



Staff Talent And Role Sharing (STARS) Program



School of Public Health
Funded by the Chancellor's Berkeley Initiative for Leadership on Diversity (BILD)

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In April 2007, BILD put out a call for proposals to UCB staff and faculty to fund innovative, action-oriented programs that will serve to further the campus's priorities of diversity, partnership, access, inclusion, and staff development.

WHAT: STARS, created by SPH staff for SPH staff, is an exchange program in which participants will be exposed to other positions and units within our School, develop their networks, and explore career opportunities and aspirations.

WHO: STARS is open to all career and limited appointment, represented and non-represented, SPH staff members.

HOW: STARS will match participants based on a number of factors, including unit, working title, payroll classification, and expressed interest in specific roles. For example, an Assistant II may be paired with a Senior Analyst; two staff members from Student Services would not be paired together; if a participant noted on his/her registration an interest in grants administration, then they would be paired with someone in that position. Pairs will then host one another in their respective units for two hours each, over the course of two consecutive weeks. During each of the visits, the host will educate the guest about their unit and the role they play in it. This can include a tour of their offices, an introduction to colleagues, an explanation of how the unit functions, and the way in which it fits into the larger SPH picture. The host will also share their primary job duties and responsibilities, the career path they took to reach their current position, and their future career goals. In addition to the exchanges, STARS will host workshops featuring guest speakers on topics that directly relate to the goals of the Program, as well as post-cycle celebratory forums, in which participants can share their experiences, provide feedback, and win raffle prizes.

WHY: STARS will help to both maintain and strengthen the SPH community by fostering an inclusive environment where staff members have direct access to one another, get to know each other on a more personal level, and gain a greater understanding and appreciation of the skills and experience fellow staff members bring to their units and to the campus. Participants may also be introduced to career options they might not have otherwise been aware of by being paired with someone whose role/unit they are unfamiliar with. STARS also creates an opportunity for staff to exchange information with one another, including work processes, organizational styles, and coping strategies. Additionally, STARS will provide junior-level staff the opportunity to interact with and learn from senior-level staff, gaining a better understanding of the skills and training that are necessary to move up; while those in senior-level positions will have the opportunity to motivate, coach, and nourish junior-level staff, as well as consider them for current and/or future position openings.

WHEN:

Cycle One

Workshop: January 9

Registration Deadline: January 11

Exchanges: January 28 – February 8

Celebratory Forum: February 28

Cycle Two

Workshop: May 12

Registration Deadline: May 14

Exchanges: June 2 - 13

Celebratory Forum: July 2

To register for the STARS Program, or for more information,
contact: sph_stars@berkeley.edu or visit: <http://sphstars.berkeley.edu>



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Frequently Asked Questions

What is the STARS Program?

Funded by the Berkeley Initiative for Leadership on Diversity (BILD), the Staff Talent And Role Sharing (STARS) Program is a new exchange program, created by SPH staff for SPH staff, in which participants will be exposed to other positions and units within SPH, develop their networks, and explore career opportunities and aspirations.

Am I eligible to participate?

STARS is open to all career & limited appointment, represented & non-represented, SPH staff members.

What will I have to do to participate?

1. Register. 2. Host the person you are paired with for two hours, and be that person's guest for two hours, over the course of two consecutive weeks. During the visit, you will educate your guest about your unit and the role you play in it. 3. Complete brief online entrance and exit surveys. 4. Attend a kick-off three hour workshop (strongly encouraged). 5. Attend a post-cycle celebratory forum (optional).

How does the matching process happen?

When you register for STARS, you will be asked for your current payroll classification, job title, and unit, as well as if there are any specific units or jobs that you are interested in learning more about. Participants will then be intentionally matched by the STARS Program Team, to ensure pairings that are diverse hierarchically and across units. For example, an Assistant II may be paired with a Senior Analyst; two staff members from Student Services would not be paired together. Additionally, if a participant noted on his/her enrollment an interest in Facilities Management, then we would pair that person with someone from that unit.

What are the goals of the STARS Program?

The Program has several goals, all of which encompass the four priorities of BILD - partnership, access, inclusion, and staff development.

Why is the STARS Program important to SPH staff?

Strong commitments to staff diversity and to an inclusive community are cornerstones of the School of Public Health. We view diversity as not just referring to gender, race, ethnicity, and sexual orientation -- the more traditional ideas of "diversity" -- but to the myriad categories of "-isms" - age-ism, class-ism, and so forth, as well as to the campus' internal hierarchy of staff classifications. We are interested in promoting traditional as well as non-traditional diversity. We believe in breaking down the walls of difference and looking for what is similar in all of us. By doing so, there is opportunity to get to know one another as individuals, not just as co-workers. Through the STARS Program, staff will have the opportunity to learn even more about each other - what it is that we do all day, what our skills and talents are, and our career aspirations. We hope to strengthen inclusion by sharing information and knowledge, and by giving access to anyone who has the desire to learn more about what other people do and how they do it, within the variety of careers/positions available in SPH. We believe that this grassroots style of interaction among staff will be very beneficial to all involved.

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