Shining Lights Professional Development Fellowship Program

Sponsored by Mike Garland & Gigi Coe

Shining Lights is…

A unique, experiential, semester-long leadership development program for graduate students and postdoctoral scholars, designed to build community and facilitate career success. Open to all candidates with a demonstrated interest in issues around gender representation and leadership in their chosen fields, the program was created to enhance career success and promote gender equity in the mathematical and physical sciences.

Program content

- Professional development workshops
- Self assessments
- Executive coaching
- Faculty engagement
- Professional head shots
- Social events
- Community and support network

Workshop themes

The program strengthens skills and confidence through hands-on practice with a range of tools in the areas of

- Negotiation and self-advocacy
- Networking
- Leadership styles
- Communication and public speaking
- Personal power & persuasion
- Building strategic relationships
- Burnout & resilience
- Career development

Growth and scale

- Inaugural cohort: spring 2025
- Initiated within Division of Maths and Physical Sciences
- Expanded to engineering and chemistry in year 2
- 47 Fellows to-date
- Participants from
  - 3 schools at UC Berkeley
  - 3 divisions at LBNL
- Over 2 dozen workshops delivered
- Active alumni network
- Expansion underway

Program outcomes

The Shining Lights Program equips participants with essential skills for successful careers in science through leadership skill building, coaching, networking, and mentoring.

Program goals:

- Build community
- Encompass both technical and interpersonal competencies
- Provide participants with a deeper understanding of effective leadership qualities
- Include self-assessment and exploration of leadership styles to prepare for roles as future scientific leaders

Photo by AJ Gubser

"I found exactly what I had hoped for and more"

"Because of this program, I gained lifelong friends and feel more confident in my future as a scientist"

"In accepting myself as a woman in science, and forming communities with other women in science, I have felt even more a scientist"

Leading with light

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https://shininglights-berkeley.com

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