

CUPA-HR Wildfire Program

July 1, 2021-June 30, 2022



About the Program

The Wildfire program is a 12-month immersive experience that connects a select group of early-career higher ed HR professionals with CUPA-HR and key association leaders while providing multiple learning opportunities. Why “Wildfire?” We hope the outcome of this program will be that participants’ opportunities within the profession and the association spread like wildfire!

Expectations

By applying for the Wildfire program, applicants acknowledge and confirm that, if selected, they will commit to participating in all program components. Applying also confirms that applicants have support and approval from their supervisors to attend applicable events and participate in the program. To be successful in the program, Wildfire participants must be:

- Fully supported by their direct supervisors to participate in all components of the program
- Willing and able to commit the required time to the program
- Committed to using their leadership skills and knowledge for the long-term benefit of the higher ed HR community
- Willing to remain engaged with CUPA-HR after the program in a volunteer capacity

Required Deliverables

Wildfire Development Plan

Participants will create this plan document and use it to guide their individualized development throughout the program year.

Wildfire Project Outline and Execution

The project outline is a planning document that includes:

- The objective of the project and how it will benefit the participant and/or the institution
- The related HR competencies from the [CUPA-HR Learning Framework](#) that will be developed by working on the project
- The name or names of those involved, if applicable
- Target dates for each step leading up to deadline and implementation date (execution of Wildfire project will take place before June 30, 2022)

Wildfire Shadow Experience Summary

Participants will share with one another a summary of their experience shadowing a CUPA-HR leader.

Optional Contributions to CUPA-HR Publications and Content

Participants may be asked to contribute their body of knowledge in specific higher ed HR topics for CUPA-HR. These contributions are typically related to a participant’s Wildfire project.

Note Regarding Mid-Year Program Changes

After the many changes we experienced with the Wildfire program in 2020 due to COVID-19, all program components for 2021-22 will be held virtually. However, as the situation continues to evolve, program leaders may choose to change specific components of the program to include in-person connections. If this occurs, leaders will work with selected participants to coordinate details.

Program Schedule

Month	Topic/Event	Description	Date
APRIL	Introduction Call	90-minute Wildfire program introduction	Wednesday, April 28 3 p.m. ET
JUNE	Virtual Welcome Party	One-hour virtual event where participants mingle with 50+ past participants and program leaders	Wednesday, June 23 at 4 p.m. ET
JULY	Program Orientation	Attend four virtual events, including:	July 7 at 3:00 p.m. ET
		<ul style="list-style-type: none"> • CUPA-HR 101 (1.5 hours) • Orientation to the Individual Development Plan (1.5 hours) • Orientation to the Wildfire Project (1.5 hours) • Cohort Kickoff Social Hour (1 hour) 	July 21 at 3:00 p.m. ET
			July 22 at 3:00 p.m. ET
			July 28 at 4:00 p.m. ET.
AUGUST	Topics of Interest Learning Call: Higher Ed Business Model	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, August 18 3 p.m. ET
	Individual Development Plan Due	Participant will create a development plan and provide to CUPA-HR staff and leaders for guidance.	Tuesday, August 31 (Close of Business)
AUGUST/ SEPTEMBER	Learning Event	Participate in the CUPA-HR Boot Camp e-learning course with facilitated discussion	August 2- October 1
SEPTEMBER	Topics of Interest Learning Call: Credibility and Accountability	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, September 15, 3 p.m. ET
OCTOBER	Learning Event	Attend Virtual CUPA-HR Annual Conference and Expo	October 3-5
	Topics of Interest Learning Call: E-Learning and Annual Conference Wrap Up	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, October 20, 3 p.m. ET
	Project	Wildfire program project outline due	By October 31
OCTOBER/ NOVEMBER/ DECEMBER	Learning Event	Participate in the Understanding Higher Education e-learning course with facilitated discussion	October 11- December 17
NOVEMBER	Individual Project Discussion Calls	Half hour call where participants will interact individually with program leaders and CUPA-HR staff to fine-tune project plans and next steps	November
	Topics of Interest Learning Call: Awkward Conversations	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, November 17 3 p.m. ET

Month	Topic/Event	Description	Date
DECEMBER	Topics of Interest Learning Call: Surprise Topic!	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, December 15 3 p.m. ET
JANUARY	Topics of Interest Learning Call: Change Management	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, January 19 3 p.m. ET
	CHRO Virtual Shadowing Experience	Virtual shadowing experience and campus connection (summary shared with cohort in June)	January-April
FEBRUARY	Topics of Interest Learning Call: Navigating Campus Politics	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, February 16 3 p.m. ET
MARCH	Topics of Interest Learning Call: Crisis Management	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, March 16 3 p.m. ET
APRIL	Topics of Interest Learning Call: Employee Relations	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, April 20 3 p.m. ET
MAY	Topics of Interest Learning Call: Employee Morale and Engagement	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, May 18 3 p.m. ET
JUNE	Topics of Interest Learning Call: Diversity, Equity and Inclusion	Call where participants interact with and learn from CUPA-HR thought leaders (1.5 hours)	Wednesday, June 15 3 p.m. ET
	Program Wrap-Up Call	Participants will gather with one another, program leaders and other association leaders to celebrate the end of the program year and wrap up their experiences (1.5 hours)	Wednesday, June 22 3 p.m. ET
	Project	Wildfire project completed	By June 30, 2022