

2015 UC-CORO Systemwide Leadership Collaborative – FAQ's

What is the 2015 UC-CORO Systemwide Leadership Collaborative?

This is a new systemwide leadership program for experienced leaders in partnership with CORO Northern California. CORO Northern California has been assisting the University of California since 2006 to develop current and future administrative and faculty leaders. UC and CORO have trained over two hundred faculty at UC San Francisco and over sixty faculty and administrators at the UC Davis Health System. At UC Office of the President, we have trained 36 senior leaders through CORO.

This program, focused on staff administrators will focus on the benefits of exposing them to inter-campus and cross-functional involvement. With the program being tailored at the Director level and above, the participants will have field study opportunities to work on a specific campus or a medical center leadership initiative.

Who is eligible for the program?

The UC-CORO Systemwide Leadership Collaborative targets high level administrators who report to cabinet-level leaders. The dual purpose is to enhance the leadership skills of those individuals and to foster relationships, networking, and collaboration across UC.

How many participants can the program support?

The 2015 UC-CORO Systemwide Leadership Collaborative will be offered to up to 40 administrators from UC campuses. The participants will form a Northern California cohort and a Southern California cohort. Each cohort is comprised of 20 participants.

What if there are more than 20 for each cohort?

If there are more than 20 for each cohort, we will explore adding an additional cohort to the program. There has been some discussion of the importance of maintaining the appropriate mix and leveling of participants in each cohort.

What is the application or nomination process?

Nominations will be accepted until Nov. 1, 2014. The UC-Coro Systemwide Leadership Collaborative targets selected individuals who report to cabinet-level leaders (an eligibility criterion is outlined in the nomination form). Nominees will be sent a notification in November with instructions for submitting their participation information.

What is the criterion for nomination?

- Direct report to the Chancellor or direct report to a member of the Chancellor's cabinet (Director level and above)
- Must be in current position for at least one year
- Should possess strong personal initiative and motivation
- Ability to work well within a diverse group
- Desire to make an active contribution to UC
- Show evidence of leadership experience or potential and meaningful involvement in their workplace or community
- Performance in good standing (not on any corrective action plan)
- Commitment and support by nominating sponsor that nominee will attend all 10 sessions, additional project work and graduation. (Nominee will be asked to complete pre-work and submit prior to program start)

How much investment of time can the participant expect?

The program is rigorous and requires a firm commitment of approximately 100 hours of seminars over a period of 10 months and intersession assignments. A group project requires an additional time commitment.

Where will the classes be held?

Northern and Southern California cohorts will meet separately. Project presentations and graduation will include both cohorts and be held at UCOP. The last page of this Q & A has the schedule.

Can you give a brief overview of what is covered in this leadership collaborative?

Program components consist of:

Ten full-day interactive seminars: Held on various campuses, including Campus Field Exploration sessions which involve gathering information to gain improved understanding and appreciation of strengths and challenges facing campus leaders and departments

Logic Study: Create a culture of collaboration, examine the complexities of an organization or department, create understanding of the leadership styles in/of the group, and establish the group as a framework of learning for participants

Home Teams: Work groups throughout the session

Practicum: Each participant identifies a small group within the organization to use as a laboratory in which to explore Coro tools

Final presentations from project work: Focusing on recommendations to chancellors and other UC senior leaders

What is the participant's cost to the campus/department?

Cost: Funding for program participants is the responsibility of each location and cost will be \$5,000 per participant. All travel arrangements and travel related costs should be handled by the program participant and submitted for reimbursement from the participant's department/campus using the established T&E process at the program participant's location. Meals during class programs and room rental expenses will be covered separately by the UC-Coro Program.

Where can I go to get more information on the program?

You can access the 2015 UC-CORO Website:

<http://www.ucop.edu/human-resources/coro/index.html>

Also contact: Donna Salvo, donna.salvo@ucop.edu 510-987-9923

The screenshot shows a web browser window displaying the website for the 2015 UC-CORO Systemwide Leadership Collaborative. The browser's address bar shows the URL <http://www.ucop.edu/human-resources/coro/index.html>. The page title is "2015 UC-Coro Systemwide Leadership Collaborative | UCOP - Windows Internet Explorer provided by MSN & Bing".

The website content includes a navigation menu with "OVERVIEW", "STAFF & UNITS", and "MISSION & STRATEGIC PLAN". The main heading is "Human Resources". Below this, the "2015 UC-Coro Systemwide Leadership Collaborative" is featured with a logo and a description: "Coro Northern California has been assisting the University of California since 2006 to develop current and future administrative and faculty leaders. Coro has trained over 200 faculty at UC San Francisco and over sixty faculty and administrators at UC Davis Health System. At UC Office of the President, they have trained 36 senior leaders."

Two paragraphs describe the program's focus on inter-campus involvement and field study opportunities, and the 2015 program's structure for Northern and Southern California cohorts. A sidebar on the right lists links to learn more about Coro and other UC-CORO collaboratives, including "2015 UC-Coro Leadership Collaborative overview (pdf)", "UCSF Faculty Leadership Collaborative", "UC Davis Health System-Coro Leadership Program", and "Coro website". Below this, a "PROGRAM COMMUNICATIONS" section lists two VP Duckett memos from July and August 2014.

The browser's taskbar at the bottom shows the Windows Start button, several open applications, and the system tray with the time 9:44 AM and date 12/29/14.

2015 UC-CORO Leadership Collaborative Program Dates and Locations of meetings:

All travel arrangements and travel related costs should be handled by the program participant and submitted for reimbursement from the participant's department/campus using the established T&E process at the program participant's location. (Meals during class programs and room rental expenses will be covered separately by the UC-CORO Program)

Northern California participant's locations: UC San Francisco, UC Davis, UC Berkeley, UCOP, UC Santa Cruz, UC Merced, ANR, LBNL

<i>Northern California – 2015 UC-CORO Leadership Collaborative</i>		
DATE	CLASS	LOCATION
February 3, 2015	Welcome, Kick-Off, Logic Study	UCOP
March 3, 2015	Understanding Ourselves & Our Surroundings	UCOP
April 7, 2015	The Power of Inquiry & Active Listening	UCOP
May 5, 2015	Campus Field Exploration	UC Davis
June 2, 2015	Systems Thinking, Analysis, Optimal Decision Making	UC Davis
July 9, 2015	Relationship Management & Interpersonal Skills	UC Davis
August 4, 2015	Interest-based Negotiations	UC Davis
August 25, 2015	Campus Field Exploration	UC Berkeley
Sept. 22, 2015	The Subtlety of Social Bias; Leveraging Differences	UC Berkeley
October 13, 2015	Constructive Conversations; Giving & Receiving Feedback	UC Berkeley
November 5, 2015	Project Presentation & Graduation	UCOP
<i>Note: Project presentation and graduation will include both cohorts from the Northern and Southern California programs</i>		

Southern California participant's locations: UC Los Angeles, UC Irvine, UC San Diego, UC Santa Barbara, UC Riverside, ANR

<i>Southern California – 2015 UC-CORO Leadership Collaborative</i>		
DATE	CLASS	LOCATION
February 5, 2015	Welcome, Kick-Off, Logic Study	UCLA
March 5, 2015	Understanding Ourselves & Our Surroundings	UCLA
April 9, 2015	Campus Field Exploration	UC Irvine
May 7, 2015	The Power of Inquiry & Active Listening	UC Irvine
June 4, 2015	Systems Thinking, Analysis, Optimal Decision Making	UC Irvine
July 14, 2015	Relationship Management & Interpersonal Skills	UC Irvine
August 6, 2015	Campus Field Exploration	UCSD
August 27, 2015	Interest-based Negotiations	UCSD
Sept. 24, 2015	The Subtlety of Social Bias; Leveraging Differences	UCSD
October 15, 2015	Constructive Conversations; Giving & Receiving Feedback	UCSD
November 5, 2015	Project Presentation & Graduation	UCOP
<i>Note: Project presentation and graduation will include both cohorts from the Northern and Southern California programs</i>		