SciWomen: Join in the Discovery

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 science, technology, engineering, mathematics (STEM), social, and health science fields 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 areas such as personal advocacy, communication, and leadership. They also benefit from a community of peers and senior colleagues. Program content is tailored to support women at key points along the academic career path. 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 for what’s next.

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 apply what she has learned and develop strategies that fit her individual situation; and she will have connected with a scholarly community to support and enrich her.
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 & 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 Spring 2008, over 150 women from Newark Campus, Camden Campus, UMDNJ and other regional universities have participated in the program. Peer-mentoring groups continue to meet regularly. Participant evaluations all report that the program was beneficial and would be recommended to others.

Who should participate

- Women at an early to mid point in their careers
- Women who are interested in professional development and in building networks

What participants gain

- Clarity about professional goals and how to achieve them
- Skill development in topics such as negotiation, leadership, teamwork, and self advocacy
- An expanded community of colleagues
- Strategies for enhanced work-life balance

Workshop topics include

- Increase your Effectiveness in Leading & Collaborating
- Personal Advocacy: Using your Voice at the Leadership Table and Beyond
- Personal Advocacy: Increase your Opportunities through Enhanced Visibility
- Communication: Distilling your Message
- Communication: Improvisation for Scientists
- Negotiation Skills for Work and Life
- Writing, Procrastination & Resistance
- Work-Life Balance

Contact us for more information

Beth Tracy
OASIS Program Director
Email: beth.tracy@sciwomen.rutgers.edu
Phone: 215-718-3587

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