UC Women Lead Program Overview

The University of Cincinnati is committed to the advancement of women in higher education. The Office of the Senior Vice President and Provost supports a number of initiatives designed to help women develop their strengths, create an affirming culture for women and other underrepresented groups, as well as advance the collective UC community. UC Women Lead is a key program and initiative aimed at supporting the development of women leaders across campus.

UC Women Lead is an experiential leadership development program, designed to develop core leadership skills for women faculty and staff who wish to advance to senior academic and administrative positions at the University of Cincinnati. Leadership development is a critical strategy for transforming institutions of higher education.

UC Women Lead program participants will:

- Develop a better understanding of their personal leadership skills and developmental needs
- Cultivate relationships across campus and within various disciplines
- Identify strategies for successfully navigating challenges in negotiation, conflict management, leadership identity, communication and career-life balance.
- Outline a leadership development plan tailored to their goals
- Receive both peer and executive coaching support to advance their leadership goals
- Engage in an institutional development project that is designed to draw on core competencies and have an impact on the University.

Applicants selected for the program will be expected to make a substantive commitment to their professional development and to the UCWL program. The following are expectations of all participants:

- Attend monthly 3.5 hour meetings. Participants with more than two unexcused absences will not be eligible to graduate from the leadership program.
- Attend an overnight off-campus retreat.
- Complete assigned readings and pre-work for each monthly workshop. Preparation time will vary ranging between 4-6 hours each month.
- Engage in a professional development plan in partnership with one’s nominating sponsor. Write a progress summary at the end of the program to be discussed again with one’s nominating sponsor.
- Participate in a 360-assessment that solicits constructive feedback from one’s supervisor, peers/colleagues, and direct reports if applicable.
- Engage in monthly peer-coaching sessions with another cohort member as well as two individual coaching sessions with a trained executive coaching consultant.
- Fully participate in an institutional development project. Project work will be done in small groups and will vary in scope and duration, and participants should expect to spend approximately 10-15 hours per semester on project work.
2017-2018 UC Women Lead Selection Process

Applicants are required to submit the 2017-2018 UC Women Lead Application, along with the following:

- A current resume or vitae
- A one-page statement of interest discussing how the UC Women Lead program may foster the applicant’s professional and personal development.
- A letter of support from their department head, dean, or divisional vice-president that outlines the applicant’s leadership competencies, potential for advancement and potential future career paths in leadership roles at UC.

Identified candidates will be contacted to participate in an interview prior to final selection.

2017-2018 UC Women Lead Selection Requirements

Eligible faculty applicants will have:
- A minimum of 2 years of teaching experience at UC
- Hold the associate or professor rank

*Note: Educator and clinical faculty are eligible to apply.*

Eligible staff applicants will have:
- Earned a master's degree
- Been employed at UC for at least 2 years
- Hold the title of an assistant or associate director or above

If you have any questions, please contact Susan Frazer in the Provost’s Office at susan.frazer@uc.edu or the UCWL director: Donna Chrobot-Mason at donna.chrobot-mason@uc.edu

Application below
2017-2018 UC | Women Lead Application

Name: ___________________________________________ Date: ____________

Title: __________________________________________________________________

College/Department: ______________________________________________________

University Address: ______________________________________________________

University Mail Location: ____________

Phone: (W) __________ (C) __________

Email: ________________________________

Years Employed at UC: ____________

Highest Degree Earned: __________________

Supporting Documents Required:
Applicant information will be kept confidential, and shared only with the selection committee and staff.

- Current resume/vitae (including number of years of service at UC).
- One page statement of interest highlighting the ways in which you think you would benefit from this program (minimum 400 words).
- Letter of support from department head, dean or divisional VP, that outlines your strengths relating to leadership, interests for future career growth, and potential for advancement in higher education. Nominators should be prepared to discuss the applicant's potential directly with the Provost's Office.

Send your application and supporting documents before June 21, 2017 to: Susan Frazer at susan.frazer@uc.edu.

UC Women Lead
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