Encouraging Mentorship, Coaching, and Knowledge Sharing Across the UCs

MOR UC System Lead From Where You Are, 2024

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UC System IT Current State
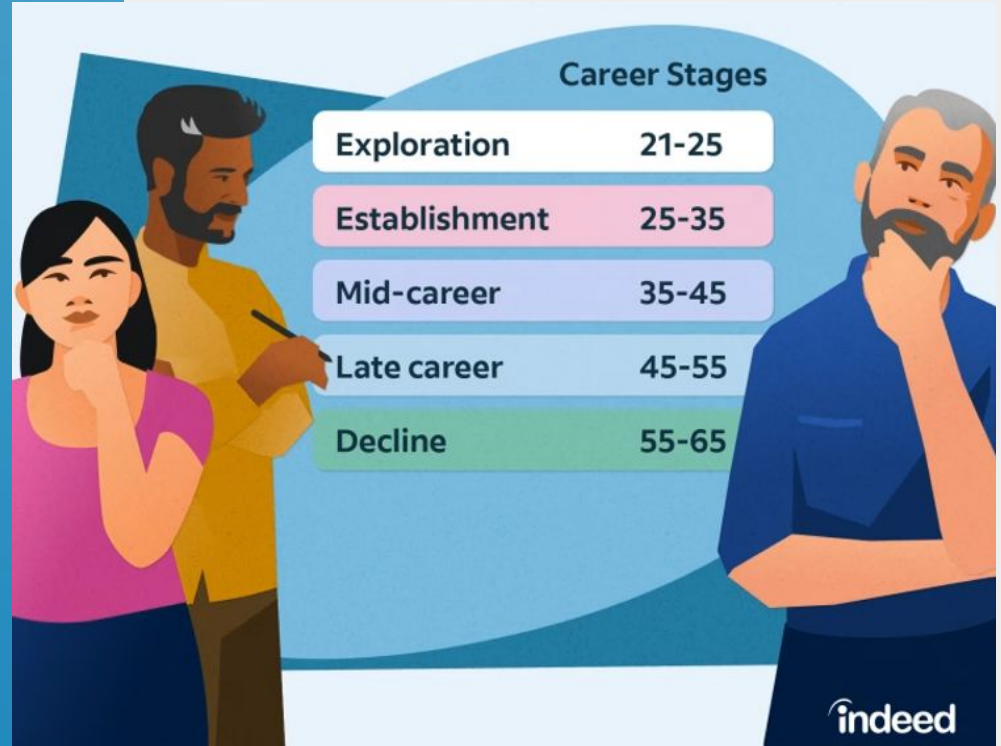
Challenges:

- Data gathering across UC difficult
- No central hubs for info sharing

Opportunities:

- ~11,000 UC IT employees
- Sharing resources & expertise between campuses

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SAN FRANCISCO

DAVIS

SANTA CRUZ

UCOP

BERKELEY

& NATIONAL LAB

MERCED

SANTA BARBARA

RIVERSIDE

LOS ANGELES

SAN DIEGO

IRVINE

& ANR

Presented by Laura Prichard

Career Stages

Stages as the 4 E's (Source: ScreenSkills)

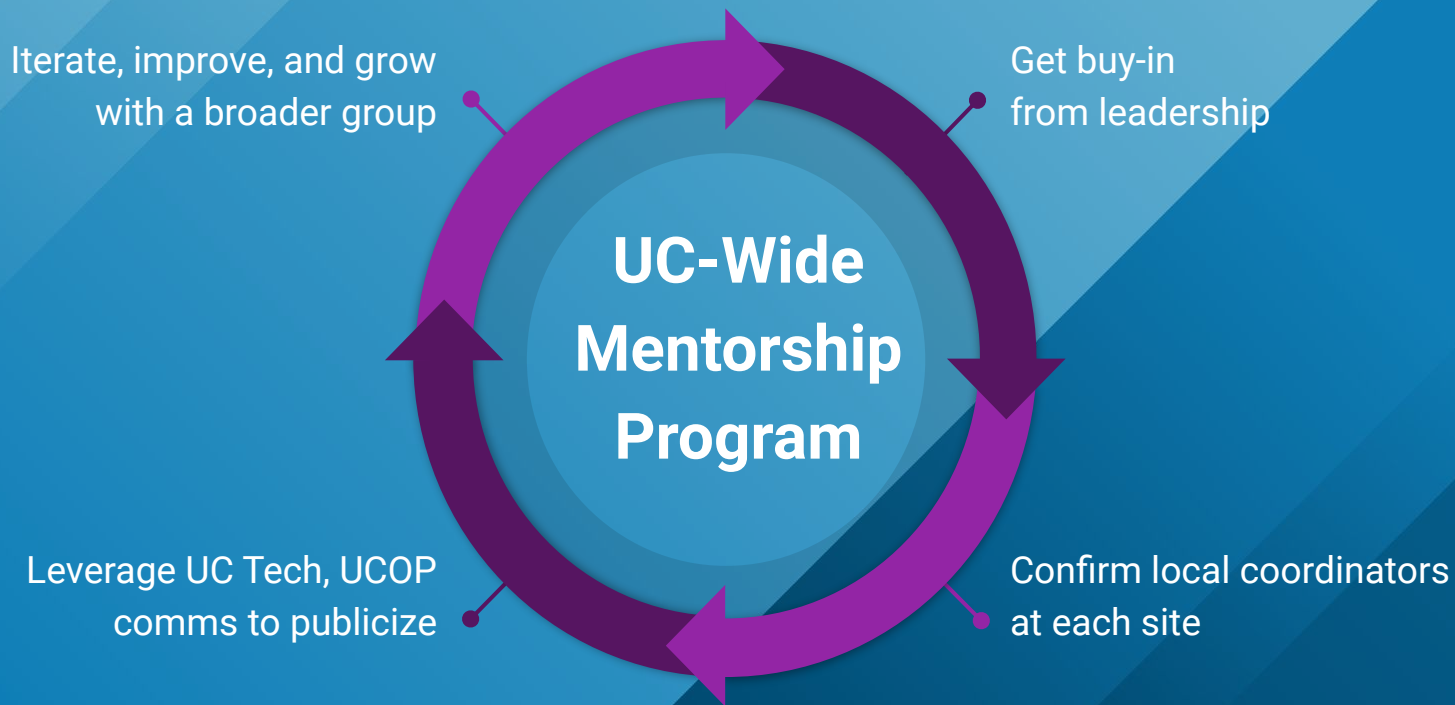**Entry   Early   Experienced   Expert**

Presented by Heather Grubb

Mentorship

"A mentor is someone who allows you to see the hope inside yourself."

– Oprah Winfrey

Presented by Emily Gladstone Cole

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Knowledge Sharing

Knowledge sharing options

"Assists make two people happy, points just make one happy." - Nikola Jokic

Presented by James Cha

Recommendations

- Build central website of resources
- Leverage UCOP Mentoring Program
- Encouragement through gamification
- UC-wide leadership investment

Thank you!

Presented by James Cha

References

Mentorship:

- [Retention rates are 22% higher for Mentees, and 20% higher for Mentors.](#)
- [Mentees are promoted 5x more often, and all participants are more likely to get a raise.](#)
- [Mentors can and should learn from their mentees as well: 84% reported that mentoring relationships provide two-way inspiration for mentor and mentee.](#)

Career Stages:

- https://www.indeed.com/career-advice/career-development/career-stages
- https://courses.lumenlearning.com/waymaker-collegesuccess/chapter/text-stages-of-career-development/
- https://www.screenskills.com/developing-your-career/continuing-professional-development/understanding-your-career-stage/
- www.careersmart.org.uk
- https://www.bbc.com/worklife/article/20221110-reverse-mentorship-how-young-workers-are-teaching-bosses
- The Handbook of Mentoring at Work: Theory, Research, and Practice by Bella Rose Ragins, Kathy E. Kram
- Career Coaching for Different Life Stages by Gila Weinberg, CEO at Mikum Consulting 5/17/17, article on LinkedIn

Knowledge Sharing:

- [Knowledge Sharing at Work](#)
- [Promoting Knowledge Sharing](#)
- [Knowledge sharing best practices](#)
- [UC Tech Slack](#)
- [UC Tech 2024 Conference](#)

Additional Information:

- [UC Facts & Figures](#)
- IT payroll employee numbers from UCPath (via Laurel Skurko, UCOP)

Details: UC-Wide Mentorship Program

1. Work with executive sponsor to get buy-in and resources to manage a UC-wide mentorship program
2. Survey to UC IT, HR, L&D Leaders and members to identify existing mentorship programs, their successes, and resources involved
3. Define the goals, objectives, and guidelines for the program
4. Identify partners at each UC site
5. Build tooling to match mentors and mentees, track progress
6. Launch event at UC Tech to generate excitement and get initial participants
7. Match mentors and mentees and provide resources and guidance to all participants
8. Maintain excitement through gamification with leaderboards, badges, and employee recognition
9. Gather feedback to share with participants and adjust for next round
10. Market coaching and mentorship program through UC-wide communications