and senior scholars

In the end, each participant will be able to apply what she has learned to develop strategies that fit her individual situation. Also, she will have established connections within the scholarly community that will continue to provide support and enrichment opportunities.
What Participants Are Saying…

- “I am so glad that I made the time for this program - it is something we, in academia, should do more of…”
- "I have power over some aspects of my work situation and I need to exercise that power thoughtfully and strategically."
- "The OASIS Program has been an excellent and transforming experience."
- “This was the best development program that I have participated in!”

Since its introduction in 2008, over 200 women from Rutgers University, UMDNJ, and other universities have participated in the OASIS Program. Many of the peer-mentoring groups formed during the Program still meet regularly. All participant evaluations report that the program was both beneficial and would be recommended to others.

Who Should Participate - Women who are:

- interested in increasing their connections in the academic and science community
- interested in becoming more effective leaders, collaborators, negotiators, and personal advocates
- able to commit to the full program including workshops, peer-mentoring, and individual coaching

What Participants Gain

- Clarity about their professional goals and how to achieve them
- Skills to be more effective leaders, collaborators, negotiators, and personal advocates
- An expanded community of colleagues
- Strategies for enhanced work-life balance

Workshop topics include

- Leading & Collaborating Successfully
- Using your Voice at the Leadership Table and Beyond
- Identifying the Why, Who, What, and How of Personal Advocacy & Effective Communication
- Improvisation for Scientists
- Negotiation Skills for Work and Life
- Writing, Procrastination & Resistance
- Work-Life Balance

Contact Us for More Information

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