

# 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, woman-identified professionals 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) and offered by Systemwide Human Resources in partnership with Coro Northern California and SACSW.

UC WI is committed to enabling the full participation, success and advancement of woman-identified professionals at the University. The program is open to all who support and are committed to this mission.

The program has been designed to:

- Cultivate a professional network that spans the UC system
- Provide access to top UC leaders — women and men — to learn about their diverse leadership approaches and journeys
- Strengthen skills and confidence through hands-on practice with a range of tools in the areas of:
  - Professional development and impact
  - Strategic relationship building
  - Developing and delivering a compelling narrative regarding one's professional accomplishments and vision
  - Negotiating at work
  - Peer coaching

#### **Why is this program being offered?**

To help woman-identified professionals advance in their UC Careers and retain those who have demonstrated potential for advancement. UC WI is committed to enabling the full participation, success and advancement of woman-identified professionals at the University. The program is open to all who support and are committed to this mission.

## **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
- Has demonstrated potential for advancement
- Is open to supporting woman-identified professionals, learning concepts that improve their effectiveness at work and hearing about the career journeys of established UC leaders

## **Is UC WI only open to woman-identifying professionals?**

The UC Women's Initiative is open to all who are committed to enabling the full participation, success and advancement of woman-identified professionals at the University. The program provides opportunities and resources to develop self-efficacy and personal leadership skills that apply to all UC professionals.

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

Each participant's institution will contribute travel expenses plus a participant fee to cover UCOP administrative fees. In 2020, the fee was \$1,925 per participant. In addition, 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 cohorts will include 30 participants – 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 graduates of UC WI. The addition of UC Facilitators adds a UC perspective to the program and provides former UC WI graduates with an additional professional development opportunity.

**How can I learn more?**

Please contact [ucwomensinitiative@ucop.edu](mailto:ucwomensinitiative@ucop.edu) for more information. You may also contact your local SACSW member or visit the [UC Women's Initiative website](#).