

Work Plan and Milestones

UCSF has made the following progress based on the work plan and milestones developed adopted in the 2007 Institutional Proposal.

Theme	Action	Response
All Themes	Engage faculty, students, staff and administrators in discussions	<p>Regular Steering Committee gave progress reports, circulated the edited CPR draft for comment, and/or gave open-invitation campus presentations to the following campus constituents:</p> <ul style="list-style-type: none"> • Chancellor • Executive Vice Chancellor and Provost • Senior Vice Chancellors • Academic Senate Chairs and appropriate Senate committees, including the Committee on Academic Planning and Budget, Coordinating Committee and Committee on Educational Policy • Deans of the Schools of Dentistry, Medicine, Nursing and Pharmacy and the Graduate Division • Faculty Councils of the Schools of Dentistry, Medicine, Nursing and Pharmacy and the Graduate Division • UC Office of the President Liaison • Chancellor's committees, including the Committee on the Status of Women, Chancellor's Advisory Committee on Gay, Lesbian, Bisexual, and Transgender Issues and Disability Issues Committee • Academic Business Officers Group (ABOG) and Staff Council • Associated Students of UC (ASUC) and Graduate Student Association (GSA) • Postdoctoral Scholar Association (PSA) president
Learning Environment	Evaluate strategic plan recommendations related to staff retention & recruitment	<ul style="list-style-type: none"> • Chancellor's Council on Faculty Life (CCFL) established
Learning Environment	Review current space planning, projected changes in class size, & ensure that education space priorities are included	<ul style="list-style-type: none"> • The Teaching and Learning Center (TLC) is under construction on the floor of the Campus Library on Parnassus. This state-of-the-art clinical skills, simulation and telemedicine training center will include new classrooms and a new technology common area for students, and will open in 2010. • Space Master Plan was updated to identify major projections, especially at Mission Bay, that will be part of the next Long Range Development Plan. The master Plan is expected to be ready for presentation to the Chancellor in 2009. • Academic Support departments are updating data on current facilities, space requirements and future expansion potential. • Classroom Improvement Initiative: \$1 million initiative enhanced technology and improved the environment (furniture, painting, carpeting and lighting) in 40 of the 54 classrooms. In Spring 2008, the Chancellor approved the establishment of an endowment fund to sustain classroom improvements.
Learning Environment	Develop technology standards for education space	<ul style="list-style-type: none"> • The Education Systems Advisory Committee (ESAC), formed in December 2007, produced a 5-year strategic plan with the mission to create exceptional learning environments throughout the innovative use of educational technology and information services. • ESAC also established a Computer Technology Support Task Force charged with identifying and prioritizing support needs and recommending solutions for creating a central computer technology support service.

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Learning Environment	Establish a task force to develop recommendations for common data fields, integrated data gathering & analysis	<ul style="list-style-type: none"> • ESAC created the Content Capture and Delivery Work Group. It is charged with identifying and prioritizing education content capture and delivery needs and recommending possible solutions. • Office of Institutional Research reconstituted.
Learning Environment	Promote and expand faculty & student participation in CTSI & Community Partnership Initiatives	<ul style="list-style-type: none"> • Clinical and Translational Science Institute (CTSI) Resource Allocation Program. (• Joint CTSI and the Faculty Mentor Program Mentorship Development program (MDP) and Junior Faculty Mentorship Programming • Joint CTSI and the Office of Career and Professional Development Career and Professional development programming.
Learning Outcomes	Ensure inclusion of education as part of the mission of new organizational structures	<ul style="list-style-type: none"> • Creation of an on-line course schedule system. • Establishment of a common academic calendar to facilitate cross-campus enrollment. • Creation of a Teaching and Learning Center.
Learning Outcomes	Complete systematic assessment of current interprofessional offerings as UCSF	<ul style="list-style-type: none"> • The Interprofessional Education Task Force (IPETF) developed a catalogue of interprofessional offerings across UCSF.
Learning Outcomes	Identify learning outcomes from interprofessional education	<ul style="list-style-type: none"> • The Interprofessional Education Task Force (IPETF) will address this issue in 2009, and address in the EER.
Learning Outcomes	Assess success of interprofessional educational opportunities	<ul style="list-style-type: none"> • Program for Educators in Health Professionals reviewed existing programs and addressed barriers to the inclusion of interdisciplinary learning. • Evaluations of Interprofessional Days included in appendices.
Learning Outcomes	Assess content for faculty preparation in the four schools and graduate division	<ul style="list-style-type: none"> • Results of assessment of faculty preparation initiatives in each of the Schools and Graduate Division are in the CPR.
Diversity	Establish a comprehensive diversity communications program	<ul style="list-style-type: none"> • Implemented the UCSF Diversity Communications Plan • Created of diversity website: diversity.ucsf.edu. • Launched visibility campaign for diversity, which included posters at all campuses and on shuttle buses. • Hosted diversity celebration to launch web site and <i>Voices</i> series. • Production of <i>Voices</i>, a series of videos profiling diverse members of the campus community to emphasize the importance of diversity to UCSF's identity. • Created of diversity brochure used at outreach events. • Created of in-depth videos and articles to showcase how UCSF is 'Nurturing Diversity' posted to diversity website. • Produced videos in showing how UCSF's diversity has a global reach, showing the local/global connection with production of videos in India showing UCSF's impact there.

		<ul style="list-style-type: none"> • Public Affairs took lead in publicity for diversity month celebration, including facilitating mural celebrations and producing a historical video honoring UCSF's social justice history and the history of the Black Caucus. • Public Affairs uploads at least one diversity related story per week to website. • Calendar of key annual events that UCSF representatives can attend in planning stages.
Diversity	Review & establish measures of effectiveness for current and proposed initiatives in schools and graduate division	<ul style="list-style-type: none"> • Creation of an Academic Demographic System • Creation of a generic advertisement to publicize UCSF's commitment to diversity, publicized in over 20 online sites and in journals of organizations likely to reach a diverse pool of applicants. • Creation of the UCSF Search Committee Checklist and Toolkit • Academic Affairs website updated to feature a Recruitment and Diversity header • Faculty exit surveys developed by the Academic Senate Clinical Affairs committee.
Diversity	Evaluate outcomes & make recommendations for campus wide coordination to Chancellor's Advisory Committee on Diversity	<ul style="list-style-type: none"> • Director of Academic Diversity and the Office of Institutional Research to collect trainee demographics from each of the schools to understand the systems needed to best capture data. • Graduate Medical Education Program implementing a new system to capture demographic data. • Tool kit for Best Practices in Trainee Search Process to be developed in near future. • Dean of the Graduate Division and Assistant Dean of the Graduate Division are working on principles for indentifying a diversity pool of postdoctoral candidates. • Subgroup developing guidelines to expand searches to increase the hiring of underrepresented individuals.
Diversity	Establish on-line diversity planning tools that can be used by campus units and by other institutions	<ul style="list-style-type: none"> • Affirmative Action, Equal Opportunity and Diversity (AAEOD) and Human Resources Department are developing instruments to assess effectiveness of professional/leadership development initiatives.