UC-CORO Systemwide Leadership Collaborative – FAQ's

Who is CORO Northern California?
CORO Northern California has been assisting the University of California since 2006 to develop current and future administrative and faculty leaders. UC and CORO have trained over two hundred faculty at UC San Francisco and over sixty faculty and administrators at the UC Davis Health System. At UC Office of the President, we have trained seventy six senior leaders through CORO.

What is the UC-CORO Systemwide Leadership Collaborative?
This is a systemwide leadership program for experienced leaders in partnership with CORO Northern California. This program will focus on the benefits of exposing them to inter-campus and cross-functional involvement. With the program being tailored to the Director level and above, the participants will have field study opportunities to work on a specific campus or medical center leadership   initiative.

Who is eligible for the program?
The UC-CORO Systemwide Leadership Collaborative targets high level administrators who report to cabinet-level leaders. The purpose is to enhance the leadership skills of those individuals and foster relationships, networking, and collaboration across UC.

How many participants can the program support?
The UC-CORO Systemwide Leadership Collaborative will be offered to forty to forty five administrators from UC locations. The participants will form a Northern California cohort and a Southern California cohort. Each cohort is comprised of twenty to twenty three participants.

What is the application or nomination process?
Nominations will be accepted from October 25 to November 18, 2016. Nominees will be sent a notification in November with instructions for submitting their participation information.

What is the criterion for nomination?
- Must be a direct report to the Chancellor or direct report to a member of the Chancellor's cabinet (Director level and above)
- Must be in current position for at least one year
- Should possess strong personal initiative and motivation
- Should have the ability to work well within a diverse group
- Must have the desire to make an active contribution to UC
- Must show evidence of leadership experience or potential and meaningful involvement in their workplace or community
- Must have a good standing performance (not on any corrective action plan)
- Must have the commitment and support by nominating sponsor that nominee will attend all 12 sessions, two day People Management conference, additional project work and graduation. (Nominee will be asked to complete pre-work prior to program start)

How much investment of time can the participant expect?
The program is rigorous and requires a firm commitment of approximately 100 hours over a period of 11 months and intersession assignments. A group project requires an additional time commitment.

Where will the classes be held?
Northern and Southern California cohorts will meet separately. Project presentations and graduation will include both cohorts and will be held at UCOP. The two day UC Systemwide People Management conference will also include both cohorts and will be held at UCLA Luskin Center. The schedule can be found on the last two pages of this document.

Can you give a brief overview of what is covered in this leadership collaborative?
Program components consist of:

Twelve full-day interactive seminars: Held on various campuses, including Campus Field Exploration sessions which involve gathering information to gain improved understanding and appreciation of strengths and challenges facing campus leaders and departments

Logic Study: Create a culture of collaboration, examine the complexities of an organization or department, create understanding of the leadership styles in/of the group, and establish the group as a framework of learning for participants

Two-day UC Systemwide People Management Conference: The conference brings together UC-CORO Leadership Collaborative leaders from across UC providing them the opportunity to collaborate/exchange with one another, reinforce trainings and share best practices.

Home Teams: Work groups throughout the session

Practicum: Each participant identifies a small group within the organization to use as a laboratory in which to explore CORO tools

Final presentations from project work: Focusing on recommendations to Chancellors and other UC senior leaders

What is the cost of the program?
Funding for the program is the responsibility of each location and cost will be $5,000 per participant. All travel arrangements and travel related costs should be handled by the participant and submitted for reimbursement from the participant's department/campus using the established T&E process at the participant's location. Meals during sessions and room rental expenses will be covered separately by the UC-CORO Program.

Where can I go to get more information?

You can access the UC-CORO Website:

http://uccoro.ucop.edu

Also contact: Donna Salvo, donna.salvo@ucop.edu 510-987-9923