



**Universität
Zürich** ^{UZH}

**CHESS – 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 2027

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 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.

To date, 154 women professors from universities across Switzerland have participated in the program's six editions. Many have since taken on new leadership roles at the university and faculty levels and continue to inspire others through their authentic and visionary leadership.

Program Structure

The program comprises eight days of activities, including academic leadership training, individual coaching, networking and peer-led group sessions that foster collaboration, reflection on shared experiences, and personal 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, and peers from universities across Switzerland, as well as from national academic organizations.
- **Academic Leadership Circles:** Interactive peer-led group sessions centered on mutual learning and personal development.
- **Personalized Coaching:** One-on-one sessions with professional coaches, delivered in person and/or online, to support individual leadership journeys.



H.I.T. Program 2027

The H.I.T. Program 2027 is delivered in a blended format, combining predominantly in-person residential training modules with a small number of online sessions.

- Module 1 (Lausanne): 2-day in-person session on **4–5 March 2027**
- Module 2 (Lucerne): 3-day in-person session on **31 May-2 June 2027**
- Module 3 (Zurich): 2-day in-person session on **25-26 October 2027**
- Online sessions: **18 March, 5 July and 3 September 2027**. Each session runs from 15:00 to 16:30.
- Two individual coaching sessions: scheduled by mutual agreement with your chosen coach.

Approximately 25 places are available for female professors from all cantonal universities, ETH Zurich, and EPFL who are interested in pursuing academic leadership roles at the institutional level. If the number of applications exceeds the available spots, a selection process will be conducted by each university. Selection criteria include the applicant's academic profile, leadership experience, motivation for institutional leadership, the underrepresentation of women in certain academic fields, and the need to increase the visibility of female leaders across faculties, departments, and schools.

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

Online registration: 7 September - 4 October 2026.

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

Practical Information

- **Program Schedule and Format:** For the in-person modules in Lausanne, Lucerne, and Zurich, the program begins at 10:30 on the first day and concludes at 16:30 on the final day. On all other days, sessions run from 09:00 to 17:00.
- **Individual Coaching:** Participants can choose their coach from a pool of professional coaches who collaborate with the H.I.T. Program. The two individual coaching sessions can be scheduled in person or online.
- **Participation Fee:** For selected participants, the participation fee of CHF 7,500 is covered by their home institution. This all-inclusive fee covers course materials, full board, and accommodation in single room during the residential modules (4 nights: 4-5 March, 31 May-2 June, and 25-26 October). Travel expenses are not included and must be covered by the participants.
- **H.I.T. Program Certificate:** To receive a certificate of completion, participants must attend at least 80% of the program activities.

Acknowledgements

The H.I.T. Program was launched in 2019 within 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 under the P-7 Programme 2021-2024, *Diversity, Inclusion and Equal Opportunities in University Development*, from swissuniversities, and delivered through three additional editions.

Beginning with the 2025 edition, the H.I.T. Program has been established within the Center for Higher Education and Science Studies (CHESS) at the University of Zurich. Thanks to the commitment of senior leadership and the support of all Swiss universities, the program remains open to women professors from the cantonal universities, ETH Zurich, and EPFL.



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EPFL

ETH zürich

Contact

Dr. Mihaela Falub
H.I.T. Program Manager
University of Zurich
CHESS- Center for Higher Education and Science Studies
Plattenstrasse 54
CH-8032 Zurich
+41 44 634 40 76
mihaela.falub@uzh.ch



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