General Program Information

Program Overview

The UCSF Campus Council on Faculty Life (CCFL) offers the UCSF Faculty Leadership Collaborative training for faculty members every 18 months. The training is conducted by the Coro Center for Civic Leadership a nationally-known leadership training organization. The aim is to catalyze individual and collective change to benefit the broader UCSF community. The program is designed for a maximum of sixteen participants.

In the program, leadership development occurs in the context of a community-oriented, self-governed learning group. Participants will have opportunities to increase their knowledge, awareness, and connections to the UCSF community. Coro's unique curriculum incorporates individual and group experiential learning within a context of engagement with the broader community. Coro facilitators serve as coaches and guides in the leadership development process. Participants will be introduced to Coro tools and will apply them to real life challenges within the UCSF community. Competencies to be explored and developed include:

- Critical inquiry in the UCSF community context
- Working with different group decision-making models
- Planning for and creating community change
- Activating team performance
- Communication: active listening/effective speaking

Through interactive seminars, participants can expect to:

- Leverage understanding to improve governance and affect decision-making;
- Develop the confidence to take more risks with creative leadership;
- Create a support network and collaborations with other emerging leaders in the UCSF community.

Coro training emphasizes culturally competent, collaborative and results-oriented leadership skills based on the conviction that individuals, provided with a broad array of tools, methodologies and experiences, create systemic change. This process begins when individuals change their own behaviors as a result of their Faculty Collaborative experience. Many UCSF faculty participants have reported that as a result of their participation in the Collaborative, they met and formed relationships with colleagues whom they would never have otherwise met, learned skills which they could immediately apply in their work life, and gained greater wisdom in their own leadership abilities. Comments from graduates of past programs have been very enthusiastic.

A list of the past participants and selected quotes from their program evaluations can be found at here:

Time Commitment
The success of the Leadership Collaborative depends upon each participant's commitment to the program's **entire schedule.** The full program consists of 10 sessions, totaling approximately 75 program hours. Approximately 2 hours per session outside of the bi-weekly sessions will be necessary for individual projects and seminar preparation. **100% participation is required.**

Attendance Policy
Due to the intensive nature of the Coro program and the emphasis on team engagement and reflection as a fundamental component of leadership development, **no missed sessions are allowed.** Those who miss a session will be asked to excuse themselves from the remainder of the program, with encouragement to reapply to a future cycle. If an emergency arises that impacts attendance or participation in the Coro program, the participant should contact Coro program coordinator Irene Merry as soon as possible and these instances will be assessed on a case-by-case basis.

Participants are required to sign a declaration of commitment to participate at the end of the Application.

Who Should Apply?

The Leadership Collaborative seeks self-motivated individuals committed to ethical, effective leadership through proactive involvement. Participants will be carefully selected to represent a diverse microcosm of the UCSF community in terms of professional status, experience, departments, disciplines, academic series and rank. Only salaried faculty **appointed at greater than 50% effort and who have been in a UCSF faculty position for more than 4 years are eligible to participate.**

Selection criteria include:

- Strong personal initiative and motivation
- Ability to work well within a diverse group
- Desire to significantly contribute to the UCSF community
- Intellectual curiosity
- Evidence of leadership experience or potential, and meaningful involvement in the professional community