



# Leading Campus Initiatives in Professional Development CGS Summer Workshop 2014

Frances Leslie  
Vice Provost & Dean  
University of California, Irvine

# Professional Development Initiatives at UCI



# Preparing Future Faculty Initiatives

## California Community College Internship Program

Matched with  
community college  
faculty of similar  
discipline

Directly experience  
academic life in  
community college  
environment

## Pedagogical Fellows Program

Trained in  
pedagogical  
techniques and  
educational trends

Prepared for the  
academic job  
market

# Graduate Resource Center

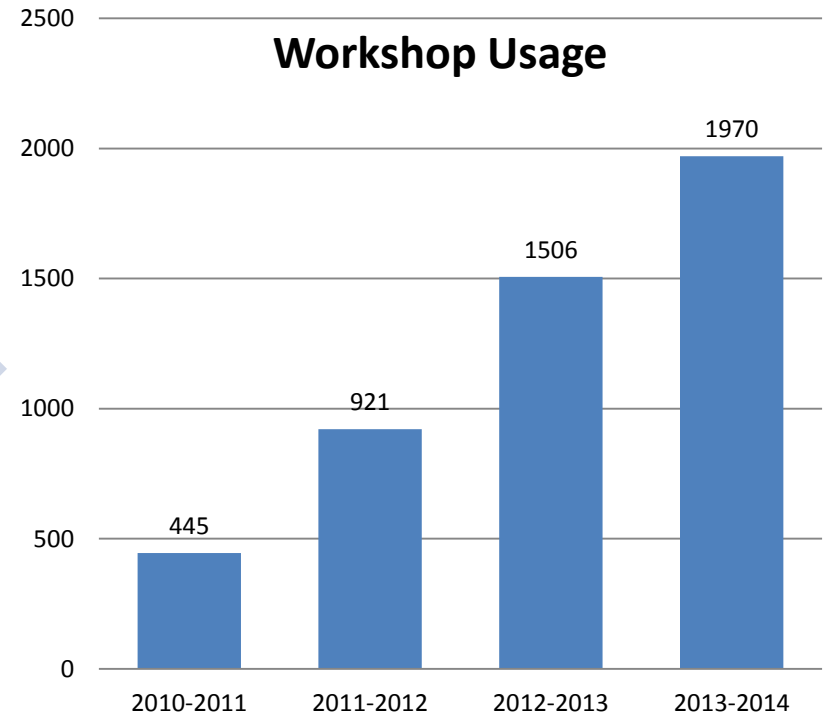
Recommended  
in 2006

Established in  
2008 as a  
virtual center

Obtained  
space in 2009

Expanded in  
2013

**Workshop Usage**



# Graduate Resource Center Programs

## Series

A group of stand alone workshops occurring around a central theme.

**We offer workshops in 6 different series each quarter.**

- The Balanced Academic
- Foundations of Leadership
- Funding
- Graduate Preparation
- Professional Development
- Writing

## Program

A targeted sequence of 4-6 meetings meant to go more in-depth in a particular subject than a workshop. Many programs offer a certificate of completion.

**We offer 4 programs throughout the year.**

- Dissertation Boot Camp
- Powerful Presentation Boot Camp
- Public Speaking Trainer Certification
- Mentoring Excellence Program

## Course

A faculty led academic course open to students of all disciplines in which students experience more exposure to a subject and learn in depth material.

**We support 2 courses throughout the year.**

- *Science Communication Skills*  
(Phy Sci 220)
- *Communication Skills for Graduate Students*  
(Drama 227)

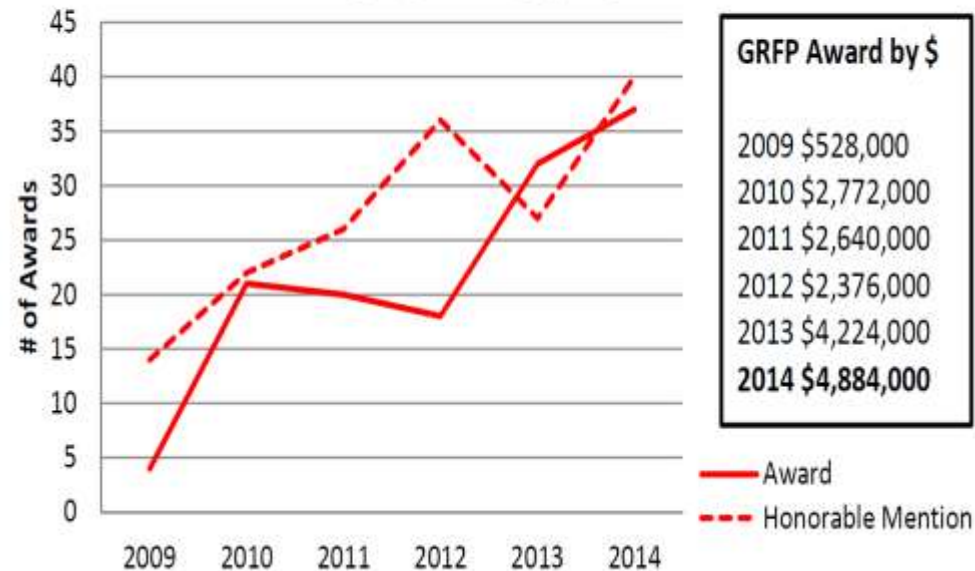
# Fellowship Support Program

Encourage incoming students to apply for the NSF GRFP

Provide workshops to describe program and keys to success

Make peer writing consultants available

UC Irvine  
NSF GRFP 2009-2014





# Communications Program

## Academic courses

- Physical Sciences 220 (Science Communication Skills)
- Drama 227 (Communication Skills for Graduate Students)



## Power Speech Bootcamp

- 8 hour condensed version of Drama 227 offered to graduate students and postdocs



# Student Feedback

"The communications course has provided me with a vision of the kind of speaker I've always wanted to become and I have learned the techniques that will help me reach that vision."

"As you could tell, communications and public speaking were a big challenge for me; something completely out of my comfort zone. I was ready to face the challenge and getting to know you, with your extraordinary personality, opened up a whole new realm of possibilities for me. I am now even more dedicated to transforming my communication skills from a scary rush of anxiety and stress to an exciting one."

"I was presenting in a conference at the beginning of the month and it went really well. I even asked for a hand microphone and got out of the podium, I would have never dared to do that before your course. I was awarded with the first prize in the oral presentation competition!! Thank you once again for helping me get over it!



# Train the Trainers Model

Outstanding students invited to receive further training in the Power Speech method

Receive small stipend to develop module for areas they are comfortable teaching

With more individualized tuition, students made significant gains in speaking skills

Nearly all certified trainers received external recognition of their communication skills



# Mentoring Excellence Program

## 5-week certificate program

- Building a mentoring relationship
- Mentoring across differences
- Communications & interpersonal connections
- Ethics in academics, research and personal decisions
- Resilience and balance of academics/wellness

## Guided mentorship

- Summer diversity programs: SURF and Competitive Edge
- Graduate InterConnect
- DECADE-PLUS: mentoring program for incoming undergraduate freshmen

# Foundations of Leadership



**Jane Buchan**  
CEO, PAAMCO

*“From A to B:  
Transitioning from  
academia to  
business”*



**Jon Wampler**  
Former CEO,  
PacifiCare California

*“Ethics: Guiding  
principles for future  
leaders”*



**Greg Campbell**  
Leadership consultant


*“Making the most of  
every opportunity:  
Learning to make a  
difference”*

# Faculty buy-in


2012-13: needs assessment showed a patchwork of professional development offerings across campus



Spring 2013: Associated Graduate Student resolution stated that “many graduate students feel uncomfortable talking about non-academic jobs to their advisors and members of the faculty at UCI”



Fall 2013: Graduate Dean Task Force on Professional Development and Career Outcomes



Spring 2014: Task Force report endorsed by the Academic Senate

# Graduate Professional Success



# Next steps for UCI GPS



## Campus-wide orientation

- Redesign program to include career planning questions during event registration.
- Data gathered will be used to design professional programming both at the individual and campus level
- Demonstrate value of the Individual Development Plan

## Graduate alumni

- Invite alumni to participate in GradTracks mapping initiative
- Establish alumni network to provide current students and postdocs with career guidance, mentoring, internship and shadowing opportunities

# UC system-wide initiatives

## Graduate Alumni Survey

- Used questionnaire developed by UC Berkeley

## Graduate Student Support Conference

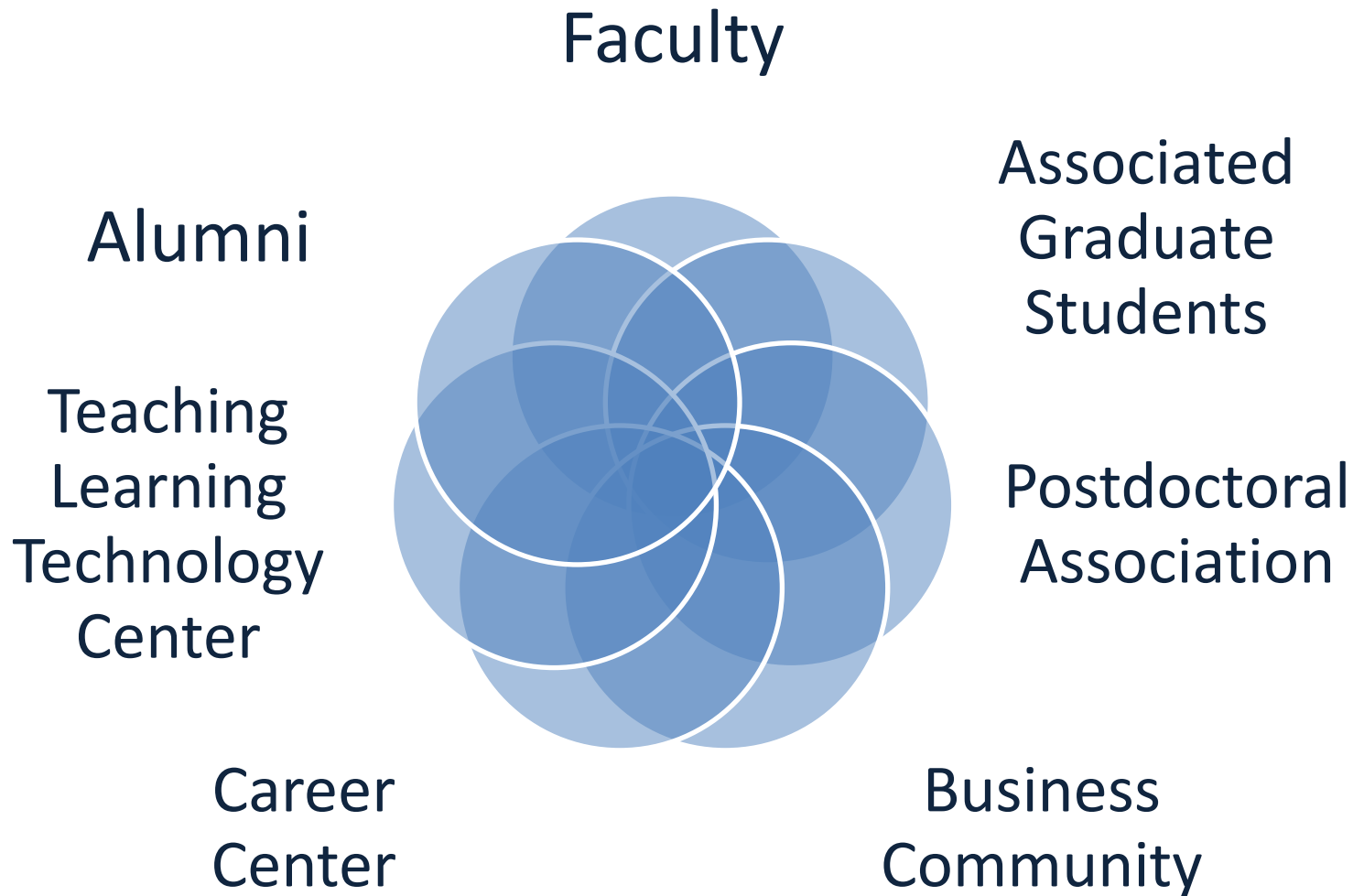
- Recommendations included mandatory use of Individual Development Plans, establishment of a system-wide internship database

## Industry Relationships

- Northern campuses collaborate with Bay Area Science and Industry Consortium (BASIC)



# Collaborators



# Thank you!

