

Professional Development Plan

June, 2018

Vision and Career Mission

My vision is to promote the societal shift toward ecological and economic sustainability and social responsibility through contributions to water management and policy in California.

My personal career mission is to facilitate science-based policy decision-making among diverse stakeholders or interests.

1. Career Objective

Desired Attributes:

- Continued learning about developments in water management and policy
- Communicating about science to non-scientists
- Developing collaborations
- Negotiating agreements
- Analyzing financial data or budgets
- Work-related travel

Potential Jobs:

- Assistant Governmental Program Assistant – SWRCB
- Environmental Scientist
- Legislative Policy Analyst
- Project Assistant – NGO

Skills Development:

Skill Area	Transferable Skills I Possess	Transferable Skills I Need to Develop
Problem Identification, Research & Data Analysis	<ul style="list-style-type: none">• Analysis of process flows• Interpreting/complying with rules and regulations	<ul style="list-style-type: none">• Critical evaluation of scientific literature• Statistical analysis
Leadership, Teamwork, Teaching & Mentoring	<ul style="list-style-type: none">• Workplace etiquette• Organizational leadership	<ul style="list-style-type: none">• Enable team members without micromanaging
Decision Making, Problem Solving & Resolving Conflicts	<ul style="list-style-type: none">• Cost vs benefit analysis	<ul style="list-style-type: none">• Approaching potential conflict without hesitation
Communication – Verbal & Written; Individual & Groups	<ul style="list-style-type: none">• Writing and editing• Listening & incorporating others' ideas	<ul style="list-style-type: none">• Improve impromptu presentation skills• Writing to audience
Prioritizing, Setting Goals, Project Management & Time Management	<ul style="list-style-type: none">• Translating processes and regulations into tangible outputs	<ul style="list-style-type: none">• Use project management tools effectively• Timebox tasks

Professional Development Goals				
<i>Identify transferable skills that you need to acquire:</i>	<i>What resources will you use to develop this new skill?</i>	<i>By which quarter will you acquire this new skill?</i>	<i>How will you assess your competency with this skill?</i>	<i>Check when accomplished</i>
1. Statistical Analysis	Stats Class and/or R course	End of Spring Quarter	GEO 200CN	Complete
2. Presenting to a specific audience	Ecogeomorphology course / Policy studio	End of Spring Quarter	Instructor feedback	

2. Practicum

With oversight from Michael George, State Water Resources Control Board Delta Watermaster, I am conducting informational interviews and researching the topic, "Interagency Delta science: Is there a path to shared funding to promote shared science?". A final white paper will be provided to Michael George and my advisor(s) for review. For further details see Attachments 1 and 2 below.

3. Specialization

N.A.—completing accelerated track.

4. Electives

Completed:

- ECI 267 – Water Resource Management (FQ 2017)
- HYD 245 – Climate Change, Water, and Society (FQ 2017)
- ECL 290 – Ecogeomorphology (WQ 2018)
- MGT 290 – Corporate Social Responsibility (WQ 2018)
- Environmental Flows Seminar (WQ 2018)
- GEO 200CN – Quantitative Geography (SQ 2018)

Anticipated:

- N.A. – Expected graduation after summer.

5. Networking and Mentoring

In preparation for entry into the policy world, a number of preliminary steps are outlined below. Many policy roles exist in state agencies, so completion of the state exam is listed. I have also indicated ways to become involved in professional networks. The first bulleted list indicates possible events to attend, while the second outlines those which I have already participated in during my time at UC Davis. Table 1, below, is a dynamic list of contacts developed to advance my practicum research while simultaneously providing a future network. The list is evolving as the project goes on; however, I have interviewed approximately 30% of the individuals to date and intend to meet and interview the majority by the end of September.

Professional and Network Development

- Complete state exam for applicable jobs (DWR, SWRCB)
- Participate in discipline (e.g. member of professional society)
- Attend field-related events (e.g. seminars, policy discussions, legislative informational committee hearings)
- Networking and stakeholders – See attached spreadsheet of current and potential contacts

Events and Seminars Attended

- CDFA Public Forum: Managed Groundwater Recharge to Support Sustainable Water Management (8 November 2017)
- NCWA Breakfast Forum: Modeling, Measuring, Managing Sustainable Groundwater Quality for the Next Quarter Century and Beyond (19 December 2017)
- Delta Plan Interagency Implementation Committee (DPIIC) meeting (16 April 2018)
- Monthly Delta Stewardship Council Meetings
- Monthly Delta Independent Science Board Meetings

Table 1. Professional contact plan.

Name	Title/Position	Organization Category (Local/State/Federal/Private/NGO/Cross)	Mission/Interest/Focus (Env, Reg, Delivery, Ag, Science)
Karen Larsen	Deputy Director SWRCB	State	Regulatory
Steve Culberson	Lead Scientist Interagency Ecological Program	State/Federal	Science
Bruce DiGennaro	CSAMP Program Manager / Executive Director SFCWA	Cross	Delivery, Environment, Science
Laura Valoppi	Science Manager SFCWA	State/Federal	Delivery, Science
Randy Fiorini	Chair Delta Stewardship Council	State	Science
Greg Gearheart	Deputy Director Office of Information Management and Analysis - SWAMP	State	Regulatory
Les Grober	Assistant Deputy Director Water Rights, Retired	State	Regulatory
Karen Turkovich			
John Callaway	Lead Scientist Delta Stewardship Council	Cross	Science
Lauren Hastings	Adaptive Management Science Advisor Delta Stewardship Council	State	Regulatory, Science
Ted Sommer	Lead Scientist DWR	State	Regulatory, Science
Stuart Drown	Deputy Secretary of Innovation & Accountability	State	Regulatory
Valerie Connor	Retired, Former Lead Scientist SFCWA	State/Federal	Science
Matthew Holland	Environmental Program Manager SWRCB	State	Regulatory, Environment
Josh Israel	Fish Biologist USBR	Federal	Delivery, Environment, Science
Steve Brandt	Chair Delta Independent Science Board	Cross	Science
Carl Wilcox	CA Dept of Fish and Wildlife - Policy Advisor to the Director for the Delta	State	Regulatory, Environment
Campbell Ingram	Executive Officer Delta Conservancy	Local/State	Environment, Ag
Erik Vink	Executive Director Delta Protection Commission	State	Environment, Ag, Science
Lisa Thompson	Chief Scientist Regional San and Sacramento Area Sewer District	Private/Local	Delivery, Environment, Science
Jay Ziegler	Director of External Affairs & Policy The Nature Conservancy	NGO	Regulatory, Environment
Leo Winternitz	GEI Consultants - Senior Project Mgr Water Res & Env Mgt (formerly TNC)	Private	Delivery, Environment
Tom Zuckerman	Retired attorney Central Delta Water Agency	Private	Regulatory, Ag
John Cain	Director of Conservation for CA Flood Management American Rivers	NGO	Environment, Science
Kate Poole	Litigation Director of Water Program Natural Resources Defense Council	NGO	Regulatory, Environment
Thomas Gibson	Undersecretary Natural Resources Agency	State	Regulatory, Environment
Brent Hastey	Director Yuba County Water Agency - South; ACWA President	Local/State	Delivery
Greg Gartrell	Retired, Assistant Director/Head of Planning Contra Costa Water Agency	Local/State	Delivery
Chris Foe	Division of Water Rights Bay-Delta Planning Oversight Unit	State	Regulatory
Chris Kwan	Environmental Scientist - SWRCB	State	Regulatory, Science
Will Anderson	Division of Water Rights Bay-Delta Chief Modeler Phase 1 SED	State	Regulatory, Science
Dennis O'Connor	Legislative Staff - Senate		

Attachment 1. Practicum Duty Statement.

DUTY STATEMENT			
305 (1/76)			
ORGANIZATION (DIVISION/REGION/BOARD) State Water Resources Control Board	UNIT Office of the Delta Watermaster	POSITION # N/A	DATE March 29, 2018
NAME OF EMPLOYEE (IF APPLICABLE) [REDACTED]			
CURRENT CLASSIFICATION Volunteer		PROPOSED CLASSIFICATION (IF APPLICABLE)	
NAME OF SUPERVISOR Michael George			
CURRENT CLASSIFICATION OF SUPERVISOR Delta Watermaster		REVIEWED AND APPROVED BY SIGNATURE	
SUPERVISION EXERCISED (IF APPLICABLE)			
1. DIRECTLY SUPERVISED		2. INDIRECTLY SUPERVISED	
NO. OF EMPLOYEES	CLASS TITLE	NO. OF EMPLOYEES	CLASS TITLE
N/A	N/A		
DESCRIPTION OF DUTIES: SUMMARIZE THE REGULARLY ASSIGNED DUTIES OF THE POSITION, EXPLAIN MOST IMPORTANT DUTIES FIRST. LIST THE PORTION OF TIME BY PERCENTAGE IN LEFTHAND COLUMN, EXTRA SHEETS MAY BE ATTACHED.			
% OF TIME	DUTIES		
50%	Under the joint supervision of UC Davis Environmental Policy and Management Program (EPMP) (Dr. Jay Lund) and the State Water Resources Control Board's (State Water Board) Office of the Delta Watermaster (Michael George) and consistent with the goals of the State Water Board's Strategic Plan, the Volunteer is expected to research and write a report on "Interagency Delta science: is there a path to shared funding to promote shared science?" Essential Duties: The Volunteer will be responsible for performing research and policy analysis pertaining to Delta environmental science, overlap of agency research, monitoring and regulation, budgeting funding and fiscal issues. Ability to gather, read, interpret, evaluate and summarize relevant research and articulate how the research might inform policy decisions made by the State Water Board and other California agencies with responsibility for the Delta ecosystem. Ability to write and edit a final report that summarizes key findings from the research as well as actionable proposals for resolving identified challenges.		
30%	The Volunteer will contact natural resources organizations and stakeholder groups to gather information and source material for the report.		
20%	The Volunteer will provide periodic updates to and seek input from the sponsoring supervisors on the progress of the research and report. The Volunteer will provide a draft of the report to the sponsoring supervisors one month prior to the end of assignment period.		

Attachment 2. Practicum letter of Agreement



State Water Resources Control Board

March 2, 2018

VOLUNTEER LETTER OF AGREEMENT

To: [Redacted]

This letter is to serve as the formal agreement for your voluntary services under the joint supervision of Dr. Jay Lund, Director, Center for Watershed Sciences at UC Davis and Michael Patrick George, State Water Resources Control Board's Delta Watermaster to research and write a report on "Interagency Delta science: is there a path to shared funding to promote shared science?" The primary purposes of this activity are to fulfill the practicum requirement of UC Davis's Environmental Policy and Management Program and to provide policy recommendations on a matter of critical importance to the State Water Resources Control Board, the Delta Stewardship Council and the Delta Watermaster. Your research and report will not displace work assigned to any regular employee of the State. There can be no assurance that your recommendations will be acted upon by any State agency. Your volunteer work under this assignment (as more fully described in the accompanying Duty Statement) will not lead to or entitle you to employment with the State. You will not receive State compensation for undertaking or completing this assignment.

This mutually beneficial relationship will begin on March 29, 2018 and for the purposes of this agreement will continue until September 14, 2018, with the understanding that this agreement can be negotiated at any time. You will work on this research project at the UC Davis campus will be in coordination with your school schedule. Subject to your research needs, the Office of the Delta Watermaster will endeavor to provide support as requested.

In addition to the tasks outlined in the Duty Statement (attached), we have also enclosed a copy of the State Policy and Procedures memo regarding volunteer workers.

If these provisions are acceptable, please sign below acknowledging a good faith agreement among UC Davis, the Office of the Delta Watermaster, and yourself.

[Redacted] UC Davis Graduate Student Date

Dr. Jay Lund, Director Date
Center for Watershed Sciences at UC Davis

Michael George, Delta Watermaster Date

FELICIA MARDUS, CHAIR | EILEEN SOBECK, EXECUTIVE DIRECTOR

1001 I Street, Sacramento, CA 95814 | Mailing Address: P.O. Box 100, Sacramento, CA 95812-0100 | www.waterboards.ca.gov

