

Exclusive Leadership Program  
for Female Professors in Switzerland

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H.I.T.

**High Potential University Leaders  
Identity & Skills Training Program –  
Gender Sensitive Leaders in Academia**

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# GENERAL INFORMATION

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**H.I.T. – High Potential University Leaders Identity & Skills Training Program** – Gender Sensitive Leaders in Academia offers an innovative, evidence-based and exclusive leadership program to specifically train and empower female professors in Switzerland to become university leaders.

## PROGRAM STRUCTURE

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The H.I.T. Program is centered on skills and leadership identity training for female professors from all disciplines across Switzerland. It is structured in four blocks:



The participants will gain knowledge and skills, new connections and networks, and ultimately be prepared for academic leadership positions. They will also be trained in gender and diversity science and will develop relevant group projects based on their insider knowledge of their institutions' needs paired with the new, evidence-based knowledge they will gain through the H.I.T. program.

## APPLICATION GUIDELINES

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20 places are available for outstanding female professors from cantonal and federal Swiss universities who are interested in academic leadership positions. Applications are welcome from female associate or full professors from all partner institutions. The online application opens on Monday, 13 May, 2019 and closes on Sunday, 9 June, 2019.

The final candidates, selected by a selection committee with members from all partner universities, will be notified before 1 July 2019. A registration fee of 2,000 CHF needs to be paid before 31 July 2019.

# PROGRAM AGENDA

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The H.I.T. program starts in September 2019 and ends in April 2020.

**The kick-off event is organized at the University of Zurich on 4 September 2019.**

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The public ceremony in the afternoon will include two plenary sessions: Keynote speakers and panel discussions with distinguished guests, who are female leaders in academia.

An extra icebreaker session is organized in the morning exclusively for the H.I.T. participants, to allow them to get to know each other and to give them the opportunity to discuss important aspects of the program with the management team.

**Several workshops led by internationally well-known experts in leadership and diversity in academia are organized from October 2019 to February 2020 at several locations in Switzerland.**

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We will invite special guests – female leaders from universities, federal agencies and bodies responsible for higher education and research policies – to each event in order to enable them to discuss current issues in higher education in Switzerland. Our distinguished guests will give practical advice and share scenarios from their own careers to inspire the participants.

## **Workshop 1**

«Power and Politics: Research and Science Politics in Switzerland and Europe»

Bern, 21.10.19

1-day event

## **Workshop 2**

«Leadership Identity and Personal Influence»

Lugano, 12. – 13.12.19

1.5-day event, starting on 12.12.19 in the evening and running through the day on 13.12.19

## **Workshop 3**

«Core Leadership Skills in Academia»

Lausanne, 6. – 7.2.20

1.5-day event, starting on 6.2.20 in the evening and running through the day on 7.2.20

**Individual coaching sessions with professional coaches are organized, upon request.**

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**The closing event, including certificate award ceremony, will take place on 2 April 2020 in Zurich.**

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More information can be found on the H.I.T. program website:

→ [www.gleichstellung.uzh.ch/de/politik/kooperationsprojekte/hit\\_project.html](http://www.gleichstellung.uzh.ch/de/politik/kooperationsprojekte/hit_project.html)

# UNIVERSITY OF ZURICH, LEADING HOUSE

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University of  
Zurich<sup>UZH</sup>

## PROGRAM PARTNERS

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University  
of Basel



UNIVERSITÉ  
DE GENÈVE



UNIVERSITÉ DE  
NEUCHÂTEL



<sup>b</sup>  
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italiana



UNIVERSITÉ DE FRIBOURG  
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## CONTACT

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### Project Manager

Dr. Mihaela Falub  
Office for Gender Equality and Diversity  
University of Zurich  
Seilergraben 49  
CH-8001 Zurich  
Phone: +41 44 634 40 76  
E-Mail: [mihaela.falub@gleichstellung.uzh.ch](mailto:mihaela.falub@gleichstellung.uzh.ch)

Our program  
website:



### Program Management Team

Dr. Mihaela Falub, Office for Gender Equality and Diversity, University of Zurich UZH  
Dr. Christiane Löwe, Head Office for Gender Equality and Diversity, UZH  
Bernhard Nievergelt, lic.phil., MPA, CHESS-Center for Higher Education and Science Studies, UZH

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→ [www.swissuniversities.ch/en/organisation/projects-and-programmes/p-7/](http://www.swissuniversities.ch/en/organisation/projects-and-programmes/p-7/)

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