UCDAVIS

Graduate Program of
Environmental Policy and Management

Incoming Student Orientation 2021

A few general comments

1. Unprecedented times for ALL of us – patience, compassion, understanding, communication.

2. Enter as students, exit as colleagues

3. Work on developing professional skills

4. Build your network

UCDAVIS
Graduate Program of
Environmental Policy and Management

Introductions

Program Chair

Dr. Mark Lubell

Program Coordinator

Jessica Penrose

The 2021 cohort:

You are a diverse and talented group. Be open to learning from your colleagues.

Your undergraduate majors:
- Ecology
- Environmental Science/ Studies
- Anthropology
- Political Science
- Sustainability
- Conservation
- Geography
- Biology
- Communications
- Neuroscience
- Marine Science
- Biochemistry
- Zoology
- Finance
- Wildlife, Fish & Conservation Biology

Your declared interests:
- Climate change
- Water
- Sustainable food
- Environmental justice
- Economics
- Data
- Conservation
- Planning....

Introductions

Let's get to know each other! In 1 minute:

Tell us about an issue you're passionate about

Describe your happy slide

Program Overview

Degree Requirements

Year 1

FALL	WINTER	SPRING
ENV 200A- Policy Analysis I (4)	ENV 201- Environmental Law (3)	ENV 200C- Policy Analysis III (4)
ENV 202- Policy Dev. & Implementation(4)	ENV 200B- Policy Analysis II (4)	ENV 297- Prof. Dev. Seminar (1)
ENV 297- Prof. Dev. Seminar (1)	ENV 297- Prof. Dev. Seminar (1)	Quantitative Analysis or General Elective (3)
Quantitative Analysis or General Elective (3)	Quantitative Analysis or General Elective (3)	Quantitative Analysis or General Elective (3)

Program Overview

Degree Requirements

Year 2

FALL	WINTER	SPRING
ENV 296- Practicum (2)	ENV 296- Practicum (2)	ENV 296- Practicum (2)
Quantitative Analysis or General Elective (3)	ENV 203- Policy Clinic (4)	ENV 203- Policy Clinic (4)
Quantitative Analysis or General Elective (3)	Quantitative Analysis or General Elective (3)	Quantitative Analysis or General Elective (3)
Quantitative Analysis or General Elective (3)	Quantitative Analysis or General Elective	Quantitative Analysis or General Elective

Program Overview

Degree Requirements

12-month track

FALL	WINTER	SPRING	SUMMER
ENV 200A- Policy Analysis I (4)	ENV 201- Environmental Law (3)	ENV 200C- Policy Analysis III (4)	ENV 296- Practicum (6)
ENV 202- Policy Dev. & Implementation (4)	ENV 200B- Policy Analysis II (4)	ENV 297- Prof. Dev. Seminar (1)	
ENV 297- Prof. Dev. Seminar (1)	ENV 297- Prof. Dev. Seminar (1)	ENV 203- Policy Clinic (4)	
Quantitative Analysis or General Elective (3)	ENV 203- Policy Clinic (4)	Quantitative Analysis or General Elective (3)	

Program Overview

Degree Requirements

12-month track

A supplemental application and approval is required for students to complete the 12-month track. This application is completed in the Fall quarter and due in October.

To qualify for the 12-month track, students should have:
- Some professional experience after completing their undergraduate degree
- Identified their practicum project by the end of the Fall quarter
- Have previously taken quantitative coursework

To see the 12-month track application, go to our website: https://epm.ucdavis.edu/student-resources

Program Overview

Specializations

Social Systems	Natural Systems	Quantitative Tools
Environmental & Resource Economics	Conservation Management	Spatial Information Science
Politics & the Policy Process	Climate Change Science & Policy	Statistics & Data Analysis
City & Regional Planning	Water Resource Management	
Energy & Transportation Planning	Marine Resource Management	
Environmental Justice	Food Systems & Sustainable Agriculture	
Environmental Finance		

Program Overview
Specializations

What are the requirements to earn a specialization?

- 9 units (a minimum of 6 at the graduate level).
- Non-seminar classes must be taken for a grade (a minimum of a B-).
- The required general elective and quantitative course cannot count towards a specialization.
- Students can't count one elective to multiple specializations.
- Seminar courses may be used up to 2 units.
- Relevant internship credit may be used up to 3 units but approval must be obtained from the Program Coordinator.
- Any exceptions to policy must be requested through the Program Coordinator.

Which classes count?

A list of preapproved electives are on our website:
https://epm.ucdavis.edu/epm-electives

If there's a course you would like to take for a specialization that is not pre-approved, send the course information to the Graduate Program Coordinator.

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FAQ: What do I do when I think I've completed a specialization?
You should email the Program Coordinator with 1) the name of the specialization 2) the classes you took to satisfy the requirements.

Advising

During your time in the program, you will be advised by:

EPM Program Chair Mark Lubell

Program Coordinator Jessica Penrose

Faculty Advisor (assigned)
- Advises, mentors, reviews courses, Professional Development Plan, Practicum Proposal & Reports

Mentor(s) (your choice!)
- Advises students on career goals, networking, practicum and job opportunities.

Advising

What to expect from your advisor

Your faculty advisor will:
- Check at least 1x / quarter on your progress
    - Meetings may be individually or as a group
- Be available for a meeting once per quarter to discuss electives, practicum options and the student's Professional Development Plan
- Evaluate the strengths and weaknesses of the student's projects
- Encourage an open exchange of ideas
- Critiquing written work
- Facilitate interactions with other scholars on campus and in the wider professional community
- Provide career guidance, and guidance in preparation of CV & job interviews.
- For more information about advising, see the EPM Student Handbook

The EPM Student Handbook can be found at:
https://epm.ucdavis.edu/student-resources

Advising

What we expect from you

You should:

- Take initiative to schedule advising meetings at least 1x/ quarter
- Come to any scheduled advising meeting prepared. Have an idea of what your interests are, what type of classes you're interested in, potential practicum ideas
- Be aware of your own mentoring needs and how they change throughout your tenure
- Recognize that one faculty member might not meet all your needs. Seek assistance from multiple individuals (mentors) and organizations
- Recognize the mentor's other responsibilities and time commitments.

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FAQ: What happens if I would like to find a different advisor that's a better match?
If you would like to find a different advisor that's a better match, please contact the Program Coordinator. We will try to accommodate your request.

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2021 EPM Orientation

Comprehensive Exam

The Comprehensive Exam consists of 4 elements:

Professional Development Plan
Due in spring quarter of first year.

Practicum Proposal
Due before beginning your practicum.

Practicum Report
Due by the end of the quarter in which you finish your practicum.

Policy Clinic Report
*Written by the instructor evaluating your work.

Instructions on submission and format can be found on our website:
https://epm.ucdavis.edu/student-resources

Practicum

Overview

- The practicum allows students to integrate and apply their training to projects in a field of interest developed in consultation with a client organization (ideally outside of UCD)
- Students will use the Practicum Proposal template to detail:
  - Project need
  - How it will be addressed by the student
  - Deliverable that will be produced (policy brief, stakeholder meeting, etc.)

Timeline

- Your search should start in the Fall quarter
- Students should have an approved Practicum Proposal before beginning their practicum
- Credits for the Practicum (ENV 296) can be dispersed throughout the academic year however is best for the student
- Units for summer practicums can be registered for the following academic year (except for 12-month students)

Practicum and other internship opportunities will come from:

1. Your own active searching
2. Emailed opportunities (Jessica's weekly update) or other listservs
3. Suggestions from advisors/mentors
4. Networking

Other resources:

UCD Internship and Career Center (ICC)
- One-on-One advising appointments
- Career Fairs

EPM Website
- epm.ucdavis.edu/student-resources
- See Environmental Institutions in the Sacramento Region for ideas
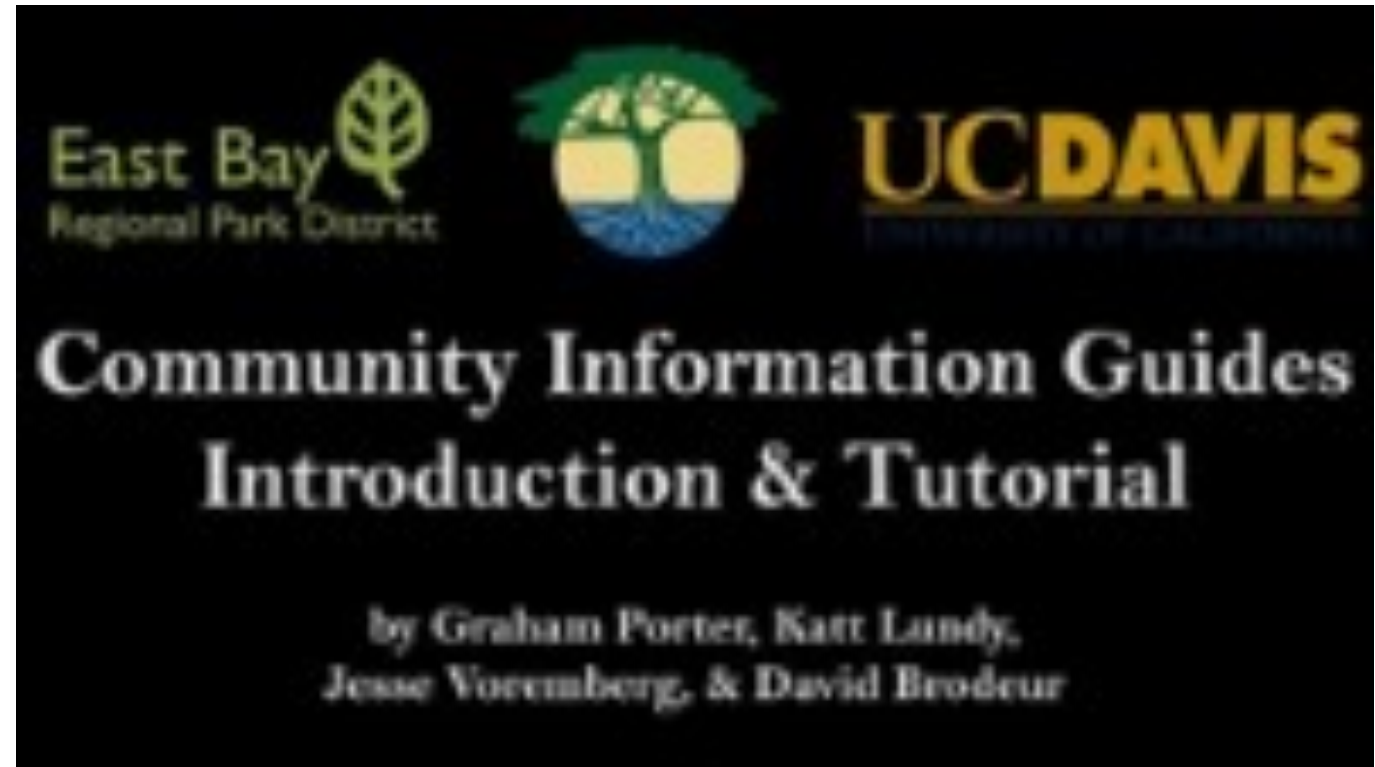
Policy Clinic

What is the Policy Clinic?

The Policy Clinic is a capstone experience for students in their last two quarters of the program.

Timeline

In October, the Clinic Supervisor will involve students in the process of selecting which projects they would like to work on.

The class itself runs from January-June (winter and spring quarters).

East Bay Regional Park District

UCDAVIS

Community Information Guides
Introduction & Tutorial

by Graham Porter, Katt Lundy, Jesse Vorrenberg, & David Brodeur

Adenike Adeyeye
Senior Analyst and Western States Energy Manager, Union of Concerned Scientists

Peter Buck
Managing Principal, Buck and Associates Consulting

Ashley Conrad-Saydah
Principal, Sowing Change Strategies

Doug Ito
Director, Consumer Protection and Enforcement Division, California Public Utilities Commission

Felicia Marcus
Chair (2012-2019), State Water Resources Control Board

Robert Boykin
Senior Legislative Aide in the Office of Assemblymember Jose Medina

David Bunn
Vice Provost of Research and Extension, UC ANR

Jenn Eckerle
Deputy Director, Ocean Protection Council

Chris Larsen
President, New Island Capital

Ben Turner
Program Manager for the Safety Management Branch System, California Public Utilities Commission

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External Advisory Committee
2021 EPM Orientation

Break

Building a Team Mentality
a professional and personal skill and asset

Structured Team Building
- Group work in classes
- Policy Clinic
- Study groups/communal space

Organized Group Social Activities
- Potlucks
- Evening socials
- Weekend retreats
- EProM

Individual Behavior
- Lateral Networking- build peer relationships
- The Aggie Onion- build relationships spanning the breadth and depth that UCD offers
- Faculty/ student/ staff relationships
  - The UCD legacy of casual, but respectful, relationships: UCD Principles of Community

Program Expectations
Our expectations of you

- Register for a minimum of 12 units per quarter
- Act professionally
- Think critically about your professional goals and work within those parameters to make the most of professional opportunities
- Consult with us to hone your professional goals
- Seek out and make the most of opportunities both within and outside UCD
- Find a relevant practicum opportunity
- Set objectives for your time here and evaluate performance measures to determine if you're meeting your objectives
  - Keep the program informed as to whether we are, or are not helping you meet your objectives
- Own your education

Program Responsibilities

Your expectations of us

- To offer courses in a timely fashion
- Provide mentoring and guidance on both coursework and professional development
- It is a joint responsibility to make sure that you are ready to enter the professional world by the time you finish your degree. This requires teamwork to make sure that your experiences are leading towards your professional objectives.

Standards of Conduct

The UC Davis community highly values diversity, inclusivity and respectful behavior. We take this seriously. You are now part of that UC Davis community and we ask that you help the broader community in this endeavor.

Principles of Community

https://diversity.ucdavis.edu/principles-community

EPM Professional Code of Conduct

**All incoming EPM students are expected to read and acknowledge the EPM Professional Code of Conduct
epm.ucdavis.edu/epm-code-conduct**

Get Involved

Five Reasons to get involved on campus

1. Fun
2. Helps you find a niche on campus; build supportive relationships outside of class.
3. Provides academic support, preparation and 'hands-on' experience.
4. Teamwork and communication skills development opportunities.
5. Further campus traditions and address global issues.

UC Davis has over 800 student clubs:
csi.ucdavis.edu/find-a-student-org

Including:
Association of Environmental Professionals at UCD
Supported by the EPM program

Program level opportunities:
EPM Diversity Committee
EPM Social Committee

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Stay Connected

@ucd_epm

@ucdavisepm

EPM Listserv:
epm_students@ucdavis.edu

o Email listserv for reaching all EPM students
o Only works if you use your UCD address to send
o Used for professional and social purposes
o Please follow standard workplace norms for content

www.facebook.com/ucdepm

EPM Student Slack channel

Our Commitment to Diversity and Inclusion

The EPM program develops policy leaders and managers for the future. Yet, our current professional community, research and teaching do not adequately represent diversity.

1. Statement of Equity and Diversity that informs the overall mission of the EPM program

2. Expand recruitment outreach to minority and disadvantaged communities.

3. Fundraising campaign for diversity fellowships

4. Support the EPM Diversity Committee

5. Environmental Justice specialization

6. Resource Guide for students, staff and faculty

EPM Diversity Committee

Welcome!

Icebreaker

- Get into groups of 3-4
- We will assign each group an issue pertaining to diversity and inclusion
- Discuss with your group how you would address this issue and what role each person in your group would take OR the different strategies your group came up with
- In 6 minutes we will regroup and share

What is EPMDC?

Mission

The EPM Diversity Committee is a collection of students dedicated to enhancing educational excellence through diversity within the EPM program.

Structure

- We meet twice monthly (dependent on what we have planned)
- Currently have 2 co-chair positions
  - We'd like to create opportunities for other positions:
    - Primary Event Planner(s)
    - Mentor Liaison
    - Outreach Liaison
    - Treasurer

Where are we now?

- Worked to get students involved in the admissions process
- Connected students with resources on and off campus for diversity trainings and support
- Host events such as:
  - Podcast and documentary discussion groups
  - Speaker events
  - Social events such as Roundtable Talks
- We have added a tab to the EPM website with a calendar and other useful resource links (Thank you, Jessica!)
- Included Environmental Justice in the Professional Development Seminar series

Diversity, equity and inclusion

- Embracing difference
  - Understanding different perspectives while working to diminish prejudice
  - Giving every individual opportunity regardless of gender or gender expression, sexuality, race, ethnicity, religious beliefs, etc.
  - Avoiding assumptions about a person's background, lifestyle, pronouns, or beliefs
  - Embracing difference DOES NOT mean tolerating hate
  - Giving people level ground to stand on

Our experiences will be different.

- We may have different experiences or perspectives
  - In the program
  - In our work lives
  - In our social lives
  - In our personal lives
- Some people may have an easier or harder time than others
- It's important to create judgement free spaces and support other students to the best of our abilities to ensure positive experiences for us all.

Goal Setting

- Set some personal goals for this year!
  - How will you contribute to maintaining a safe and welcoming campus community?
  - How will you actively work to break down your implicit biases?
- This could take the form of:
  - Attending EPMDC meetings and activities
  - Advocating for diverse speakers, readings, and topics in class
  - Challenging hateful or hurtful comments
  - Attending an on or off-campus DEI training
  - Actively participating in "tough" conversations
  - Simply acknowledging and apologising when your biases hurt someone else
  - Taking courses that encourage nuanced discussions on diversity within or outside of your field of study
  - Working inclusive language into your thoughts and speech
  - ...and so much more!

Activity

- Write in a few goals you have for this upcoming year.
- Once you have finished writing your goals on the handout or brainstorming, join back up with your group from earlier and share.
- At the end, we will ask you to share (not required, but encouraged)
- You have 4 minutes to complete this task.

Be responsible for your own learning.

- **No one else is responsible for your own learning.**
  - It is **not** your peers job to teach you how to embrace, accept, and understand topics surrounding diversity, equity, and inclusion.
  - If someone **wants** to teach you, that is okay.
    - **However**, no one should be forced to share their trauma with you for you to learn.
    - You have the ability to learn on your own; take that opportunity!
- Take the time to read, watch and listen.
- DEI trainings for students:
  - Living the Principle of Community Online Course (DEI Website)
  - Cross-Cultural Competency Series (DEI Website)
  - Understanding Diversity Series (DEI Website)

Resources

- Other than the EPMDC there are a number of resources for you on and off campus

- Off-Campus:
  - Anti-Racism Readings for White People (link located on EPMDC resource sheet)
  - Sacramento Faces Race
  - Gender Health Center
  - Lavender Library
  - Yolo Interfaith Immigration Network
  - Anti Police Terror Project
  - All of Us or None, Sacramento

- On Campus
  - LGBTQIA Resource Center
    - Lavender Connection
    - Queer Student Union
    - BlackOut
  - Racial Trauma/Racial Support
    - Cross Cultural Center
    - Center for Chicanx and Latine Academic Student Success
    - ...and many more
  - Mental Health
    - The Student Mental Health Coalition
    - UC Davis Mental Health Initiative

Questions?

Thank you!

Contacts:

Antonia Davetas: adavetas@ucdavis.edu

Daniela Arce: dvarce@ucdavis.edu

Meetings:

Typically occur bi-weekly and will be posted to our calendar on the EPMDC webpage.

Events:

Will all be posted to the calendar on the EPMDC webpage.

Break

UAW 2865
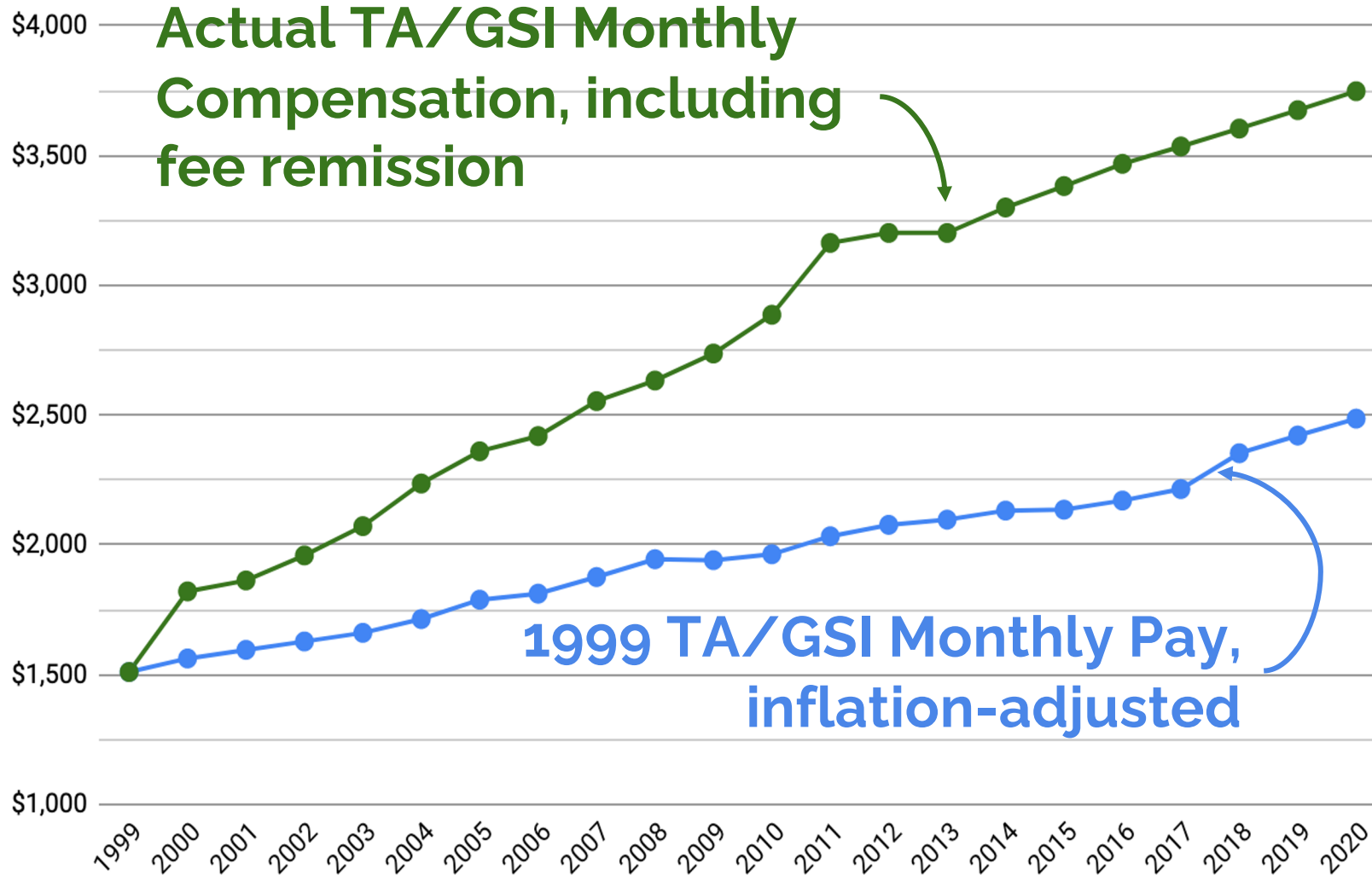
New ASE Orientation

Fall 2021

Agenda

1. **Our rights** as Academic Student Employees (TA/GSI, readers, tutors)

1. How ASEs **negotiate and enforce** our rights through our union

1. Why it is important to **be a member** of your union

How Your Union Works

1. Collective Bargaining
2. Majority Participation
3. Democratic Representation

Our Contract:
Raises

Actual TA/GSI Monthly Compensation, including fee remission

1999 TA/GSI Monthly Pay, inflation-adjusted

- Won **full tuition and student services fee remission** in 2003 contract

- **12% wage increase** over the life of our 2018 contract

- **$300 per year** in new campus fee waivers

Your Rights and Benefits Under the Union Contract

- **Workload Protections:** You can't be required to work more than you're paid for
- **Family-Friendly Benefits:** Paid parental leave and up to $3,300 per year in Childcare Reimbursement Funds
- **International Student Rights**: Paid leave for visa processing and strong job security protections
- **Anti-Harassment protections**: The right to a workplace free from harassment and discrimination

We Bargain This Year!

- Winning a strong contract depends on **all of us** participating

- Bargaining starts: **January 15, 2022**

- We all shape demands and build power democratically

- Look out for bargaining survey, department town halls, direct actions, open bargaining sessions

Take a moment to join your coworkers as a dues-paying member!

- **Fill out a card even** if you joined via your hiring paperwork!

  - Please include as much information as you can!

- **VCAP** (back of card): additional optional contributions to our union's political fund

  - (Only last 4 digits of Social Security Number)

Next Steps

- **Sign up to be a cohort or lab leader** on the sign-in sheet! Our union is run by members.

- Attend our next membership meeting: Thursday, October 6th @ 6pm (zoom link will be emailed to members)

- Join a committee! Check what you're interested in on the sign-in sheet.

Don't forget to sign in!

Questions? Email: organize@uaw2865.org

Meet your head stewards!
https://uaw2865.org/about-our-union/leadership/

Resources for Mental Health

UCD Student Health and Counseling Services
https://shcs.ucdavis.edu

Individual counseling, mental health crisis consultation services, skills workshops.

Ombudsman office
https://ombuds.ucdavis.edu

A confidential, independent, impartial and informal problem-solving and conflict management resource for all members of UCD campus.

LGBTQIA Resource Center
https://lgbtqia.ucdavis.edu

Counseling, testing, support groups, events & educational resources

What to do *before* you hit a bump in the road

A) Peer to peer mentoring
B) Graduate program staff
C) Program advisors
D) Program chair

What to do *when* you hit a bump in the road

E) All of the above
F) Graduate Studies
G) UCD Health Services

Resources for Anti-Racists & Racial Trauma

Anti-Racism Resources
https://health.ucdavis.edu/diversity-inclusion/racial-justice/anti-racism-resources.html

More information will be shared by the EPM Diversity Committee

Racial Trauma Resources
https://diversity.ucdavis.edu/resources-racial-trauma

More information will be shared by the EPM Diversity Committee

Resources for Student Parents

Student Parents

https://grad.ucdavis.edu/resources/gradua te-student-resources/life-balance-and-wellness/student-parents-families

Childcare, housing, SHIP & Planned Educational Leave Program

Financial Support: Graduate Student Childcare Grant

http://worklife-wellness.ucdavis.edu/family_care/children/childcare sub.html

Reimbursable grant (up to $900 per quarter) to graduate students enrolled full time with a child up to 12

Resources for Professional Development

Grad Pathways Institute for Professional Development

GPI offers:
- Professional development tools and curriculum centered around 8 core competencies
- Gradpathways.ucdavis.edu

Internship and Career Center (ICC)

The ICC offers:
- Career Fairs
- One-on-one career advising
- Document review (resumes, CV, and cover letters)

Study Space

Wickson Hall

There are conference rooms available in Wickson Hall (home of ESP). It is best to make a reservation, but students may also use unoccupied conference rooms after 5pm.

The Barn

The Barn is the home of the John Muir Institute of the Environment and offers study space for EPM students.

Walker Hall

Walker Hall houses a variety of spaces including office space, a quiet writing room , a parent study lounge, informal interaction areas, small meeting rooms and conference rooms for graduate student events.

The Graduate Center will provide access to a variety of graduate student services, including the Grad Pathways Institute for Professional Development, diversity resources, counseling and advising.

Walker Hall will open this fall for informal use (study and writing space).

Barn Etiquette

The Barn will be closed until November 1

Golden Rules (Because it may be called The Barn, but we don't treat it like a barn!)
- Open space requires mindfulness about noise, personal space, gossip…
- Open space and old buildings creates security issues
    - Security is a community responsibility
        - Report problems/concerns; check that things are secure before you leave
    - Doors are open 8-4:30, M-F
- This is a shared professional home; this is your professional home
    - Keep the kitchen clean. Leaving dirty dishes will earn you a reputation you don't want
    - Desk space is rotating- don't leave personal items on desks
    - Bathrooms: small, thin-walled; the horsebarn legacy; open windows and security
- UC Rules
    - No alcohol
    - Not a doggy daycare
- The second floor <u>is not</u> ADA compliant, it is not an official classroom

Here we go!

https://epm.ucdavis.edu

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