

UC Women's Initiative

for Professional Development

UC Women's Initiative Frequently Asked Questions

What is the UC Women's Initiative for Professional Development?

The University of California is delivering a systemwide professional development program for mid-career women, both faculty and staff, that will pull participants from every UC institution. The program has been designed to:

1. Cultivate a vibrant, professional network of women that spans the UC system
2. Give women access to top UC leaders—women and men—so they can interview and learn from them about their diverse leadership approaches and journeys
3. Strengthen participants' skills and confidence through hands-on practice with a range of tools and skills in the areas of:
 - a. Professional development and impact
 - b. Strategic relationship building
 - c. Developing and delivering a compelling narrative regarding one's professional accomplishments and vision
 - d. Negotiating at work
 - e. Peer coaching

Cohorts of women representing every UC institution will come together for four in-person, interactive all-day sessions. There is a northern cohort and a southern cohort. There will be several cohorts offered each year.

What is the impetus for this program?

UC is committed to creating a pipeline and network of women professionals who can contribute to one another's and UC's future success.

Who is the ideal participant?

Chancellors and their Cabinet Members are asked to nominate mid-career women, both staff and faculty, who demonstrate the potential to advance in their careers at UC. Ideal participants learn best by doing. For example, each participant will work on:

- Building a personal board of advisors
- Crafting and delivering a professional narrative
- Identifying and preparing for a small "n" negotiation at work, i.e. an everyday issue for which there is no formal policy or decision-making structure
- Peer coaching

Ideal participants will also be open to supporting other women in the program, learning concepts that improve their effectiveness at work, and hearing about the career journeys of established UC leaders.

What are the initial program costs? Who is covering them?

Each participant's institution will contribute travel expenses plus \$1,925 per participant to cover UCOP administrative fees. President Janet Napolitano has allocated \$50,000 to cover the design and implementation of this program.

What is the time commitment for participants?

Please keep in mind that there is a strict attendance policy—participants must attend all sessions for their entirety. Full attendance supports networking, bonding, learning and peer coaching.

Each cohort is made up of four sessions; the first session of each cohort is one and a half days and includes a group dinner on the first night. The remaining sessions are one day each. The final session is a capstone event and includes both north and south cohorts.

Where will the program meet?

Northern cohort participants will meet three times in northern locations. Southern cohort participants will meet three times in southern locations. Each cohort will have a final capstone/graduation event in their respective regions.

What makes this a systemwide program?

The regional cohorts will include 30 women – faculty, academic personnel, and staff; from all locations in their northern or southern region.

Who are the program collaborators?

The idea for this program started with members of the Systemwide Advisory Committee on the Status of Women (SACSW), which advises the President of the University of California. In late 2014, SACSW formally recommended to President Napolitano that UC develop a systemwide approach to women's professional development. The President agreed to fund a first delivery and deploy human resources leaders at UCOP to join SACSW in developing and testing an approach.

SACSW turned to CORO Northern California, a nonprofit organization that has developed and facilitated leadership programs for faculty and staff members across UC since 2006. SACSW advised CORO on the program design. UC Women's Initiative sessions will be led by CORO, which focusses on equipping individuals to collaborate, communicate and lead effectively to enhance the common good.

In 2018, UC Facilitators were introduced to co-facilitate with the CORO Northern California team. UC Facilitators are certified by CORO Northern California and are primarily graduates of UC WI. The addition of UC Facilitators adds a UC perspective to the program and provides former graduates with an additional professional development opportunity.

How can I learn more?

Please contact the Program Director for UC Women's Initiative, Terry Barton, Director of Systemwide Staff Development Programs, at teresa.barton@ucop.edu. You may also contact your local SACSW member to learn more, or visit the UC Women's Initiative [website](#).