

**Graduate Student Leadership Certificate Program (GSLCP)
Winter 2020**

Program facilitators: Jim Moore, Assistant Dean of Graduate Studies and Lori Kletzer, Vice Provost and Dean of Graduate Studies.

The program will meet every Friday afternoon (1-4:30PM) throughout the Winter quarter, with the exception of sessions 2 & 4 which will be full day workshops (8:30AM-5PM). Students should apply only if they can commit to attending all sessions; limited excused absences only. Session attendance and participation are mandatory requirements for earning the program certificate.

Statement of purpose: The graduate student leadership certificate program will introduce a range of leadership theory, practical skills, and special topics relevant for application in both academic and professional contexts. With a varied format including readings, interactive group activities, case studies, panel discussions, and professionally conducted workshop sessions, program participants will learn about major trends in contemporary leadership thought, uncover core values for adaptive leadership in times of change, develop practical negotiation and conflict resolution skills, and discuss modes of translating collaborative teamwork into the positive, productive employment of different disciplinary perspectives and backgrounds that students bring to the program.

Readings are available through the links below. If you are having trouble accessing the linked documents, please make sure you are signed in to your UCSC email account. Contact Andrea (andvazqu@ucsc.edu) if you are having any trouble accessing the linked documents.

Schedule of Sessions

Week 1: January 10 (Joint Session)

University Center: Alumni Room, 1:00-4:30 pm

Workshop: Leadership as a means toward academic and professional success

Key Note: Justin Cummins

Western educational systems have primarily focused on testing one's ability to retain knowledge as it relates to core subjects such as history, math, science, language etc. Although this knowledge is critical, there is less training around skills that allow us to communicate more effectively with one another, work more collaboratively with one another, and help us become better leaders. Leadership skills, combined with strong academic knowledge, can increase upward mobility in careers and provide a means for training future leaders. This talk will discuss important leadership skills and programs at UCSC, opportunities for gaining leadership experience, and ways we can help support the next generation of leaders as teachers and mentors.

Originally from the South Side of Chicago, Justin Cummings attended Eastern Illinois University where he earned a BA in Spanish and a BS in Biological Sciences. Justin began graduate school during the fall of 2007 at UCSC in the departments of Ecology and Evolutionary Biology, and

Environmental Studies. As a graduate student, his work focused on tropical forest restoration in Panama and in 2013 he earned his PhD in Ecology and Evolutionary Biology with a designated emphasis in Environmental Studies. After spending two years in Miami, FL working on a post-doc at Florida International University, where his work focused on assessing the impacts of climate change on the Everglades, he returned to Santa Cruz in 2015 to help co-create and become the director of the UCSC Doris Duke Conservation Scholars Program. The Doris Duke Conservation Scholars Program focuses on preparing early career college students to become future conservation leaders. In 2017, Justin joined the Movement for Housing Justice group in Santa Cruz and was on the steering committee for the Measure M rent control campaign. During this campaign, Justin decided to run for Santa Cruz City Council in 2018 and received the highest votes in the November election of 2018. Justin was voted in by the City Council as Vice Mayor in December of 2018 and on December 10, 2019 Justin was voted by the City Council to serve as Mayor of Santa Cruz for the year 2020.

Week 2: January 17 (ALL DAY Grads Only)

Cowell College: Alumni Room, 8:30am-4:30pm

Workshop: Values Driven Leadership

Facilitator(s): Kenton Hyatt, Ph.D. and Cheryl De Ciantis, Ph.D.

*Prior to this session, participants will receive a Values Perspective assessment to deepen one's understanding of values in leadership and develop a draft of one's leadership narrative. Values Perspectives is a different way of looking at and working with values, whether you want to really understand what drives your own life and work choices; or if you want to build a foundation of shared values energy with your team, or, align your organization behind a truly shared sense of purpose.

Readings:

- De Ciantis, C., & Hyatt, K. (2007). White Paper: Values Perspectives. *Kairios*
- De Ciantis, C., & Hyatt, K. (2014). Working with values to build bridges. *Bridge-Builder, 10, 41-45.*
- De Ciantis, C., & Hyatt, K. Values driven leadership.

Week 3: January 24 (Joint Session)

University Center: Alumni Room, 1:00-4:30pm

Workshop: Diversity, Campus Climate, and Cultural Competency

Facilitator(s): Linda Scholz, Campus Diversity Officer for Staff /Students;

Herbie Lee, Vice Provost for Academic Affairs

Identifying and leveraging diversity within the workplace; working with a diverse group of colleagues; Diversity efforts on campus; cultural competency.

Supplemental Readings:

- Mahzarin Banaji, Max Bazerman, and Dolly Chugh. "How (Un)Ethical Are You?" (*Harvard Business Review, May 1991*)

- [Forbes Insight, “Global Diversity and Inclusion: Fostering Innovation Through a Diverse Workforce.”](#) (Forbes Media, July 2011)
- [Frank Dobbin and Alexandra Kalev. “Why Diversity Programs Fail” Harvard Business Review.](#) July-August 2016.

Week 4: January 31 (Joint session-ALL DAY)

University Center: Alumni Room and Sentinel Rooms, 8:30am-4:30pm

Workshop: **The Art and Science of Negotiation and Radical Collaboration**

Facilitator: Jim Tamm, author of *Radical Collaboration*.

Jim Tamm is a former judge and an expert in building collaborative workplace environments, with 40 years of experience in the field of alliance building and conflict resolution. As a Senior Administrative Law Judge for the State of California for 25 years, Jim mediated more than 1,000 employment disputes.

Supplemental Readings:

- [“How to Negotiate From Strength,”](#) CKC’s Executive Edge, 1/6.
- [Heminia Ibarra and Morten T. Hansen, “Are You a Collaborative Leader?”](#) (Harvard Business Review, July-August 2011)
- [Paul Adler, Charles Heckscher, and Laurence Prusak, “Building a Collaborative Enterprise”](#) (Harvard Business Review, July-August 2011)
- [“Foster A Culture of Collaboration”,](#) CKC’s Executive Edge, 1/12.

Week 5: February 7

Humanities 2, Rm 259 1:00-4:30pm

Workshop: Being your own Superhero

Facilitator: Zakiya Harris

Zakiya Harris is a Cultural Architect, Artist and Educator working at the intersections of entrepreneurship, 21st century education and creative transformation. Zakiya is a co-founder of nationally recognized projects [Impact Hub Oakland](#), [Grind for the Green](#), [Hack The Hood](#), [Earthseed Consulting](#), and a Fellow of [Green For All](#) and [Bold Food](#). Zakiya Harris is the Co-Founder and Chief Education Officer at Hack the Hood, an award-winning non-profit that introduces low-income youth of color to careers in tech by hiring and training them to build websites for real small businesses in their own communities.

Readings: TBD

Week 6: February 14

Humanities 2, Rm 259 1:00-4:30pm

Workshop: Ethics as Praxis

Facilitator: Sheeva Sabati

The Ethics as Praxis frames research, and therefore leadership, as continually animated by the ethical rather than temporally bracketed at the start of a research project and the securing of consent, or at the finish upon the completion of data collection, analysis, interpretation, or even publication. Following the

teachings of critical pedagogues, Ethics as Praxis urges engaged scholars to take up ethics as a praxis that begins by getting situated in the social context and histories that inform their work, and by embracing the interconnections of their relationships with the communities and people they are working with. This workshop will explore how the ethical animates the where and when (place and time), who (relationality), what (knowledge), and the why and how (purpose and practice) of research and community building.

Week 7: February 21

Humanities 2, Rm 259 1:00-4:30pm

Workshop: Activate to Captivate: Presence & Self Presentation

Facilitator: Bri McWhorter

Being an effective communicator is a life skill that every person should have. Whether you are giving a formal presentation, interviewing for a job or interacting with a co-worker, each individual should be able to share their ideas with others in a clear and engaging way. Using techniques that actors have been utilizing for decades, Activate to Captivate provides group workshops and individual coaching sessions specializing in presentation skills, interview techniques, and interpersonal communications (Bri McWhorter is the Founder and CEO of Activate to Captivate).

Readings: TBD

Week 8: February 28

Humanities 2, Rm 259 1:00-4:30pm

Workshop: From the Ivory Tower to the Community: Research collaboration with community organizations

Facilitator: Paulina Moreno, Watsonville Community Action Board

The Community Action Board (CAB) is a non profit organization whose mission is to partner with the community to eliminate poverty and create social change through advocacy and essential services while utilizing an equity-based approach to assessing and addressing poverty that expands conventional conceptions by seeking out not only to equalize resources but to also advance equity and promote social justice. In centering marginalized communities in Santa Cruz County, CAB facilitates inclusive and robust models of community engagement that challenge traditional means of data collection and needs assessment to include, and involve those most affected by poverty, many of whom lack access to traditional forms of involvement.

Readings: TBD

Week 9: March 6

Humanities 1, Rm 210 1:00-4:30pm

Workshop: Navigating Conflict Management and Speaking Up to Bias

Guest facilitator: Nancy Heischman, Direct of Campus Conflict Resolution Services, UCSC

Online resource for problem and complaint resolution resources at UCSC - <http://ombuds.ucsc.edu/>

Supplemental Readings:

- Carl and Suzanne Cohen, “Win/Win with Peers: Make Allies, Not Enemies” from *Lab Dynamics* (2005)
- “How to Manage Workplace Conflict”, CKC’s Executive Edge, 1/11.
- Linda Hill, “Reconciling Expectations” from *Becoming a Manager*, 2003.
- W. Chan Kim and Renée Mauborgne, “Fair Process: Managing in the Knowledge Economy” (*Harvard Business Review*, 1997).
- Kloperens, et al, “Setting Expectations and Resolving Conflicts in Graduate Education” (*Council of Graduate Schools*, 2008)

Week 10: March 13 (***)**NOTE Reception to Follow**)

University Center: Alumni Room and Sentinel Rooms, 1:00-4:30pm

Workshop: The Journey Ahead: Final discussion and graduation ceremony

Facilitator: Jennifer Baszile, Vice Chancellor for Career Success