

**NOW**  
**2018**  
Staff Career Development  
Conference

*Inspiring*  
*Sustainable*  
*Opportunities*

# Career Development In Our Own Backyard

Engaging Berkeley Staff Through a Localized Fellowship

July 19, 2018

# Talking points.

Who We Are

Ice Breaker/ Room Check

Student Affairs Fellowship Program Origin & Description

How to Develop a Localized Fellowship

SA Professional Development Fellowship Overview

Questions & Feedback

# Who we are.



***Beth Pearce***, Project & Policy Analyst, SA Administration  
SA Professional Development Fellowship Coordinator

***Natalie Wheat***, Insurance & Billing Analyst, Student Health Insurance  
SA Professional Development Fellow



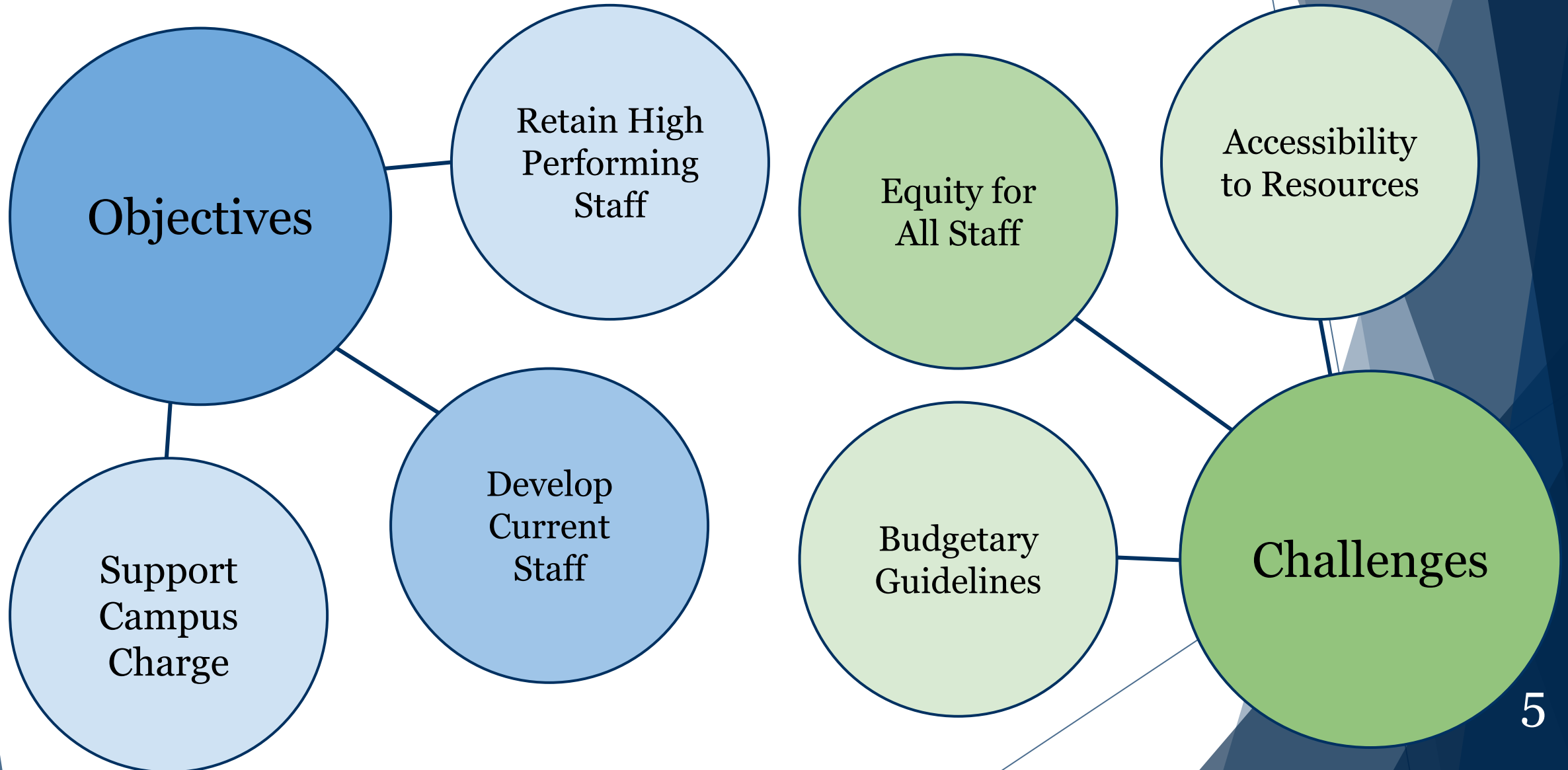
***Kristian Dawson***, Assistant Director, Undergraduate Admissions  
SA Professional Development Fellow

# Room check.

What are some of the immediate career and/or professional development needs of your employees?

What are some challenges you face providing these needs?

# Division of Student Affairs.



# Division of Student Affairs

ACCESS - SERVICE - ENGAGEMENT

- HOME
- ABOUT
- ORGANIZATIONAL CONSULTING
- ONBOARDING
- PROFESSIONAL DEVELOPMENT SERVICES
- RECOGNITION
- GO BIG STAFF INITIATIVE
- LEAD BIG MANAGER'S TOOLKIT
- COMPENSATION & CLASSIFICATION PROJECT
- RESOURCES

## LEARNING and DEVELOPMENT

# transformational

## Student Affairs Fellowship Program



The Student Affairs Fellowship Program provides valuable professional and career development experiences to staff who want to expand their skill set and expertise. Paired with senior campus leaders, Fellows have the opportunity to develop transferrable skills and knowledge, and build relationships across the Division and Campus.

Student Affairs Learning & Development

Student Affairs Highlights | Contact Us at 510-643-9333 | Giving to SA

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# Past fellowships & alumni.

**Laura Kocourek**



**Administrative  
Project Analyst -  
PATH to Care  
Center at UC  
Berkeley**

**Survivor  
Support  
Resources**

**Survivor Support/  
Confidential  
Advocacy & SV/  
IPV  
Prevention Office**

**Survivor Support/  
Confidential  
Advocacy & SV/  
IPV  
Prevention Office -  
Survivor Support  
Resources**

**James Kato**



**Violence Prevention  
& Education  
Program  
Coordinator, Dean  
of Students**

**New Employee  
Onboarding**

**Student  
Affairs Learning &  
Development**

**Learning &  
Development –  
Talent  
Management,  
Learning &  
Development -  
New Employee  
Onboarding**

# Crafting a local fellowship.

## What a fellowship is...

- Leadership buy-in & approval
- Clear outcome & skill development
- Set duration
- Consider non-traditional pathways

## What a fellowship is not...

- To backfill a position
- To complete tasks w/o identifiable skill development
- Lengthy or on-going duration



# Example: SA ProDev Fellowship.

# Next steps & feedback.