

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 UC Women's Initiative for Professional Development (UC WI) is a unique, experiential systemwide professional development program for mid-career women that brings together participants from every UC location. Participants represent faculty, academic personnel and staff, people managers and non-people managers.

The program is sponsored by the President's office and the Systemwide Advisory Committee on the Status of women (SACSW). The program is offered by Systemwide Human Resources in partnership with Coro Northern California and SACSW.

The program has been designed to:

1. Cultivate a 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 location come together for four in-person, interactive, all-day sessions. There are typically three northern and three southern cohorts offered each year; however, the program is currently transitioning its schedule to coincide with UC's academic/fiscal calendar — this change will assist locations in budgeting and make it easier for faculty participants to plan around their academic schedules — and as part of this transition, only four cohorts will be offered in the 2020 program: two northern, two southern. UC WI will return to offering six cohorts as part of the 2020/2021 program.

Why is this program being offered?

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?

- Mid-career faculty, academic personnel, and staff from campuses, health centers, Division of Agriculture and Natural Resources, Lawrence Berkeley National Laboratory, and Office of the President
- Someone who has demonstrated potential for advancement
- 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 ongoing implementation of this program.

What is the time commitment for participants?

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 a group dinner the night before the final session.

There is a strict attendance policy — participants must attend all sessions in their entirety. Full attendance supports networking, bonding, learning and peer coaching.

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 region.

What makes this a systemwide program?

The regional cohorts each include 30 women — faculty, academic personnel and staff; from all locations in the 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 ucwomensinitiative@ucop.edu for more information. You may also contact your local SACSW member or visit the [UC Women's Initiative website](#).