

# UC Women's Initiative

## for Professional Development

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

UC WI is a unique, experiential professional development program offered to mid-career women, faculty, academic personnel and staff who demonstrate the potential to advance their careers at UC.

#### Purpose

To help women advance in their UC Careers and retain women who have demonstrated potential for advancement

#### 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 path

#### Participant Criteria

- Women in mid-career who demonstrate the potential to advance in their careers at UC
- Current faculty, academic personnel and staff
- Represent the diversity at each UC location
- Represent different functions and departments at each location
- Able to commit to the program with full attendance and participation at all sessions
- Able to complete intersession assignments which require up to two hours between seminars
- Have 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 \$1,925 participant fee covers all program materials and facilitation fees
- Travel and other expenses are the responsibility of the individual participant’s location

By nominating and selecting an individual, the location is agreeing to payment of the \$1,925 participant fee and participant travel expenses.

## 2020 Program Overview

We are transitioning the UC WI schedule to coincide with UC’s academic/fiscal calendar. As part of this transition, we will only be offering four cohorts in the 2020 program — two North, two South. We will return to offering six cohorts as part of the 2020/2021 program, with that program’s nomination process opening in February 2020 and its first set of cohorts beginning in September 2020.

The 2020 program includes:

- A single request for nominations to fill all four cohorts
- Program fee of \$1,925 per participant
- Four regional cohorts (two North and two South), 30 women per cohort, accommodating 120 participants total
- Four sessions per cohort, co-facilitated by Coro Northern California staff and UC WI graduates
- Regional North and South final capstone events

## 2020 Nomination Process

The nomination process to fill all four 2020 cohorts opens August 30, 2019 and closes October 4, 2019.

### 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
  - Locations may include past UC WI graduates in the selection process
- Determine final participants and alternates for all 2020 cohorts (see location allocation chart further below)
- Submit final participant and prioritized alternate names to Systemwide Talent Management using the online [UC WI Nomination Form](#) by **October 17, 2019**
- Communicate to selected participants and alternates by **October 18, 2019**

### Systemwide Talent Management Responsibilities

- Provide online UC WI Nomination Form and link to all locations
- Provide weekly Nomination Report to each location beginning August 30, 2019
- Provide a final list of all selected participants to each location upon completion of the cohort 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 Nomination Timeline

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

Start Date	End Date	Activity
	8/20/19	STM sends “heads-up” information for locations to prepare for nomination process
<b>8/20/19</b>	<b>8/30/19</b>	Locations prepare to open nomination process after VP SHR announcement
	<b>8/30/19</b>	Systemwide nomination process opens w/ VP SHR announcement to locations
<b>8/30/19</b>	<b>10/4/19</b>	Location nomination process takes place
<b>8/30/19</b>	<b>10/4/19</b>	STM sends weekly nomination report to locations using the online form
	<b>10/4/19</b>	Nomination process closes
<b>10/7/19</b>	<b>10/16/19</b>	Locations make participant selections
	<b>10/17/19</b>	Final participant and alternate names due to STM by end of day
<b>10/17/19</b>	<b>10/18/19</b>	Locations communicate to final participants and alternates
	10/18/19	STM sends initial participant communication w/ cohort selection survey
	<b>10/25/19</b>	Participant survey responses due to STM
10/28/19	10/29/19	STM places participants into cohorts
10/29/19	10/30/19	STM final cohort placement communicated to participants and locations

## 2020 Location Participant & Alternate Allocation — Combined Total for Cohorts 1 & 2

\*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

## 2020 Cohort Timing

Four cohorts of 30 women (two North and two South) will take place as follows, [see last two pages for full schedule](#):

Cohort	Timing	North Location	South Location
1	January – March	Davis	Riverside
2	April – June	Merced	Los Angeles

## UC WI Location Key Contacts by Location

Location	SACSW Contact(s)	HR Contact(s)
ANR*	Jodi Azulai, <a href="mailto:jlazulai@ucanr.edu">jlazulai@ucanr.edu</a>	Jodi Azulai, <a href="mailto:jlazulai@ucanr.edu">jlazulai@ucanr.edu</a>
Berkeley	Karie Frasch, <a href="mailto:KFrasch@berkeley.edu">KFrasch@berkeley.edu</a>	Angela Stopper, <a href="mailto:astopper@berkeley.edu">astopper@berkeley.edu</a> Maddy Irwin, <a href="mailto:maddyirwin@berkeley.edu">maddyirwin@berkeley.edu</a>
Berkeley Lab	Rachel Carl, <a href="mailto:rscarl@lbl.gov">rscarl@lbl.gov</a>	Kia Afcari, <a href="mailto:kafcari@lbl.gov">kafcari@lbl.gov</a>
Davis & Davis Health	Kelly Crabtree, <a href="mailto:kacrabtree@ucdavis.edu">kacrabtree@ucdavis.edu</a>	Kelly Crabtree, <a href="mailto:kacrabtree@ucdavis.edu">kacrabtree@ucdavis.edu</a>
Irvine & Irvine Health	Ramona Agrela, <a href="mailto:Ragrela@uci.edu">Ragrela@uci.edu</a>	Ramona Agrela, <a href="mailto:Ragrela@uci.edu">Ragrela@uci.edu</a> Pamela James, <a href="mailto:pamela.james@uci.edu">pamela.james@uci.edu</a> Kohei Wada, <a href="mailto:koheiw@uci.edu">koheiw@uci.edu</a>
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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](mailto:ucwomensinitiative@ucop.edu).

# UC Women's Initiative for Professional Development 2020 Schedule

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### Note:

We are currently in the process of transitioning UC WI scheduling to coincide with the UC's academic/fiscal calendar. This change will assist locations in budgeting and make it easier for faculty participants to plan around their academic schedules. As part of this transition, we will only be offering four cohorts in the 2020 program — two North, two South.

We will return to offering six cohorts as part of the 2020/2021 program, with that program's nomination process opening in February 2020 and its first set of cohorts beginning in September 2020.

### North Cohort 1

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	1/13/2020	2pm – 5pm	UCD
1	Day 1, Dinner	1/13/2020	6pm – 8pm	UCD
1	Day 2, Session	1/14/2020	8am – 5pm	UCD
2	Session	2/4/2020	8am – 5pm	UCD
3	Session	2/25/2020	8am – 5pm	UCD
4	Day 1, Dinner	3/9/2020	5pm – 8pm	UCD
4	Day 2, Session	3/10/2020	8am – 5pm	UCD

### South Cohort 1

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	1/15/2020	2pm – 5pm	UCR
1	Day 1, Dinner	1/15/2020	6pm – 8pm	UCR
1	Day 2, Session	1/16/2020	8am – 5pm	UCR
2	Session	2/6/2020	8am – 5pm	UCR
3	Session	2/27/2020	8am – 5pm	UCR
4	Day 1, Dinner	3/11/2020	5pm – 8pm	UCR
4	Day 2, Session	3/12/2020	8am – 5pm	UCR

## UC Women's Initiative for Professional Development 2020 Schedule Continued

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#### North Cohort 2

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	4/6/2020	2pm – 5pm	UCM
1	Day 1, Dinner	4/6/2020	6pm – 8pm	UCM
1	Day 2, Session	4/7/2020	8am – 5pm	UCM
2	Session	4/21/2020	8am – 5pm	UCM
3	Session	5/12/2020	8am – 5pm	UCM
4	Day 1, Dinner	6/1/2020	5pm – 8pm	UCM
4	Day 2, Session	6/2/2020	8am – 5pm	UCM

#### South Cohort 2

Session	Description	Date	Time	Location
1	Day 1, ½ Day Session	4/8/2020	2pm – 5pm	UCLA
1	Day 1, Dinner	4/8/2020	6pm – 8pm	UCLA
1	Day 2, Session	4/9/2020	8am – 5pm	UCLA
2	Session	4/23/2020	8am – 5pm	UCLA
3	Session	5/14/2020	8am – 5pm	UCLA
4	Day 1, Dinner	6/3/2020	5pm – 8pm	UCLA
4	Day 2, Session	6/4/2020	8am – 5pm	UCLA