

Chancellor's Advisory Committee on Academic Diversity

2008-2009

Annual Report

TABLE OF CONTENTS

Table of Contents...2

Executive Summary...3

I. Report on 2008-09 Goals...4

II. Academic Demographic Data...11

III. Recommendations ...19

Appendix A: Committee Membership and Staff

Appendix B: Communications List

Appendix C: Diversity of UCSF Speakers

Executive Summary

The Committee was chaired by Dr. Robert Baron, had broad campus representation and was highly engaged. We established 8 goals for the 2008-09 Academic year, and this report will provide an update on the activities to fulfill those goals, the current Academic Demographic Data, and recommendations for the 2009-10 Academic year.

I. Goals 2008-09

- Improve Success, Coordination and Impact of UCSF's Outreach Activities
- Effectively Communicate UCSF's Diversity Efforts
- Improve the Effectiveness of Faculty Search Process
- Improve the Effectiveness of Trainee Search Process
- Foster Accountability and Incentives
- Enhance Climate of Welcoming and Inclusion
- Focus on Retention
- Support Internal Development of Potential Faculty Members

II. Academic Demographic Data

Utilizing information from the Academic Demographic System and the Office of Institutional Research we report on the gender and demographic trends within the school for faculty and within the professional schools, and the graduate division for students and trainees. UCSF continues to perform better than the national average relative to the number of female faculty in the School of Medicine.

III. Recommendations for 2009-10

- Improve the Effectiveness of Faculty Search Process
- Improve the Effectiveness of Trainee Search Process
- Enhance Climate of Welcoming and Inclusion
- Foster Accountability and Incentives
- Improve Success, Coordination and Impact of UCSF's Outreach Activities
- Effectively Communicate UCSF's Diversity Efforts
- Support Internal Development of Potential Faculty Members

**CHANCELLOR'S ADVISORY COMMITTEE ON ACADEMIC DIVERSITY
2008-2009
Annual Report**

Committee's Charge: To identify, implement, and evaluate efforts to promote diversity among UCSF faculty, other academic appointees, postdoctoral scholars, clinical fellows, residents and students, as well as to monitor progress toward stated goals.

The committee, chaired by Dr. Robert Baron, met on a monthly basis.

I. COMMITTEE GOALS 2008-2009: Summary and Progress

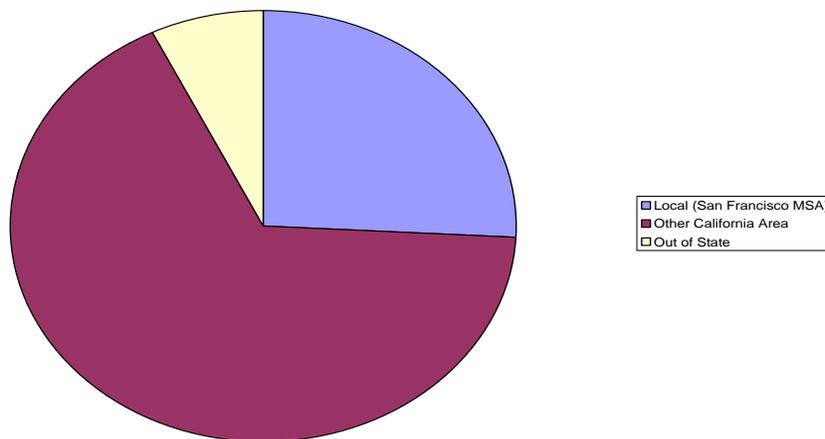
GOAL 1: IMPROVE SUCCESS, COORDINATION AND IMPACT OF UCSF'S OUTREACH ACTIVITIES

- **“Inside UCSF” Program:** The goal of the program is to facilitate a systematic campus-wide initiative to recruit outstanding undergraduates from disadvantaged backgrounds into UCSF professional and graduate academic programs. The fall program took place on October 10, 2008 and had 65 participants.

The 2009 event took place May 8-9, 2009 and had 70 attendees, many of whom were out of the Bay Area (see chart below). The majority of the participants were African American/Black and Hispanic, and over half were female. Both events were a success, however, the 2009 program (a 2 day event) reached more underrepresented students, particularly those who were also first generation college students. * Each professional school and the Graduate Division will be tracking the attendees to see who applies to UCSF. Another event is planned for spring of 2010.

*Evaluation data from Jennifer van Stele, PhD

Inside UCSF 2009: Areas from which Attendees Traveled



- Traveling Ambassador Program: The Clinical and Translational Science Institute (CTSI) Traveling Ambassador Program is a component of the UCSF effort to enhance faculty diversity. Representing UCSF, Traveling Ambassadors go to national meetings in their areas of interest, advertise open faculty positions at UCSF and focus on making contact with potential applicants with diverse life experiences. Traveling Ambassadors receive monetary contributions for travel expenses for the meetings they attend. The ambassador is expected to provide information about specific UCSF faculty openings and obtain contact information from those individuals with whom they interact. They will focus on the teaching, research or community service experience that each person has which prepares them to contribute to our commitment to diversity and excellence.

Ambassadors traveled to the American Dental Education Association, American Pediatrics Society, International Association of Dental Research, National Coalition of Ethnic Minority Nurse Associations, the Student National Medical Association and Groups Studying the Structures of AIDS-Related Systems and Their Application to Targeted Drug Design. Information about contacts made at meetings will be kept in a database to be matched to faculty vacancies.

Dr. Caroline Damsky (representing CTSI) and Dr. Renee Navarro will continue to coordinate potential candidates identified, forward announcements of new searches and assist in identification and training of new ambassadors and materials.

The program has been expanded to include student outreach at historically minority serving colleges, and to supplement advertisement costs of positions that face difficult recruitments.

Outreach Task Force Follow up:

The Outreach Subcommittee was chaired by Joseph I. Castro, Associate Vice Chancellor of Student Academic Affairs, and included 14 members and 3 advisors, with representation from all four schools and the Graduate Division, the Academic Senate, the Associated Students of UCSF, the Graduate Student Association, Postdoctoral Scholars Association, residents, faculty and staff.

The charge of the subcommittee was to:

1. Assemble an inventory of existing campus programs designed to increase the pool of students, postdoctoral scholars and faculty from diverse backgrounds.
2. Conduct a succinct review of best practices for fostering effective outreach programs in academic institutions, particularly for the health sciences.
3. Make recommendations for improving the success and impact of UCSF's outreach endeavor.

The subcommittee's recommendations are as follows:

1. Create and support a UCSF Office of Campus Outreach to coordinate existing efforts and initiate new programs that strengthen recruitment and retention of diverse trainees and faculty.

2. Provide sustainable funding for programs that enhance the recruitment and retention of diverse populations.

Support for the maintenance and improvements of the Academic Demographic System was provided, as was campus-wide training of academic personnel in its use.

3. Foster a supportive campus climate that values, recognizes, and rewards individuals who promote recruitment and retention of diverse populations.

4. Enhance the academic success and increase the retention of diverse students by providing new support services for study and learning skills.

Dr. Neesha Patel initiated a support group for first-generation college students and the Office of Student life hired a learning specialist full time to enhance study and learning skills.

5. Expand, enhance, and financially support existing post-baccalaureate programs for disadvantaged students interested in health science careers at all four schools. Support the establishment of new programs.

Because of budgetary limitations we have not been able to complete other recommendations from the outreach task force. The Office of Academic Diversity is working with the students and faculty to assist in the coordination of outreach activities as outlined above.

GOAL 2: EFFECTIVELY COMMUNICATE UCSF'S DIVERSITY EFFORTS

- Continued Web Coverage of Diversity-Related Events: The UCSF Diversity Communications plan was developed to ensure that we are fully communicating the overall picture of UCSF's diversity efforts, which includes its commitment to diversity, programs underway to support our efforts and identification of areas where improvement is needed. In keeping with these goals, the Public Affairs office in collaboration with the CACAD and other Chancellor's advisory committees, has made a strong effort to ensure that campus-wide, diversity related news, issues and events are covered and appropriately featured on UCSF websites. *Attached: A list of diversity communications for 2008-2009.*
- Diversity Website: Launched in August 2008, the diversity website features the Chancellor's welcome message, stories about diversity news, issues and events, related sites and resources. The website features the *Voices* video series which profiles diverse members of the campus community as a way to emphasize the importance of diversity on the identity and culture of UCSF, and a section to recognize "Diversity Champions," which briefly highlights the work of individuals who advance diversity in its many forms. Averaging about 2,000 visits per month, the website attracts a mostly internally audience. *Voices* is the most popular feature

on the website, according to Google analytics. The website provides demographic information on the faculty and will soon include data on students, staff and trainees. As of September 2009, a Public Affairs team led by Lisa Cisneros, Assistant Director of Internal Communications, has posted five *Voices* videos, but funding is needed to continue the series. For relatively no cost, the website will be expanded to include brief, rotating profiles of “Champions of Diversity” and what individuals are doing to promote diversity in their areas. By giving voice to more individuals, UCSF will better tell the institutional story of diversity, highlighting the wide range of experiences and perspectives of an inclusive campus community.

- Diversity Brochure: A brochure focusing on UCSF’s commitment to diversity has been developed and distributed at several national meetings and student outreach events. The brochure was designed to reflect the look and style of the diversity website and to be used for the purpose of recruitment of faculty, staff, students and trainees. It includes a statement from the Chancellor about diversity and links to important websites as well as contact information for all of the groups.
- Identify Key annual meetings for UCSF representation with attendance, booth and/or advertisement: National Medical Association, Student National Medical Association, International Association of Dental Research, National Black Nurses Association, Pediatrics Academic Societies, NIH AIDS Research, American Dental Education Association, National Coalition of Ethnic Minority Nurses Association, Gay Lesbian Medical Association. The Office of Academic Diversity to track meetings that target underrepresented groups has developed a calendar of annual meetings. Meetings attended identified above.

GOAL 3: IMPROVE THE EFFECTIVENESS OF FACULTY SEARCH PROCESS

- Academic Demographic System: The Academic Demographic System
The system was developed to track faculty searches, applicant demographics, national availability data and current and trend information of existing faculty. Every department in all four schools has been trained on the system. It facilitates best practices for academic searches and improves transparency by providing timely demographic information about the current faculty. To date, there is a 70% response rate to the applicant demographic survey which marks a great improvement from the 2% rate using the hardcopy version of the form. There are 155 vacancies in the system and 30 have been closed with hires. The Director of Academic Diversity will continue to monitor the demographics of the applicant pool prior to the close of each search. The system will be expanded to generate the Search Process Report and to request GLBT/Gender Identify information of applicants. Group and individual trainings will continue to be conducted on an as-needed basis.
- Work with Department Chairs, Search Chairs and Division Chiefs on Recruitment Efforts
The Director of Academic Diversity met with: Dr. Drasner, Chair of the Emergency Department Chief Search, Dr. Andre Campbell, Chair of the SFGH Ob/Gyn Chief Search, Dr. Robert Hiatt, Co-Chair of Epidemiology and Biostatistics and Dr. Diane Farmer, Co-Chair Department of Anesthesia Chair Search to disseminate information on best practices in

faculty searches, including information on the Academic Demographic System, Checklist for Conducting Faculty Searches, and the faculty search toolkit which can be found online at the Academic Affairs website. Additionally, “Best Practices in Faculty Searches” was presented to the School of Medicine Faculty Council. The Director plans to meet with departments that have open searches, focusing on those with no underrepresented minority faculty as well as the remainder of the Faculty Council groups.

GOAL 4: IMPROVE THE EFFECTIVENESS OF TRAINEE SEARCH PROCESS

- Collection of Trainee Demographics: The Director of Academic Diversity met with Chris Cullander from Curricular Affairs, Christine Des Jarlais from the Graduate Division, and Amy Day from GME to discuss collection of demographic data of trainees. The group agreed to report on student and trainee demographics each fall and to follow the 5 main ethnic categories as outlined in the Academic Demographic System for campus reporting purposes.
- Toolkit for “Best Practices in Trainee Search Process”: Not completed this year.

GOAL 5: FOSTER ACCOUNTABILITY AND INCENTIVES

- UCSF’s Leadership Panel on Diversity: The second Leadership Panel on Diversity was held April 13, 2009 in Cole Hall. Chancellor J. Michael Bishop and the executive leadership team invited the UCSF community to share in a public discussion of UCSF’s diversity accomplishments, plans and initiatives including 1) Welcome and Snapshot of Academic Diversity from Associate Dean and Director Renee Navarro 2) an update of the 10-point plan to promote diversity from Executive Vice Chancellor and Provost A. Eugene Washington 3) Diversity Progress and Plans from Dean Hawgood in the School of Medicine and Dean Calarco in the Graduate Division and 4) Staff diversity update from Senior Vice Chancellor Steve Barclay . A question and answer panel followed the presentations in which questions that were previously submitted to the academic diversity email address were discussed. The audience was comprised of students, faculty, staff, trainees and postdocs. About 200 people were in attendance and many others joined by simulcast at the Laurel Heights, SFGH, Mount Zion, Mission Bay, Minnesota Street and Fresno Campuses. This event was sponsored by the Office of Academic Diversity, Chancellor’s Advisory Committee on Academic Diversity, Chancellor’s Advisory Committee on Diversity, Chancellor’s Advisory Committee on the Status of Women, Chancellor’s Advisory Committee on Gay, Lesbian, Bisexual & Transgender Issues, Chancellor’s Advisory Committee on Disability Issues, The Office of Affirmative Action, Equal Opportunity and Diversity, The Academic Senate and the Center for Gender Equity. Plans for the 2010 event are underway pending the new Chancellor’s endorsement.
- Dean's Annual Report: A request and template for reporting was sent to each Dean for their annual reports on Diversity due April 1. Reports will be due annually and used to standardize presentation of information and facilitate tracking of progress. Emerging themes from the reports received are 1) enhanced effort for faculty and student recruitment 2) input from

Associate Deans, DIVA committee and Diversity Directors into academic recruitment plans, and 3) increased discussion and actions by Deans: e.g. new appointments in 2008 includes Associate or Assistant Deans Drs. Youmans, Martin-Holland and Kirkland.

- LGBT Health Forum: UCSF hosted the nation’s first conference for graduate health students on lesbian, gay, bisexual and transgender (LGBT) health concerns on Feb. 27 and 28, 2009. More than 150 students from most of California’s graduate health schools gathered at UCSF for a groundbreaking LGBT health forum. The Office of Academic Diversity co-sponsored this landmark event with the Center for Gender Equity.
- Annual Health Disparities Research Symposium: The second annual Health Disparities Research Symposium was held on October 24, 2008 at the Laurel Heights campus and was featured as one of the main events of the Diversity Celebration. The event, hosted by Drs. Eliseo Perez-Stable and Barbara Gerbert, was well attended and featured 8 diverse oral presentations. Over 80 posters were displayed representing most parts of the UCSF campus, as well as Kaiser. The video of the event posted on the diversity website received 315 hits. Plans are underway for the next event to be held October 23, 2009 during the Diversity Celebration.

GOAL 6: ENHANCE CLIMATE OF WELCOMING AND INCLUSION

- Participation in an ABOG Diversity Panel
- Co-sponsored events such as GLBT Health Forum and student diversity events
- Principles of Community Presented at Annual Leadership Forum on Diversity
- Current Campus Lecture Series are being tracked to monitor the diversity of speakers invited to campus. Of the main campus series, the majority have had a diverse group of speakers with the exception of Native American speakers. The Director of Academic Diversity will continue to monitor the series and make recommendations, if necessary. *Attached: 2008-09 Diversity of Invited Speakers.*

GOAL 7: FOCUS ON RETENTION

- Evaluate separation rates for underrepresented faculty compared to the rates for non-underrepresented faculty (see chart below).

FACULTY SEPARATIONS (EXCL RETIREMENTS)	Total	Male		Female		White		Tot Min		Black		Asian		Amer Ind		Hispanic	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
2006-2007	136	72	52.9	64	47.1	97	71.3	35	25.7	7	5.1	22	16.2	1	0.7	5	3.7
2005-2006	139	91	65.5	48	34.5	91	65.5	45	32.4	2	1.4	32	23.0	2	1.4	9	6.5
2004-2005	113	64	56.6	49	43.4	76	67.3	35	31.0	5	4.4	26	23.0	1	0.9	3	2.7

Data from 2006-07 indicates that the majority of the individuals separating from the university (retirements excluded) were male (52.9%) and they were overwhelmingly white (71.3%). The numbers also indicate that Black and Hispanic faculty leave at disproportionately higher rates than their representation on the faculty. Updated separation data and further analysis is necessary.

- Participated in the development of a faculty exit survey that will help identify factors that contribute to turnover.
- Evaluate student graduation rates.

GOAL 8: SUPPORT INTERNAL DEVELOPMENT OF POTENTIAL FACULTY MEMBERS

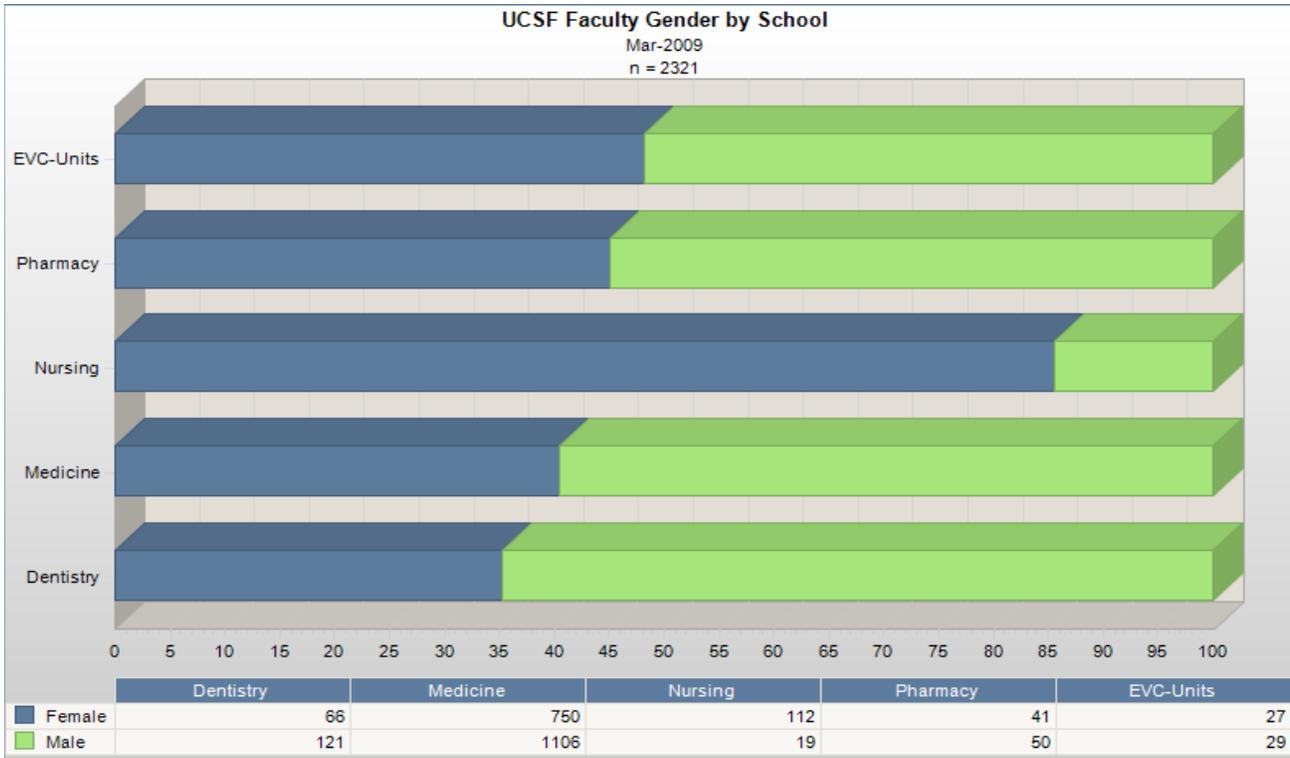
- Establish pool of current postdoctoral scholars, residents and fellows for faculty consideration. Educate and mentor trainee community on the value of an academic career. Utilize campus resources through CTSI, Global Scholar and other programs for faculty development.
 - *Presentation to the IRACDA National Conference of Program leaders and scholars on efforts to support the transition into faculty positions.*
- Increase the number of underrepresented in medicine (UIM) UCSF graduates matching in UCSF residency programs.

ACADEMIC DEMOGRAPHIC DATA

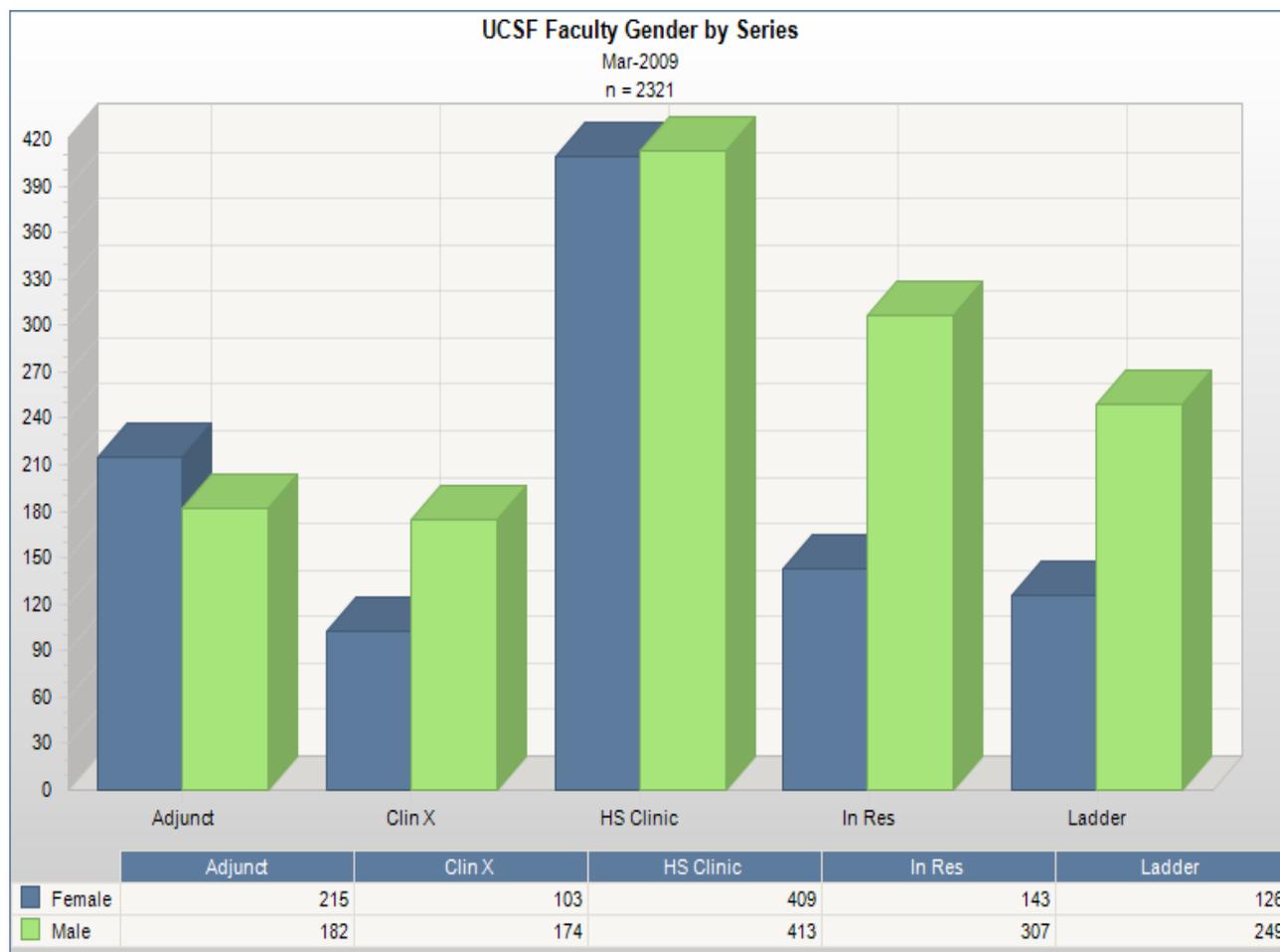
Faculty Data: March 2009

Gender by School and Academic Series

As of March 2009 we have a total of 2321 faculty at UCSF. Women represent 43% of the total faculty, an increase of 1% (57 additional female faculty) as compared to March 2008. Female faculty outnumber male faculty representation in the Adjunct Academic Series only.

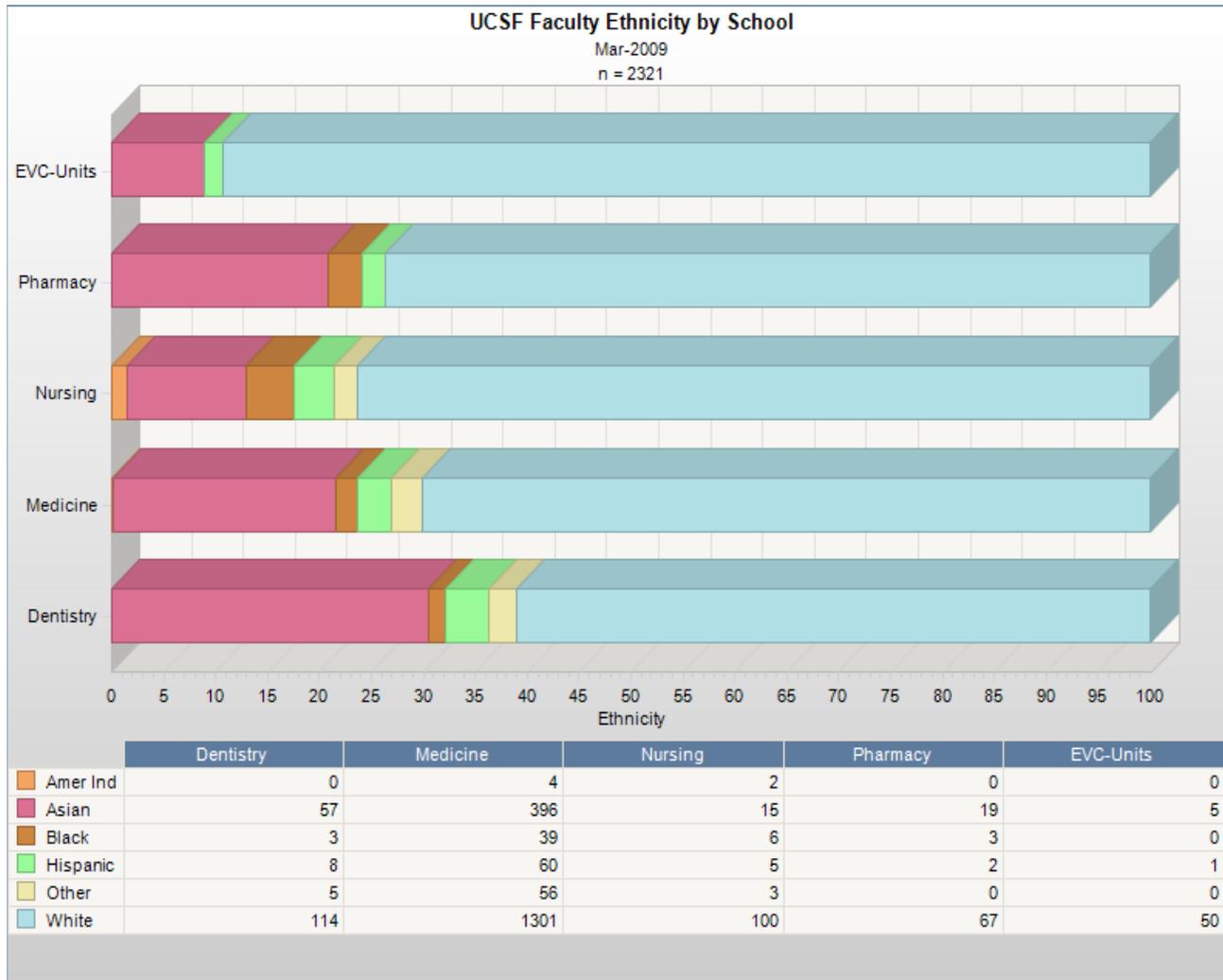


The Ladder rank series has decreased from 376 to 375 faculty with women representing 33% of the total. As of March 2009 we have 126 women in the ladder rank compared to 124 in March 2008.

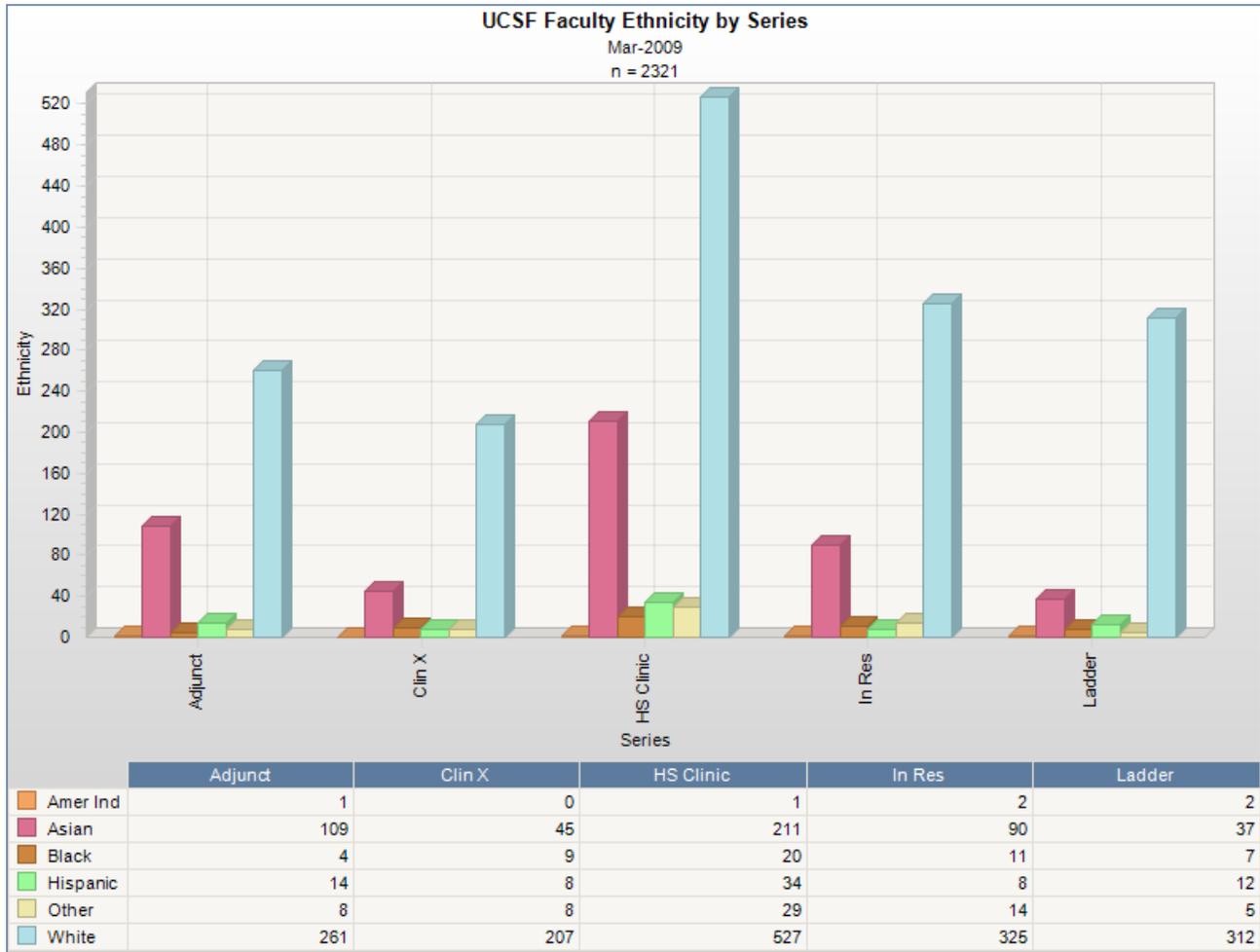


Ethnicity by School and by Academic Series

The Ethnicity Data reflects the growth in Asian faculty from 20 to 21% of the total faculty with an absolute increase of 44 Asian faculty since March 2008. The percentages of Black (2%), Hispanic (2%) and American Indian (<1%) faculty has remained unchanged over the same time period, with Caucasian faculty representing 70% (down from 73% in 2006). Compared to National Availability Data we are underrepresented in Hispanic and Black Faculty at UCSF.

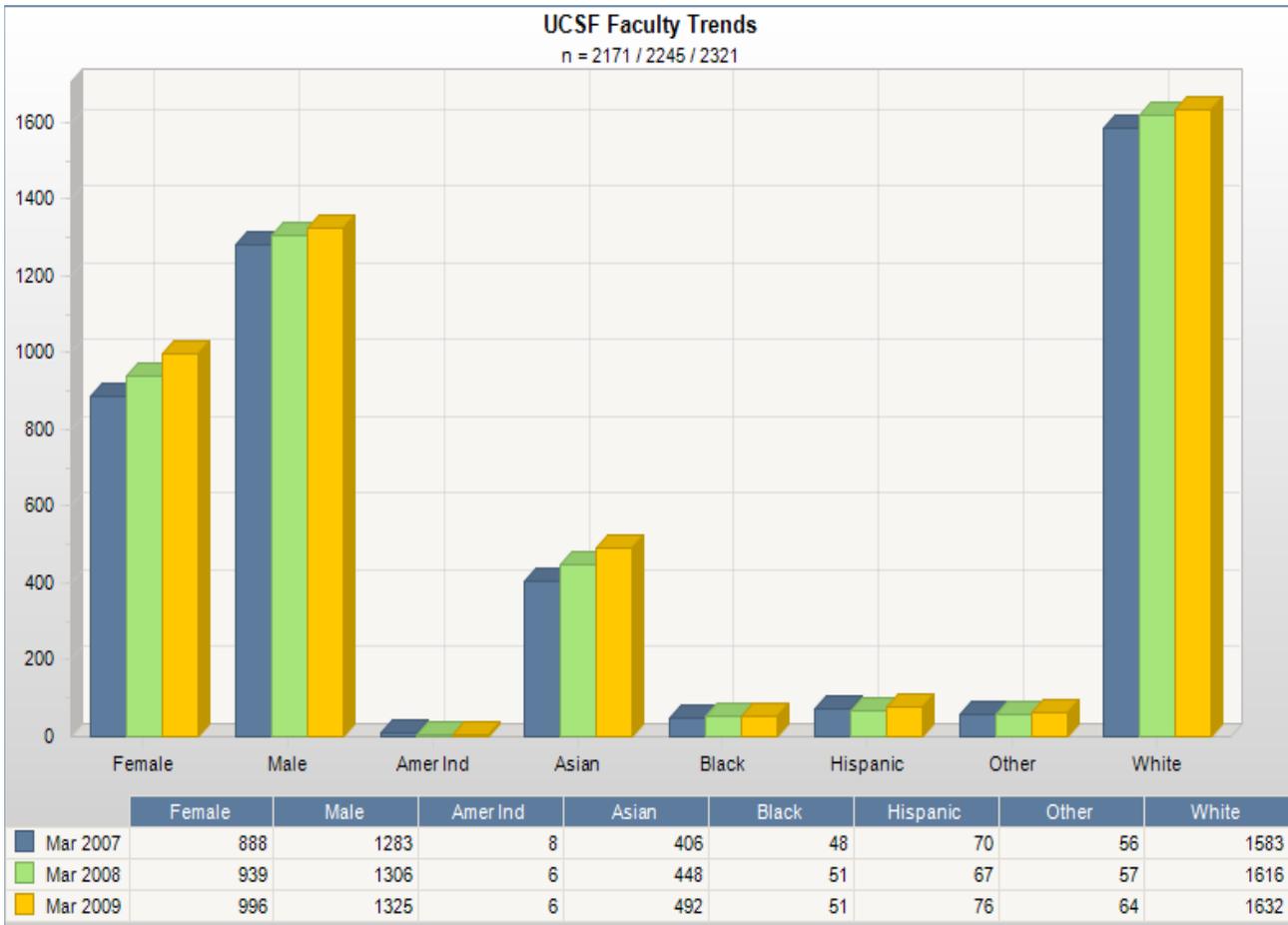


Of the 375 ladder rank faculty 83% are White, 10% Asian, 3.2% Hispanic, 1.9% Black and <1% American Indian (2 faculty).

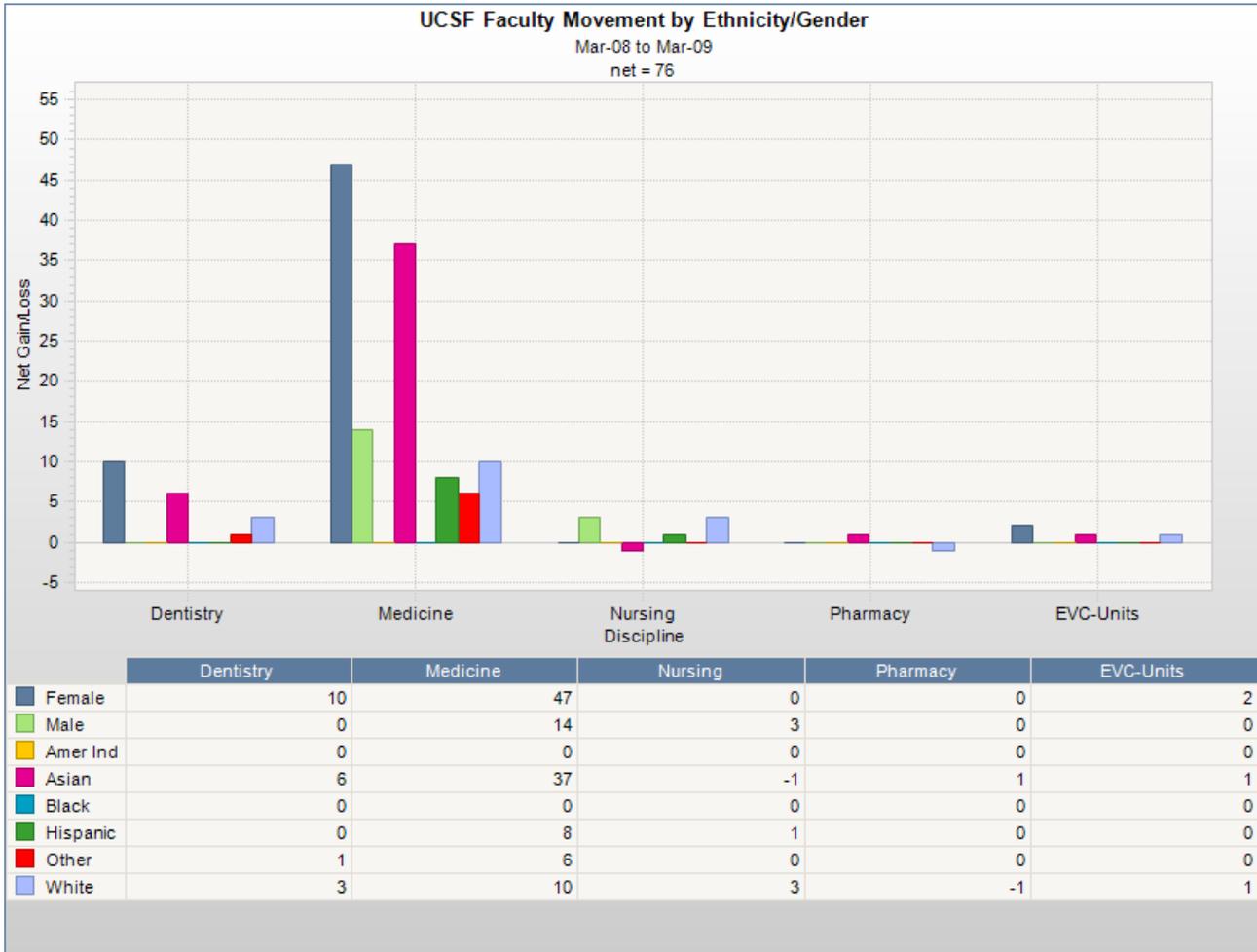


Faculty Trend Data

Trend data since March 2007 reflect an increase of total faculty by 150. Of the underrepresented groups American Indian faculty have decreased by 2, Hispanic faculty have increased by 6 and Black faculty have increased by 3.



The net movement of faculty in the last year has yielded more female faculty than male faculty and the majority of them are Asian.



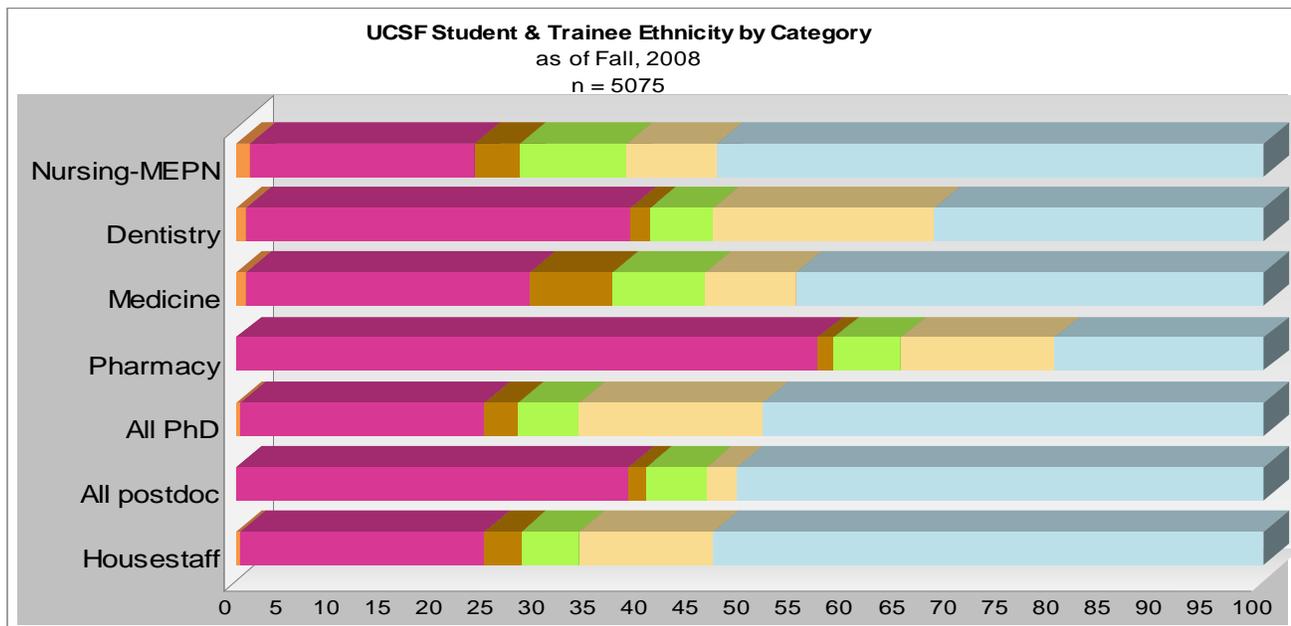
Trainee and Student Data – Fall 2008

American Indian trainees have more than doubled in the School of Nursing MEPN program, increasing from 3 to 7 trainees in the 2008-09 entering class. All other schools and the graduate division have seen no change or a decline in the numbers of trainees and students.

Hispanic trainees have increased in all programs except school of medicine housestaff and in the professional students within the school of dentistry. The largest increase in the percent of Hispanic trainees occurred in the School of Nursing MEPN program. In 2007 Hispanics represented 7.26% (35 students), now they represent 10.27% (53 students) of the MEPN student body.

Gains have been made in the number of black students and trainees relative to the percent of housestaff, PhDs, and the Nursing MEPN program.

Overall, the School of Nursing MEPN program continues to show the greatest degree of ethnic diversity among our trainees.



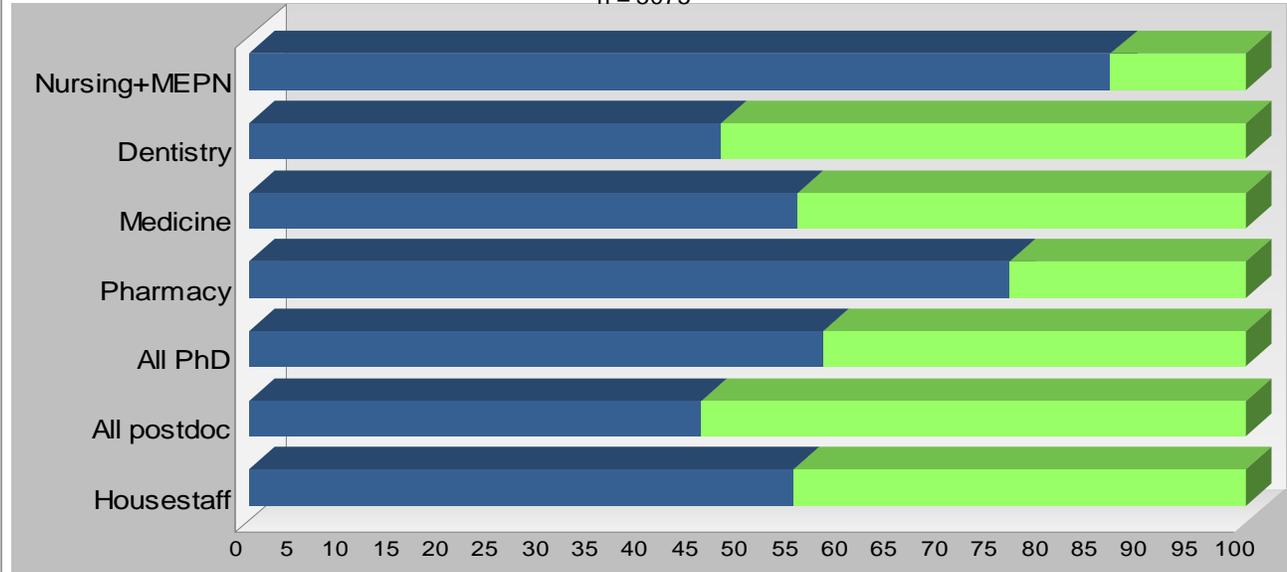
		Ethnicity						
		Housestaff	All postdoc	All PhD	Pharmacy	Medicine	Dentistry	Nursing-MEPN
	Amer Ind	7 (0.39%)	0 (0.0%)	3 (0.35%)	0 (0.00%)	6 (0.93%)	3 (0.96%)	7 (1.36%)
	Asian	347 (23.86%)	388 (38.11%)	206 (23.90%)	275 (56.58%)	179 (27.67%)	122 (37.54%)	113 (21.90%)
	Black	35 (3.49%)	19 (1.87%)	27 (3.13%)	8 (1.65%)	52 (8.04%)	6 (1.85%)	23 (4.46%)
	Hispanic	74 (5.65%)	59 (5.80%)	52 (6.03%)	31 (6.38%)	58 (8.96%)	20 (6.15%)	53 (10.27%)
	Other	167 (13.01%)	30 (2.95%)	154 (17.87%)	73 (15.02%)	58 (8.96%)	70 (21.54%)	46 (8.91%)
	White	591 (53.60%)	522 (51.28%)	420 (48.72%)	99 (20.37%)	294 (45.44%)	104 (32.00%)	274 (53.10%)

Data from Chris Cullander, PhD – Director, Office of Institutional Research

UCSF Student & Trainee Gender by Category

as of Fall 2008

n = 5075



		Gender						
		Housestaff	All postdoc	All PhD	Pharmacy	Medicine	Dentistry	Nursing-MEPN
	Female	622	461	497	371	356	154	446
	Male	599	557	365	115	291	171	70

Data from Chris Cullander, PhD – Director, Office of Institutional Research

II. RECOMMENDATIONS 2009-10

1. IMPROVE THE EFFECTIVENESS OF FACULTY SEARCH PROCESS

The Chancellor's Advisory Committee on Academic Diversity has developed the Academic Demographic System (ADS), which tracks applicant demographics, enhances the effectiveness of the search process and potentially increases academic diversity. The ADS captures current workforce data, estimated availability data, and applicant demographic data. An automatic survey is sent to each applicant by email for him/her to complete on line. The database provides an opportunity for search chairs and the Director of Academic Diversity to have real-time feedback on the cumulative composition of their applicant pool.

- Expand the Academic Demographic System to seek information on applicant sexual orientation.
- Continue work with Department Chairs, Search Chairs and Division Chiefs on recruitment efforts including dissemination of "Best Practices in Faculty Searches Tool Kit", review of Academic Demographic Data and Affirmative Action goals.
- Continue ongoing departmental education and training on the Academic Demographic System.
- Continue review of Applicant pool demographic data by Director of Academic Diversity prior to closure of search.
- Review applicant flow reports and identify areas of concern in the search process.
- Investigate "sentinel events" identified by the ADS system

2. IMPROVE EFFECTIVENESS OF TRAINEE SEARCH PROCESS

UCSF seeks to improve the applicant pool for available trainee positions and our ability to recruit applicants to our programs.

- Develop a toolkit for "Best Practices in Trainee Search Process"
- Expansion of the Visiting Student Elective Program to all professional schools
- Expansion of Second Look Weekend to all departments within the School of Medicine, for School of Pharmacy fellowship recruitment School of Nursing and the Graduate Division. (The SOP and SOD professional school admission capture rate is above 85%)
- Standardized system to search for diverse Postdoctoral Candidates within the confines of the new collective bargaining agreement.
- Create Trainee demographic database utilizing information from national data on pool demographics, applicant information and those who matriculate at UCSF.

3. ENHANCE CLIMATE OF WELCOMING AND INCLUSION

- Include the Principles of Community in Annual Faculty Information and Welcoming Week.
- Host a Diversity Event co-sponsored by the Chancellor's Advisory Committees that bring the broadly diverse campus together in celebration.
- Expand Cultural Competency Education of Faculty, Trainees and Students.
- Monitor current campus lecture series (e.g. scientific seminars, faculty development, Health Policy) to assure broad diversity (race/ethnicity, GLBTI, Disability status, etc.) in speakers invited to campus and will make recommendations for speakers. For the 2009-2010 year a Native American speaker should be among those invited to campus.
- Continue disability Management Services and workplace ADA accommodation coordination and expand our disability information and resources website and link it to the diversity website.
- Continue institutional support for diverse Registered Campus Organizations. This support provides a wide variety of campus organizations with the structure and support for community outreach and campus enhancement activities.

4. FOSTER ACCOUNTABILITY AND INCENTIVES

The Leadership of UCSF is committed to nurturing diversity and has maintained a visible and vocal level of attention to this issue. We have convened our second annual Leadership Forum on Diversity that drew participation from over 300 members of the campus community. The Chancellor, Deans, Executive leadership team and other campus leaders participated in this outstanding program which provided a forum to address issues regarding the diversity of our faculty, trainees, students and staff. We also addressed the principles of community, which are guiding principles for campus interaction.

- Continue to host an Annual Leadership Event on Diversity with the goal of increasing the participation by all segments of the campus community and expanding the time available for questions and answers.
- Continue accountability measures to include the requirement for Annual Reporting by each Dean on the Status of Diversity Initiatives within their school or division. Continue to monitor progress on goals.
- Continue to utilize the Annual Affirmative Action Diversity Progress Report to document initiatives and activities that foster inclusion at the department/unit level.

- Increase utilization of faculty recruitment enrichment funds for the purpose of providing the necessary additional funding for recruitment of faculty with demonstrated activities in teaching, research or community service that has prepared them to contribute to our commitment to diversity and excellence.
- Organize the Annual Leadership Forum on Diversity – spring 2010
- Participate in the Annual Forum on Health Disparities Research and expand on the opportunities for faculty, trainees and students to participate in poster or oral presentations of research - fall 2009.
- Request annual reporting from Deans on the state of their school relative to initiatives, actions and outcome for recruitment, retention and promotion of diversity within the school utilizing the Dean's template.

5. IMPROVE SUCCESS, COORDINATION AND IMPACT OF UCSF'S OUTREACH ACTIVITIES

- Create and support a UCSF Office of Campus Outreach to coordinate existing efforts and initiate new programs that strengthen recruitment and retention of diverse trainees and faculty.
- Provide sustainable funding for programs that enhance the recruitment and retention of diverse populations.
- Foster a supportive campus climate that values, recognizes, and rewards individuals who promote recruitment and retention of diverse populations.
- Fund a two-day Inside UCSF Program

Rationale: The overall goal of Inside UCSF is to inspire talented undergraduate students from diverse backgrounds to consider graduate and professional school program opportunities at UCSF. The one-day version of Inside UCSF enables students to acquire general information about the various professional schools and graduate programs, and leave with a better understanding of possible career paths. A one-day program allows for student recruitment within the Bay area and Central Valley. The two-day version of Inside UCSF allows for a more comprehensive introduction for students, especially those who are in the process of making final decisions about applying to graduate or professional programs. Students have additional time to engage with program faculty and students and to visit laboratories and classrooms. These students enjoy triple the amount of interaction time with their program of interest than students who attend the one-day program. The two-day program also allows for recruitment of students throughout California and across the country, which helps to enhance the overall diversity of the student participants. For these reasons, the Inside UCSF Program Committee recommends the option of a two-day program for the Schools of Dentistry and Pharmacy as well as the Graduate Division. The Schools of

Medicine and Nursing plan to participate in the first day of the two-day program. The 2010 Inside UCSF Program would serve up to 100 students if adequate funding is available

6. EFFECTIVELY COMMUNICATE UCSF'S DIVERSITY EFFORTS

Fund an updated communication plan to ensure continued and coordinated coverage of UCSF's diversity efforts. This includes refreshing and maintaining diversity website, which contains the VOICES video series, stories on diversity related news, issues and events, campus demographic information, links to internal and external reports on diversity, and the "Champions of Diversity" section, which will be expanded with photos of campus champions and information in their own words of their impact on enhancing the diversity of the campus.

- Expand efforts to include: Updated diversity brochure, diversity stories posted on the website, Champions of Diversity featured on website, updated faculty, student and trainee demographic data, and 2 new VOICES videos.

Rationale: Ongoing media and website development and support are essential for improved internal and external communication regarding UCSF's diversity-related campus activities. Communication efforts are essential to establishment of inclusive campus community.

7. SUPPORT INTERNAL DEVELOPMENT OF POTENTIAL FACULTY MEMBERS

Nurture the pool of current postdoctoral scholars, residents and fellows for academic careers at UCSF. Educate and mentor residents and fellows on the value of an Academic Career, utilizing campus resources through Academic Affairs, CTSI, Director of Academic Diversity, Global Scholars, Faculty mentoring, Office of Career and Professional Development, and other programs for faculty development.

The number of underrepresented minority UCSF graduates matching in the UCSF residency, fellowship and postdoctoral programs will be monitored. Identified discrepancies will be evaluated.

- Establish Pool of Current Postdoctoral Scholars, residents and fellows for faculty consideration. Educate and mentor trainee community on the value of an Academic Career. Utilize campus resources through CTSI, Global Scholars and other programs for faculty development.
- Increase the number of underrepresented in medicine (UIM) UCSF graduates matching in UCSF residency programs (2008 data – 24% UIM students matched vs. 34% majority students). Evaluate contributing factors (student or residency program) to this apparent difference.

Appendix A

Chancellor's Advisory Committee on Academic Diversity 2008-2009

Bobby Baron	Chair	Graduate Medical Education
Michael Adams	Director	AAEOD
Brian Alldredge	Associate Dean	School of Pharmacy
Harold Bernstein	Professor	School of Medicine
Renee Binder	Professor	School of Medicine
Paula Braveman	Professor	School of Medicine
Joseph Castro	Vice Provost	Student Academic Affairs
Linda Centore	Clinical Professor	School of Dentistry
Lisa Cisneros	Assistant Director	Public Affairs
Caroline Damsky	Associate Dean	School of Dentistry
Christine Des Jarlais Affairs	Assistant dean	Graduate Outreach & Postdoctoral
Donna Ferriero	Vice Dean	School of Medicine
Elena Fuentes-Afflick	Professor	School of Medicine
Victor Fujimoto	Associate Professor	School of Medicine
Natalie Guerrier	Resident	School of Medicine
Corey Harwell	Postdoctoral Scholar	School of Medicine
Nola Hylton	Professor in Residence	School of Medicine
Christopher Jones	Student	School of Medicine
Dorothy Jones-Davis	Postdoctoral Scholar	School of Medicine
Sally Marshall	Vice Provost	Academic Affairs
Judith Martin-Holland	Associate Dean	School of Nursing
Alma Martinez	Clinical Professor	School of Medicine
Zina Mirsky	Associate Dean	School of Nursing
Renee Navarro	Director, Associate Dean	Academic Diversity, School of Medicine
Nancy Nkansah	Assistant Professor	School of Pharmacy
Bunly Pel	Student	School of Dentistry
Sharon Youmans	Associate Dean	School of Pharmacy
<i>Staff</i>		
Misty Loetterle	Program Coordinator	Academic Diversity, Academic Affairs

Appendix B

UCSF Public Affairs, Diversity Communications July 1, 2008-June 30, 2009

STORIES

Three to Receive Chancellor's Award for Gay, Lesbian, Bisexual, and/or Transgender Leadership, June 5, 2009

UCSF Medical Center Receives Perfect Score in 2009 LGBT Healthcare Equality Index Report, May 14, 2009

UCSF Leaders Gather to Present Results, Examine Challenges in Nurturing Diversity, May 13, 2009

For New Chancellor, Return to UCSF Is a Homecoming, May 8, 2009

Campus Community Welcomes New Chancellor During Era of Change, May 7, 2009

UCSF HIV/AIDS Training Program Successfully Promotes Diversity, April 24, 2009

Top UCSF Leadership to Report on April 13 on Diversity Efforts, April 3, 2009

LGBT Scientists Hear About Coming Out on the Job, March 2, 2009

UCSF Intensifies Focus on China as Valuable Partner in Advancing Health, Feb. 2, 2009

UCSF Community Celebrates MLK Award Winners, Feb. 2, 2009

Faculty Reflect on Diversity as Many Head to Washington DC, for Presidential Inauguration, Jan. 16, 2009

UCSF Pharmacy Student Promotes Diversity, Community Outreach on National Scale, Jan. 13, 2009

Zip Code May Predict Health, Expert Says, Jan. 3, 2009

NIH Recognizes Chemistry and Chemical Biology Graduate Program for Successful Diversity Strategies, Dec. 16, 2008

UCSF Program Exposes Fourth-Graders to Opportunities in Higher Education, Nov. 19, 2008

UCSF Faculty, Staff React to Obama's History-Making Victory, Nov. 6, 2008

UCSF Health Disparities Symposium Highlights Gaps in Health and Health Care, Nov. 4, 2008

A Decade Later, Mother of Slain Student Continues Call for Tolerance, Oct. 31, 2008

UCSF Receives \$1.3 Million Grant to Expand Science Education Outreach Program, Oct. 30, 2008

UCSF to Host Second Health Disparities Research Symposium, Oct. 22, 2008

Campus Community Commemorates 'Spirit of Diversity' Mural, Oct. 14, 2008

UCSF Resumes Diversity-Minded Outreach Program, Oct. 13, 2008

First-Generation College Students Get Extra Support at UCSF, Oct. 10, 2008

Talk Explores Role of Race and Gender in Presidential Politics, Oct. 8, 2008

UCSF to Celebrate National Hispanic Heritage Month, Sept. 16, 2008

UCSF Medical Student Reaches Underrepresented Youth through Student National Medical Association, Aug. 27, 2008

UCSF Launches Diversity Website, Aug. 6, 2008

VIDEOS

VOICES: Venu Varanasi

VOICES: Marcus Penn

VOICES: Glenna Dowling

UCSF Offers Insight into Health Care Disparities Research, Dec. 16, 2008

Appendix C

DIVERSITY OF UCSF INVITED SPEAKERS

	Gender/ Ethnicity/Sexual Orientatation	Female	Male	American Indian	Black	Hispanic	Asian	White	Other/Unknown	LGBT	Total	Total Minority
Campus Speaker Series												
Lecture Series in Global Health Sciences		3	6			1	3	5	1		9	4
Chancellor's Health Policy Lecture Series			1					1			1	0
CCFL			2				1	1			2	1
Center for Gender Equity		9	2		4		2	5			11	6
Center for Gender Equity (Women Leaders Conference)		38	1		5	5	9	15	5		39	19
MLK Celebration (Iton)			1		1						1	1
Diversity Celebration (Alicia, Shephard, Katz)		2	1			1		2			3	1
ABOG		2	3		1			3	1		5	1
LGBT Health Issues		3	5					1	7	8	8	0
HR Wellness Programs												
Osher Noontime Series		4	3				2	5			7	2
Graduate Programs-IMSD			1		1						1	1
Student Enrichment Series		11	8		2	2	3	9	2	1	19	8