

# UIA Fellows Program

Building campus capacity for innovation

Established in 2014, the University Innovation Alliance Fellowship is a full-time, paid, 2-year university leadership development program that places top-tier early-career professionals with UIA member institutions. The program is currently funded by Ascendium Education group and UIA member institutions.

The program has two primary objectives:

- (1) provide UIA member institutions additional human capacity to shepherd scalable student success innovations on campus; and
- (2) develop higher education leaders in a manner that prepares them to assume higher education leadership positions earlier in their career, and to do so equipped to guide university transformation in support of closing equity gaps for historically marginalized student populations, including students who identify as of color, first-generation in college, and/or from economically under resourced families or communities.

**“Using Process Mapping to Redesign the Student Experience”**

Why IT Matters to Higher Education  
**EDUCAUSE**review

**“ISU’s Wintersteen talks about closing graduation gaps for disadvantaged students”**

**The Tribune**  
THE VOICE OF THE PEOPLE

**“College Wasn't Designed Around Student Success. Here's How to Fix It.”**

 **EdSurge**

## KEY ACTIVITIES

Fellows are key drivers of UIA work on member campuses. They help UIA institutions identify new solutions, scale proven innovations, and communicate and diffuse outcomes – ultimately helping more students have access to and graduate with a high quality, affordable bachelor's degree.

The Fellowship provides training in pressing issues in higher education as well as in promising tools and strategies, such as Process Mapping and Design Thinking. Fellows gain the unique networking opportunities of some of the most innovative public institutions nationwide to support their launch into a high-level university leadership career. Fellows meet weekly (virtually), engage 1:1 with the program director for coaching and support, and convene annually for planning and reflection retreats.

## OUTCOMES

**Outcome 1:** Fellows provide critical capacity to enable UIA campuses to adopt and adapt student success innovations on their campus.

- UIA scale projects (predictive analytics, proactive advising, completion grants, college to career) have relied heavily on the fellows' daily change management support.

**Outcome 2:** Develop a 21st century pipeline of talented higher education leaders equipped to support innovation and change.

- 30 change-ready leaders have served as UIA fellows to date, with 15 currently in the position and 15 additional alumni supporting and driving transformation in the field. Three former fellows have joined the UIA central team in director roles.

**Outcome 3:** Support institutional transformation by assembling essential innovation and change work currently lacking ownership at the institution, prototyping the kinds of roles or internal capacity needed to enable sustained campus improvement, and equipping campuses to invest in sustainable strategic capacity.

- Eight fellows have transitioned into new roles on their campuses that they created in partnership with their institutions based on the value-add of the skill set and capacity they bring to innovation and student success.
- In particular, two of these fellows have transitioned into innovative roles filling critical transformation capacity needs identified during their fellowship:

translation and project management support to enhance the relationship between edtech and student success practitioners. These new roles help rapidly accelerate student success technology adoption on campus with shuttle diplomacy, change management support, strategic communication assistance as well as process improvement support.

## FUNDER

The Fellows program was funded in 2018-2019 by Ascendium Education Foundation, with UIA campuses providing a 100% match for the support of each of their fellows. Ascendium also provided resources to significantly enhance the support and evaluation of the Fellows program with the creation of the Director of the Fellow program & Network Engagement.

Since 2015, the program has been supported through a 50/50 mix of institutional and philanthropic funds provided by UIA funding partners including the Ford Foundation, Lumina Foundation, Kresge Foundation, and Strada Education Network.

**We are currently seeking funding partners for the 2020 Fellows cohort, which would be matched 100% by UIA campus resources.**