



**Universität
Zürich** ^{UZH}

**CHES – Center for Higher
Education and Science Studies**

H.I.T.

**High Potential University Leaders
Identity & Skills Training Program
Inclusive Leadership in Academia**

H.I.T. Program 2025

General Information

H.I.T. Program stands for High Potential University Leaders Identity & Skills Training Program - Inclusive Leadership in Academia. The H.I.T. Program is established in the Center for Higher Education and Science Studies (CHESS) at the University of Zurich.

The H.I.T. Program is a unique leadership program **open to women professors from all Swiss universities**. It goes beyond enhancing leadership skills and facilitating peer exchanges by providing a collaborative setting for participants to navigate the challenges of traditional organizational structures and drive transformative change, fostering an inclusive academic culture.

From 2019 until 2024, 100 women full and associate professors from all Swiss universities participated in the four program editions. Many have taken on new leadership roles at university and faculty levels, inspiring us with their leadership.

Program Structure

The program comprises 8 days of activities, including academic leadership training, professional networking, individual coaching with professional coaches, and collaborative peers-group sessions focused on shared experiences and growth.

The program is held annually, with events hosted at various locations throughout Switzerland.

Key Components

- **Leadership Training:** Engaging workshops with academic leadership experts, designed to enhance leadership skills.
- **Networking Opportunities:** Connect with inspiring alumnae, role models, change agents, and peers from other Swiss universities and national academic bodies.
- **Academic Leadership Circles:** Collaborative small-group sessions focused on shared experiences and growth.
- **Personalized Coaching:** One-on-one sessions with professional coaches to support individual leadership journeys.



H.I.T. Program 2025

The H.I.T. Program 2025 is offered in a blended format:

- 2-day module in Zurich: 10-11 March 2025
- 3-day module in Neuchâtel: 16-18 June 2025
- 2-day module in Bern: 1-2 September 2025
- Online sessions (afternoon): 21 March, 5 May, and 10 November 2025
- Two individual coaching sessions: In-person and/or online (upon agreement)

25 places are available for female professors from all cantonal universities, ETHZ and EPFL, who are interested in academic leadership positions at institutional level. If there are more applications than available places, a selection process will be conducted. Among the selection criteria are the academic profile and leadership experience, the motivation to assume leadership roles at the institutional level, the scarcity of women leaders in specific academic fields, and the need for greater visibility of female leaders within the faculty, department, or school.

Seize the opportunity to become part of a dynamic community of women professors and academic leaders!

Online registration: 15 November - 13 December 2024

Further registration details are available on the program's website: www.hitprogram.uzh.ch

Practical information

- For the 2-day events in Zurich and Bern, the program starts on the first day at 9:45 AM and concludes on the second day at 4:45 PM.
- For the 3-day leadership retreat in Neuchâtel, the program starts on the first day at 9:45 AM and concludes on the third day at 4:45 PM.
- Individual coaching: participants in the program choose their coach from a pool of professional coaches, who are H.I.T. Program collaborators. The two coaching sessions can be scheduled in-person or online from March to November 2025.
- H.I.T. Program Certificate: to receive a certificate, participants must attend at least 80% of the program activities.
- For the applicants selected to participate in the H.I.T. Program, the participation fee of 7,500 CHF is covered by their institutions. The fee is all-inclusive and covers all course materials and program activities, including accommodation and social events packages: lunches, coffee breaks, and networking dinners. Travel expenses are to be covered by the participants.

Acknowledgements

The program started in the framework of the P-7 Programme (2017-2020) “Equal Opportunities and University Development” as a collaborative initiative of all Swiss universities, with the University of Zurich as the Leading House. After a successful pilot edition, the program was further developed within the P-7 Programme (2021-2024) “Diversity, Inclusion and Equal Opportunities in University Development”, swissuniversities.

Thanks to the commitment of senior leadership and the support of all Swiss universities, the H.I.T. Program continues to be open to women professors from the cantonal universities, ETHZ, and EPFL.



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