Guest Speaker

Talmadge E. King, Jr., MD
Dean, UCSF School of Medicine
Vice Chancellor for Medical Affairs
Agenda

- Diversity, Equity, and Inclusion Efforts
- Staff Engagement
- School of Medicine Strategic Plan
- Q&A
Diversity, Equity, and Inclusion Efforts
Differences Matter is a comprehensive School of Medicine program working to make UCSF the most diverse, equitable and inclusive academic medical system in the country.

Since its inception, DEI Training has educated over 600 School of Medicine faculty and staff.
To register for Diversity, Equity and Inclusion Champion Training, visit differencesmatter.ucsf.edu
Diversity, Equity and Inclusion Champion Training

Creating pathways to increase awareness and skills so clinical teachers and UCSF leaders can address bias and discrimination when and where it happens.
Significant Increase in % of UIM Students

- 40% of the UCSF School of Medicine Class of 2022 self-identified as Underrepresented in Medicine, a 21% increase, year-over-year, and the highest percentage in School of Medicine history

- Increased the percentage of UIM residents from 18% to 29% in two years; 13 of 19 clinical departments have a higher percentage of UIM residents than the ACGME average for each department.
UCSF Latinx Center of Excellence (LCOE)

The UCSF Latinx Center of Excellence (LCOE) is an innovative center established in 2018 to increase Latinx representation among physicians in academic centers by working with undergraduates in Fresno and San Francisco and with UCSF medical students, residents, and faculty.

Alicia Fernandez, MD
Staff Engagement
Physician Net Promoter Score Overview

- Place to Work
- Place for Clinical Work
- Come for Care

Net Promoter Score (NPS)

- FY15: Place to Work = -11
- FY16: Place for Clinical Work = -15, Come for Care = -22
- FY17: Place to Work = -4, Place for Clinical Work = -3
- FY18: Place to Work = 1, Place for Clinical Work = 2, Come for Care = 46

Produced by UCSF Health Experience - April 20, 2018.
Staff Engagement Survey Overview

Q12 Grand Mean

<table>
<thead>
<tr>
<th>Year</th>
<th>Score</th>
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<tr>
<td>2011</td>
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<td>2013</td>
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<td>2014</td>
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<td>4.04</td>
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Strategic Plan
SOM Strategic Plan Update

- Beth Harleman to oversee implementation
- Will be asking a Vice or Associate Dean to serve as an executive sponsor
- Finalizing faculty/staff co-leaders for each of our action groups:
  - Education
  - Basic Science
  - Clinical Care
  - Community
  - Clinical, Translational and Population Health
**SOM Strategic Plan Implementation**

**CHARGE:** Oversee and cross-walk between groups to drive at same pace and knit collaborations

- **Basic Science:** Sponsor
- **CTPH:** Sponsor
- **Education:** Sponsor
- **Clinical Care:** Sponsor
- **Community:** Sponsor

**CHARGE:** Prioritize structural change and strategies across the school

- **Faculty*:** Sponsor
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**CHARGE:** Identify areas of impact, pilot interventions, recommend structural changes

- **Staff*:** Sponsor
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- **Staff*:** Sponsor

**WORK SPANS AREAS OF:**

- **Equity**
- **Climate**
- **Advancement**
- **Shared Purpose**
- **Technology**

- **Fairness**
- **Joy in Work**
- **Opportunity**
- **Relationships**
- **Resources/Support**

*Paid position*