

UC Women's Initiative

for Professional Development

2022-2023 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 woman-identified professionals at the University. The program is open to all employees who support and are committed to this mission.

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 current mid-career faculty, academic personnel or 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 \$1250 participant fee covers virtual program delivery and all program resources, tools and support.
 - This is an increase in the previous year's participant fee to accommodate the addition of group coaching and an in-person connect session
 - Upon 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 \$1250 participant fee and participant travel expenses.

2022/2023 Program Overview

The UC WI schedule coincides with UC's academic/fiscal calendar. We will offer six cohorts, with the nomination and selection process running February through May 2022. The program is planned to be offered completely virtually at this time, due to remote work requirements.

The 2022/2023 program includes:

- A single request for nominations to fill all cohorts
- Program fee of \$1250 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
- Access to UC WI Connect, an online networking platform
- Participation in group coaching with a professional coach

2022/2023 Nomination Process

The nomination process opens **February 25, 2022** and runs through **March 25, 2022**.

Location Responsibilities

- Manage and communicate own internal nomination form and process to coincide with the nomination timeline below
- UC WI graduates participate in the selection process
- Determine final participants and alternates for all 2022/2023 cohorts (see location allocation chart further below)
- Submit final participant and prioritized alternate list to Systemwide Talent Management by **April 15, 2022**
- Communicate to selected participants and alternates by **April 22, 2022**
 - Inform participants that Systemwide Talent Management will contact them for cohort selection
 - Inform alternates that Systemwide Talent Management will contact them if a space becomes available

Systemwide Talent Management Responsibilities

- Support locations' nominations process as needed
- 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 by **May 13, 2022**
- Manage follow-up communications throughout each cohort
- Contact alternates as needed per the priority indicated by each location

2022/2023 Nomination Timeline

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

Note: Individual location nomination dates may differ. Check with HR Key Contact for information specific to each location (see list on last page of this document).

Start Date	End Date	Activity
	2/4/22	STM provides “heads-up” information for locations to prepare for nomination process
2/4/22	2/25/22	Locations prepare to open nomination process after VP SHR announcement
	2/25/22	Systemwide nomination process opens w/VP SHR announcement to locations
2/25/22	3/25/22	Location nomination process takes place
	3/25/22	Nomination process closes
3/28/22	4/15/22	Locations make participant selections
	4/15/22	Final participant and ranked alternate names due to STM by end of day
4/18/22	4/22/22	Locations communicate to final participants and alternates
	4/22/22	STM sends initial participant communication w/cohort selection survey by end of day
	5/6/22	Participant survey responses due to STM
5/9/21	5/11/22	STM places participants into cohorts
5/12/22	5/13/22	STM final cohort placement communicated to participants and locations

2022/2023 Cohort Timing

Six cohorts of 30 participants (three North, three South) will take place as follows (full schedule available separately):

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

2022/2023 Location Participant & Alternate Allocation – combined total for all 3 cohorts

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

North

Location	Total Participants	Total Alternates
Agriculture & Natural Resources*	6	3
Berkeley	12	6
Berkeley Lab	6	3
Davis	12	6
Davis Health	6	3
Merced	12	6
Office of the President*	6	3
San Francisco	12	6
San Francisco Health	6	3
Santa Cruz	12	6

South

Location	Total Participants	Total Alternates
Agriculture & Natural Resources*	6	3
Irvine	12	6
Irvine Health	6	3
Los Angeles	12	6
Los Angeles Health	6	3
Office of the President*	6	3
Riverside	12	6
San Diego	12	6
San Diego Health	6	3
Santa Barbara	12	6

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 Deepak Sharma, deepak_sharma@berkeley.edu
Berkeley Lab	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
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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.