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October 13, 2016

## CHANCELLORS

RE: 2017 UC Women's Initiative for Professional Development, Nomination, Selection and Participation Information

I am pleased to announce the call for nominations for the second delivery of the UC Women's Initiative for Professional Development (formerly known as UC Women's Initiative for Empowerment).

UC is committed to creating a pipeline and network of women professionals who can contribute to one another's and UC's future success. President Janet Napolitano, at the request of the UC Systemwide Advisory Committee on the Status of Women (SACSW), is supporting and providing partial funding for the UC Women's Initiative, to improve the professional development and advancement of women at UC.

The UC Women's Initiative is a UC Systemwide Talent Management program. The four session program was designed in collaboration between SACSW and UC Systemwide Talent Management, and is delivered by CORO, a non-profit leadership development organization that has been delivering programs at UC since 2006.

The Women's Initiative program is designed for mid-career women, both faculty and staff, who demonstrate the potential to advance their careers at UC. The program had a very successful pilot in 2016, and has been improved for 2017 to enable more participants to attend, closer to their locations. We will form a northern cohort and a southern cohort, enabling stronger regional networks and reduced travel expenses.

Attached you will find instructions for nominating individuals for the 2017 UC Women's Initiative, with details about the cohorts, participant requirements, and the SACSW "single-point-of-contact" for your location who has volunteered to assist with your local nomination process. Nominations are due November 10, 2016.

Each participant is expected to have the written support of their supervisor or Chancellor Cabinet Member and will be expected to attend all seminars and complete assignments which require up to two hours between seminars. This is a substantial commitment and by nominating an individual you are agreeing to support their full attendance, and payment of the \$2,500.00 participant fees.

Only UC employees who can commit to full participation in all sessions should be selected. The UC Women's Initiative program is experiential and relies heavily on full participant contribution.

### **Program Details:**

The curriculum includes opportunities for participants to gain a greater understanding of other UC locations and roles, both staff and academic. In addition, participants will interview campus leaders at four locations. The program has been designed to:

- Cultivate a vibrant, professional network of women across the UC system

- Give women access to top UC leaders—women and men—so they can interview and learn from them about their diverse leadership approaches and journeys
- Strengthen participants’ skills and confidence through hands-on practice with a range of tools and skills in the areas of:
  - Professional development and impact
  - Strategic relationship building
  - Developing and delivering a compelling narrative regarding one’s professional accomplishments and vision
  - Negotiating at work
  - Peer coaching

**Timing:**

November 10, 2016, 5:00 pm    Participant Nominations due  
 February – May, 2017        4 Participant sessions take place

**Program Costs:**

Each participant’s institution will contribute travel expenses, plus \$2,500 per participant to cover program fees.

To facilitate your local nomination process, Systemwide Advisory Committee on the Status of Women members have agreed to be the “single-point-of-contact” for your location. Please see the list in the nomination instructions for your local representative’s name. For more information regarding the UC Women’s Initiative for Professional Development, please see the attached Participant Nomination Form and FAQs, or feel free to contact Mary Anne Rasmussen at [maryanne.rasmussen@ucop.edu](mailto:maryanne.rasmussen@ucop.edu). You may also visit the UC Women’s Initiative [website](#).

Sincerely,



Dwaine B. Duckett  
 Vice President  
 Systemwide Human Resources  
 SACSW Sponsor



Elizabeth Ozer, Ph.D.  
 Chair, UC Systemwide Advisory Committee on the Status of Women  
 Professor, Department of Pediatrics  
 Director, Faculty Equity Advisor Program  
 Office of Diversity & Outreach  
 University of California, San Francisco

cc:    President Napolitano  
       Executive Vice Chancellors & Provosts  
       Medical Center Chief Executive Officers  
       Vice Chancellors of Administration  
       Executive Vice President Nava  
       Chief of Staff Grossman  
       Chief Human Resources Officers  
       Executive Director Salvo  
       Director Rasmussen