

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 to support the success and advancement of mid-career, woman-identified professionals and is open to all employees who support and are committed to this mission.

The program 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 employees 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 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:
 - Self-awareness and reflection
 - Professional development and impact
 - Strategic relationship building
 - Developing and delivering a compelling narrative regarding one's professional accomplishments and vision
 - Negotiating for yourself at work
 - Peer coaching

Is UC Women's Initiative a leadership program?

While concepts and tools discussed during UC WI may be applied to leadership or management roles within UC, it is not a leadership or management development program. If that is an area of interest, contact local your [learning and development team](#) to learn more about leadership or management development programs offered at each location.

Why is this program being offered?

To support the advancement of woman-identified professionals in their UC Careers and the retention of those who have demonstrated potential for advancement. The program is open to all employees 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 or career growth
- Is a woman-identified professional, or 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 employees 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.

Will the program be offered virtually in 2024/2025?

Yes. All sessions of the 2024/2025 program will be offered virtually through June 2025.

What are the program costs? Who is covering them?

Each participant's location will contribute a participant fee to cover program facilitation fees and UCOP administrative fees. For the 2024/2025 program, the fee is \$1287.50 per participant. In addition, the president's office has provided funds 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 and last session of each cohort is one and a half days, the remaining sessions are one day each. Each day long session is split into a two-and-a-half-hour morning session, a three-hour afternoon session and a 90-minute lunch break. The final session is a capstone event and includes a two-hour afternoon session before the final day long session.

Additional hour-long check-in calls are scheduled between sessions to review programmatic content and provide opportunities for networking outside of program sessions.

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?

Program sessions will take place virtually via Zoom. Attendees are not required to attend in-person sessions at this time.

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 for more information. You may also contact your local SACSW member or visit the [UC Women’s Initiative website](#).