Career Advancement Mentorship Program (CAMP)

Leadership Council Meeting

February 26, 2014

Michael Reese
Vice Chancellor for Business and Administrative Services
“Staff have been wanting/needig a mentorship program for many years and lack of mentorship was one of the top issues in the CUCSA Engagement Survey for the UC Merced campus.”

~ Katie Unruh, Staff Assembly President ~

Human Resources, in partnership with Staff Assembly, are launching the Career Advancement Mentorship Program (CAMP) to develop and empower staff members at UC Merced.
CAMP provides the opportunity for seasoned staff to share their knowledge and experiences with CAMP participants to better equip them to become future leaders or to excel in their chosen field.

The mentorship program matches staff mentors and mentees based on their interests and experiences, and provides assistance with goal setting, job satisfaction, job enhancement and lateral or upward mobility.
Benefits of the Mentorship Program

For UC Merced:

- Supports staff development, succession planning and retention goals
- Fosters employee engagement and commitment to UC Merced
- Uncovers latent talent and provides an opportunity to develop it further
- Supports and advances UCM’s diversity goals
- Gains empowered staff and future managers
Benefits of the Mentorship Program

For Mentors:

- Opportunity to help develop and strengthen the diverse talents and skills of staff for the future of UC Merced
- Enhancement of coaching, leadership, management and recruiting skills
- Exposure to diverse thoughts, styles, personalities and cultures
- Ability to gain insight and alternative perspectives about other business units on campus

For Mentees:

- Potential to accelerate development and growth
- Exposure to diverse perspectives and experiences
- Ability to gather invaluable insight beyond their own experiences
- Greater knowledge of career success factors
# Participation in the Program

**Mentors:**
- Experienced UC Merced Leaders
- Well-respected, loyal advisors and coaches who are willing to share their experiences
- Experienced UC Merced managers and professionals (classification TBD by committee)
- Employed at UC for at least 2 years, 1 year at UC Merced (recommended)

**Mentees:**
- Apply to the program
- 15-20 Mentees selected (pilot)
- Participant classification TBD by committee
- Employed at UC Merced for at least 2 years.
Timeline Overview for 2014

March
- Complete Project Plan
- Launch committee integration and communication campaign

April
- Application registration begins

May
- Applications due end of May

June
- Mentors and Mentees selected
- CAMP Kick-off Reception for mentees and mentors to meet and mingle
- Mentees and mentors paired

July
- Program begins

Program Cycle July 1, 2014 – June 30, 2015
Any Questions?

Thank you