

UC Women's Initiative

for Professional Development

2020-2021 UC Women's Initiative for Professional Development (UC WI) Program Information and Nomination Process

Purpose

UC WI is a unique, experiential professional development program committed to enabling the full participation, success, and advancement of women identified professionals at the University. The program is open to all who support this mission and who are interested in the development of women identified professionals.

Sponsors and Management

- UC WI is sponsored by the President's Office and the [Systemwide Advisory Committee on the Status of Women \(SACSW\)](#)
- Systemwide Talent Management administers the program and coordinates nominations with locations

Target Audience

- Mid-career faculty, academic personnel and staff from campuses, health centers, Division of Agriculture and Natural Resources, Lawrence Berkeley National Laboratory and Office of the President
- Someone who has demonstrated potential for advancement

Participant Outcomes

- Build strategic relationships
- Actively communicate their value to the organization
- Advocate for their own needs in the workplace
- Coach others to demonstrate their value to the organization
- Increase awareness of diverse UC career paths

Participant Criteria

- Is a current mid-career faculty, academic personnel and staff from campuses, health centers, Division of Agriculture and Natural Resources, Lawrence Berkeley National Laboratory and Office of the President
- Demonstrated potential for advancement
- Is a woman-identified professional or supports woman-identified professionals and seeks to learn concepts that improve their effectiveness at work and hear about the career journeys of established UC leaders
- Represents the diversity at each UC location
- Represents different functions and departments at each location
- Is able to commit to the program with full attendance and participation at all sessions
- Is able to complete intersession assignments which require up to two hours between seminars
- Has the written support of their supervisor or Chancellor Cabinet Member

Program Participation Expectations

- Participate fully - the UC Women's Initiative is experiential and relies heavily on full participant contribution
- Attend all program sessions in their entirety — locations will be charged for participants who do not complete the program
- Complete Pre-Work and Pre-Program Survey before the first day of their assigned cohort
- Complete up to 2 hours of additional work assigned between program sessions

UC WI Participant Costs

- The \$1050 participant fee covers virtual program delivery and all program resources, tools and support.
- This is a reduction from the previous years' participant fee
- When we return to the preferred, in-person delivery method, we expect the fee to increase to its original \$1950 per participant or higher based on the cost of in-person delivery
- Travel and other expenses for in-person deliveries of the program are the responsibility of the individual participant's location
- By nominating and selecting an individual, the location is agreeing to payment of the \$1050 participant fee and participant travel expenses.

2020/2021 Program Overview

Starting this year, the UC WI schedule coincides with UC's academic/fiscal calendar. We will offer six cohorts with the nomination process running September through October 2020. The program is planned to be offered completely virtually at this time.

Due to remote work requirements, the September cohort (Cohort 1) was filled with participants from 2020 Cohort 2 which was postponed. The nomination process will fill 2020/2021 Cohort 2 (January to March) and Cohort 3 (April to November).

The 2020/2021 program includes:

- A single request for nominations to fill all cohorts
- Program fee of \$1050 per participant
- Six regional cohorts (three North and three South), 30 participants per cohort, accommodating 180 total
- Four sessions per cohort, co-facilitated by Coro Northern California staff and UC WI graduates
- Virtual program delivery

2020/2021 Nomination Process

The nomination process to fill 2020/2021 cohorts opens **September 8, 2020** and closes **October 14, 2020**.

Location Responsibilities

- Manage and communicate own internal nomination process to coincide with the nomination timeline below
- Locations may use the online UC WI Nomination Form or one of their own o Locations may include past UC WI graduates in the selection process
- Determine final participants and alternates for all 2020/2021 cohorts (see location allocation chart further below)
- Submit final participant and prioritized alternate names to Systemwide Talent Management by **October 21, 2020**
- Communicate to selected participants and alternates by **October 23, 2020**

Systemwide Talent Management Responsibilities

- Provide online UC WI Nomination Form and link to all locations
- Provide weekly Nomination Report to each location beginning **September 14, 2020**
- Provide final list of selected participants to each location upon completion of the placement process
- Communicate to selected participants to request cohort preference and other program information
- Notify participants of final cohort placement and manage follow-up communications throughout each cohort
- Contact alternates as needed per the priority indicated by each location

2020/2021 Nomination Timeline

(STM = Systemwide Talent Management, **Bold** = Key dates for locations)

Start Date	End Date	Activity
	7/30/20	STM provides “heads-up” information for locations to prepare for nomination process
7/30/20	9/8/20	Locations prepare to open nomination process after Interim VP SHR announcement
	9/8/20	Systemwide nomination process opens w/ Interim VP SHR announcement to locations
9/8/20	10/14/20	Location nomination process takes place
9/14/20	10/15/20	STM sends weekly nomination report to locations using the systemwide online form
	10/14/20	Nomination process closes
10/15/20	10/21/20	Locations make participant selections
	10/21/20	Final participant and ranked alternate names due to STM by end of day
10/21/20	10/23/20	Locations communicate to final participants and alternates
	10/23/20	STM sends initial participant communication w/ cohort selection survey by end of day
	11/4/20	Participant survey responses due to STM
11/5/20	11/10/20	STM places participants into cohorts
	11/11/20	STM final cohort placement communicated to participants and locations

2020/2021 Cohort Timing

Six cohorts of 30 participants (three North, three South) will take place as follows, [see last three pages for full schedule](#):

Cohort	Timing	North Location	South Location
1 *	September - November	Virtual Delivery	Virtual Delivery
2	January – March	Virtual Delivery	Virtual Delivery
3	April – June	Virtual Delivery	Virtual Delivery

* Not included in nomination process - filled with postponed 2020 Cohort 2 participants

2020/2021 Location Participant & Alternate Allocation — Combined Total for Cohorts 2 & 3

*Employee's primary office is located respectively in either North or South

North

Location	Total Participants	Total Alternates
Agriculture & Natural Resources*	4	2
Berkeley	8	4
Berkeley Lab	4	2
Davis	8	4
Davis Health	4	2
Merced	8	4
Office of the President*	4	2
San Francisco	8	4
San Francisco Health	4	2
Santa Cruz	8	4

South

Location	Total Participants	Total Alternates
Agriculture & Natural Resources*	4	2
Irvine	8	4
Irvine Health	4	2
Los Angeles	8	4
Los Angeles Health	4	2
Office of the President*	4	2
Riverside	8	4
San Diego	8	4
San Diego Health	4	2
Santa Barbara	8	4

UC WI Location Key Contacts by Location

Location	SACSW Contact(s)	HR Contact(s)
ANR*	Jodi Azulai, jlazulai@ucanr.edu	Jodi Azulai, jlazulai@ucanr.edu
Berkeley	Suzanne Sutton, suttons@berkeley.edu	Angela Stopper, astopper@berkeley.edu Maddy Irwin, maddyirwin@berkeley.edu
Berkeley Lab	Lady Idos, lidos@lbl.gov Asmita Patel, apatel@lbl.gov	Rachel Carl, rscarl@lbl.gov Christina Lonziser, clonzisero@lbl.gov
Davis & Davis Health	Kelly Crabtree, kacrabtree@ucdavis.edu	Kelly Crabtree, kacrabtree@ucdavis.edu
Irvine & Irvine Health	Ramona Agrela, Ragrela@uci.edu	Ramona Agrela, Ragrela@uci.edu Pamela James, pamela.james@uci.edu Kohei Wada, koheiw@uci.edu
UCLA	Lubbe Levin, Llevin@chr.ucla.edu	Lubbe Levin, Llevin@chr.ucla.edu Rejeana Mathis, rmathis@chr.ucla.edu Maylene Raful, mraful@chr.ucla.edu
UCLA Health	Lubbe Levin, Llevin@chr.ucla.edu	Sandra St Fleur, SStFleur@mednet.ucla.edu
Merced	Jennifer Quiralte, jquiralte@ucmerced.edu Amelia Johnson, ajohnson78@ucmerced.edu	Kevin Reyes, kreyes58@ucmerced.edu
Riverside		Lela Dennis, lela.dennis@ucr.edu
San Diego	Kiyomi Tsuyuki, ktsuyuki@ucsd.edu Amber Vlasnik, avlasnik@ucsd.edu	Anne Curtis, a2curtis@ucsd.edu
San Diego Health		Danrussel Angeles, dangeles@ucsd.edu
San Francisco	Janhavi Bonville, J.Bonville@ucsf.edu Elizabeth Ozer, Elizabeth.ozier@ucsf.edu	Nancy Duranteau, nancy.duranteau@ucsf.edu Katharine Tull, Katharine.Tull@ucsf.edu
Santa Barbara	Elizabeth Belding, ebelding@cs.ucsb.edu	Melinda Crawford, Melinda.Crawford@hr.ucsb.edu Diane O'Brien, Diane.obrien@ucsb.edu
Santa Cruz	Linda Rhoads, rhoads@ucsc.edu	Adrienne Harrell, harrell@ucsc.edu Steve Stein, ststein@ucsc.edu
UCOP	Shirley Bittlingmeier, Shirley.Bittlingmeier@ucop.edu	Anne Prozan, Anne.prozan@ucop.edu Nancy Pluzdrak, Nancy.pluzdrak@ucop.edu

For more information regarding the UC Women's Initiative for Professional Development, please visit the [UC Women's Initiative website](#) or contact us at ucwomensinitiative@ucop.edu.

UC Women's Initiative for Professional Development 2020/2021 Schedule

North Cohort 1

Not included in nomination process - filled with postponed 2020 Cohort 2 participants

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	9/1/2020	1-4 pm	ZOOM
1	Day 2, Session	9/2/2020	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	9/15/2020	4 - 5 pm	ZOOM
2	Session	10/6/2020	9-11:30 am and 1-4 pm	ZOOM
3	Session	10/20/2020	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	11/3/2020	4 - 5 pm	ZOOM
4	Day 1	11/16/2020	1-3 pm	ZOOM
4	PROFESSIONAL NARRATIVE COACHING	11/16/2020	3-3:30 pm	ZOOM
4	Day 2, Session	11/17/2020	9-11:30 am and 1-4 pm	ZOOM

South Cohort 1

Not included in nomination process - filled with postponed 2020 Cohort 2 participants

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	9/9/2020	1-4 pm	ZOOM
1	Day 2, Session	9/10/2020	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	9/17/2020	4 - 5 pm	ZOOM
2	Session	10/7/2020	9-11:30 am and 1-4 pm	ZOOM
3	Session	10/22/2020	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	11/5/2020	4 - 5 pm	ZOOM
4	Day 1	11/18/2020	1-3 pm	ZOOM
4	PROFESSIONAL NARRATIVE COACHING	11/18/2020	3-3:30 pm	ZOOM
4	Day 2, Session	11/19/2020	9-11:30 am and 1-4 pm	ZOOM

UC Women's Initiative for Professional Development 2020/2021 Schedule

North Cohort 2

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	1/12/2021	1-4 pm	ZOOM
1	Day 2, Session	1/13/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	2/2/2021	4 - 5 pm	ZOOM
2	Session	2/9/2021	9-11:30 am and 1-4 pm	ZOOM
3	Session	2/23/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	3/2/2021	4 - 5 pm	ZOOM
4	Day 1	3/8/2021	1-3 pm	ZOOM
4	PROFESSIONAL NARRATIVE COACHING	3/8/2021	3-3:30 pm	ZOOM
4	Day 2, Session	3/9/2021	9-11:30 am and 1-4 pm	ZOOM

South Cohort 2

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	1/20/2021	1-4 pm	ZOOM
1	Day 2, Session	1/21/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	2/4/2021	4 - 5 pm	ZOOM
2	Session	2/11/2021	9-11:30 am and 1-4 pm	ZOOM
3	Session	3/4/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	3/11/2021	4 - 5 pm	ZOOM
4	Day 1	3/17//2021	1-3 pm	ZOOM
4	PROFESSIONAL NARRATIVE COACHING	3/17//2021	3-3:30 pm	ZOOM
4	Day 2, Session	3/18/2021	9-11:30 am and 1-4 pm	ZOOM

UC Women's Initiative for Professional Development 2020/2021 Schedule

North Cohort 3

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	4/5/2021	1-4 pm	ZOOM
1	Day 2, Session	4/6/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	4/20/2021	4 - 5 pm	ZOOM
2	Session	4/27/2021	9-11:30 am and 1-4 pm	ZOOM
3	Session	5/11/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	5/18/2021	4 - 5 pm	ZOOM
4	Day 1	5/24/2021	1-3 pm	ZOOM
4	PROFESSIONAL NARRATIVE COACHING	3/17//2021	3-3:30 pm	ZOOM
4	Day 2, Session	5/25/2021	9-11:30 am and 1-4 pm	ZOOM

South Cohort 3

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	4/14/2021	1-4 pm	ZOOM
1	Day 2, Session	4/15/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	4/22/2021	4 - 5 pm	ZOOM
2	Session	4/29/2021	9-11:30 am and 1-4 pm	ZOOM
3	Session	5/13/2021	9-11:30 am and 1-4 pm	ZOOM
	HAPPY HOUR CHECK-IN	5/20/2021	4 - 5 pm	ZOOM
4	Day 1	6/2/2021	1-3 pm	ZOOM
4	PROFESSIONAL NARRATIVE COACHING	6/2/2021	3-3:30 pm	ZOOM
4	Day 2, Session	6/3/2021	9-11:30 am and 1-4 pm	ZOOM