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
- Graduate Resource Center
- Graduate Professional Success
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**

- 2010-2011: 445
- 2011-2012: 921
- 2012-2013: 1506
- 2013-2014: 1970
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
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
"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”
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
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

Faculty

Alumni

Associated Graduate Students

Teaching Learning Technology Center

Postdoctoral Association

Career Center

Business Community
Thank you!