

UC Women's Initiative

for Professional Development

2024-2025 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 Human Resources 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 or career growth

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 sessions
- 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 \$1287.50 participant fee covers virtual program delivery and all program resources, tools and support
 - Reflects 3% increase from previous program participant fee to cover program-related vendor cost increases
 - Upon return to an 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
- By nominating and selecting an individual, the location is agreeing to payment of the \$1287.50 participant fee

2024/2025 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 2024. The program is planned to be offered completely virtually at this time.

The 2024/2025 program includes:

- A single request for nominations to fill all cohorts
- Program fee of \$1287.50 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 individual coaching with a professional coach

2024/2025 Nomination Process

The nomination process opens **February 23, 2024** and runs through **March 22, 2024**.

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 2024/2025 cohorts (see location allocation chart below)
- Submit final participant and prioritized alternate list to Systemwide Human Resources by **April 12, 2024**
- Communicate to selected participants and alternates by **April 19, 2024**
 - Inform participants that Systemwide Human Resources will contact them for cohort selection
 - Inform alternates that Systemwide Human Resources will contact them if a space becomes available

Systemwide Human Resources 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 24, 2024**
- Manage follow-up communications throughout each cohort
- Contact alternates as needed per the priority indicated by each location

2024/2025 Nomination Timeline

(SHR = Systemwide Human Resources, **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).

Activity	Start Date	End Date
SHR provides “heads-up” information for locations to prepare for nomination process		2/13/24
Locations prepare to open nomination process after VP SHR announcement	2/13/24	2/23/24
Systemwide nomination process opens w/VP SHR announcement to locations		2/23/24
Location nomination process takes place	2/26/24	3/22/24
Nomination process closes		3/22/24
Locations make participant selections	3/25/24	4/12/24
Final participant and ranked alternate names due to SHR by end of day		4/12/24
Locations communicate to final participants and alternates	4/15/24	4/19/24
SHR sends initial participant communication w/cohort selection survey by end of day		4/23/24
Participant survey responses due to SHR		5/3/24
SHR places participants into cohorts	5/6/24	5/10/24
SHR final cohort placement communicated to participants and locations	5/13/24	5/24/24

2024/2025 Cohort Schedule

Six cohorts of 30 participants (three North, three South) will be delivered virtually (via Zoom) as follows:

North Cohort 1

Description	Date	Time
Session 1 — Day 1	9/16/2024	1-4 p.m.
Session 1 — Day 2	9/17/2024	9-11:45 a.m. and 1-4 p.m.
CHECK-IN 1	10/1/2024	11 a.m. – 12 p.m.
Session 2 — Day 1	10/7/2024	1-4 p.m.
Session 2 — Day 2	10/8/2024	9-11:45 a.m.
Session 3 — Day 1	10/21/2024	1-4 p.m.
Session 3 — Day 2	10/22/2024	9-11:45 a.m.
CHECK-IN 2	10/29/2024	11 a.m. – 12 p.m.
Session 4 — Day 1	11/18/2024	1-3 p.m.
OPTIONAL PROF. NARRATIVE COACHING	11/18/2024	3-3:30 p.m.
Session 4 — Day 2	11/19/2024	9-11:45 a.m. and 1-4 p.m.

South Cohort 1

Description	Date	Time
Session 1 — Day 1	9/18/2024	1-4 p.m.
Session 1 — Day 2	9/19/2024	9-11:45 a.m. and 1-4 p.m.
CHECK-IN 1	10/3/2024	11 a.m. – 12 p.m.
Session 2 — Day 1	10/9/2024	1-4 p.m.
Session 2 — Day 2	10/10/2024	9-11:45 a.m.
Session 3 — Day 1	10/23/2024	1-4p.m.
Session 3 — Day 2	10/24/2024	9-11:45 a.m.
CHECK-IN 2	10/31/2024	11 a.m. – 12 p.m.
Session 4 — Day 1	11/20/2024	1-3p.m.
OPTIONAL PROF. NARRATIVE COACHING	11/20/2024	3-3:30 p.m.
Session 4 — Day 2	11/21/2024	9-11:45 a.m. and 1-4p.m.

North Cohort 2

Description	Date	Time
Session 1 — Day 1	1/27/2025	1-4 p.m.
Session 1 — Day 2	1/28/2025	9-11:45 a.m. and 1-4 p.m.
CHECK-IN 1	2/4/2025	11 a.m. – 12 p.m.
Session 2 — Day 1	2/10/2025	1-4 p.m.
Session 2 — Day 2	2/11/2025	9-11:45 a.m.
Session 3 — Day 1	2/24/2025	1-4 p.m.
Session 3 — Day 2	2/25/2025	9-11:45 a.m.
CHECK-IN 2	3/11/2025	11 a.m. – 12 p.m.
Session 4 — Day 1	3/17/2025	1-3 p.m.
OPTIONAL PROF. NARRATIVE COACHING	3/17/2025	3-3:30 p.m.
Session 4 — Day 2	3/18/2025	9-11:45 a.m. and 1-4 p.m.

South Cohort 2

Description	Date	Time
Session 1 — Day 1	1/22/2025	1-4 p.m.
Session 1 — Day 2	1/23/2025	9-11:45 a.m. and 1-4 p.m.
CHECK-IN 1	2/6/2025	11 a.m. – 12 p.m.
Session 2 — Day 1	2/12/2025	1-4 p.m.
Session 2 — Day 2	2/13/2025	9-11:45 a.m.
Session 3 — Day 1	2/26/2025	1-4 p.m.
Session 3 — Day 2	2/27/2025	9-11:45 a.m.
CHECK-IN 2	3/13/2025	11 a.m. – 12 p.m.
Session 4 — Day 1	3/19/2025	1-3 p.m.
OPTIONAL PROF. NARRATIVE COACHING	3/19/2025	3-3:30 p.m.
Session 4 — Day 2	3/20/2025	9-11:45 a.m. and 1-4 p.m.

North Cohort 3

Description	Date	Time
Session 1 — Day 1	4/7/2025	1-4 p.m.
Session 1 — Day 2	4/8/2025	9-11:45 a.m. and 1-4 p.m.
CHECK-IN 1	4/15/2025	11 a.m. – 12 p.m.
Session 2 — Day 1	4/28/2025	1-4 p.m.
Session 2 — Day 2	4/29/2025	9-11:45 a.m.
Session 3 — Day 1	5/12/2025	1-4 p.m.
Session 3 — Day 2	5/13/2025	9-11:45 a.m.
CHECK-IN 2	5/20/2025	11 a.m. – 12 p.m.
Session 4 — Day 1	6/16/2025	1-3 p.m.
OPTIONAL PROF. NARRATIVE COACHING	6/16/2025	3-3:30 p.m.
Session 4 — Day 2	6/17/2025	9-11:45 a.m. and 1-4 p.m.

South Cohort 3

Description	Date	Time
Session 1 — Day 1	4/9/2025	1-4 p.m.
Session 1 — Day 2	4/10/2025	9-11:45 a.m. and 1-4 p.m.
CHECK-IN 1	4/17/2025	11 a.m. – 12 p.m.
Session 2 — Day 1	4/30/2025	1-4 p.m.
Session 2 — Day 2	5/1/2025	9-11:45 a.m.
Session 3 — Day 1	5/14/2025	1-4 p.m.
Session 3 — Day 2	5/15/2025	9-11:45 a.m.
CHECK-IN 2	5/22/2025	11 a.m. – 12 p.m.
Session 4 — Day 1	6/4/2025	1-3 p.m.
OPTIONAL PROF. NARRATIVE COACHING	6/4/2025	3-3:30 p.m.
Session 4 — Day 2	6/5/2025	9-11:45 a.m. and 1-4 p.m.

2024/2025 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	Anno Saxenian, anno@berkeley.edu Kate Lewis, kate_lewis@berkeley.edu	Angela Stopper, astopper@berkeley.edu Deepak Sharma, deepak_sharma@berkeley.edu
Berkeley Lab	Asmita Patel, apatel@lbl.gov	Aditi Chakravarty, achakravarty@lbl.gov Christina Lonziser, clonzisero@lbl.gov
Davis & Davis Health		Kristin L. Dees, kdees@ucdavis.edu Kimberly DeVaughn, kdevaughn@ucdavis.edu
Irvine & Irvine Health	Ramona Agrela, ragrela@uci.edu	Ramona Agrela, ragrela@uci.edu Pamela James, pamela.james@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 Darlene Minnini, dmininni@chr.ucla.edu
UCLA Health	Lubbe Levin, Llevin@chr.ucla.edu	Sherry Dodge, SDodge@mednet.ucla.edu
Merced	Jennifer Heinrich, jheinrich@ucmerced.edu Amelia Johnson, ajohnson78@ucmerced.edu	Kevin Reyes, kreyes58@ucmerced.edu Jennifer Heinrich, jheinrich@ucmerced.edu
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UCOP	Amy Vrizuella, Amy.Vrizuela@ucop.edu	Anne Prozan, Anne.prozan@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.