

Interim Report Action Summary

Report Type	<input checked="" type="checkbox"/> Interim Report (panel review)	
Institution	University of California San Francisco	
ALO	Doug Carlson	
WSCUC Staff Liaison	Mark B. Goor	
Review Call Date (Interim Report reviews only)	May 7, 2024	
Interim Report Panel	First Reader: Jillian Kinzie Second Reader: Madhavi McCall	
Institutional Representatives (Interim Report reviews only)	Name	Title
	Nicquet Blake	Vice Provost for Student Academic Affairs and Dean of the Graduate Division
	Doug Carlson	ALO and Registrar and Assistant Vice Chancellor – Student Information
	Ning Wang	Director of Institutional Research
	Alicia Mejia	Data Project Manager
Topics to be Covered as Required by Commission in Letter Dated 3/3/2021	<ol style="list-style-type: none"> 1. Accelerate efforts in data collection and analysis, particularly in the professional schools, shifting energy to using data to generate insights leading to program improvement. Most importantly, specify how the Thematic Pathways data can be used to help strengthen and support efforts to diversify the overall institution and specific academic fields, and with regard to UCSF’s mission to address health care disparities. (CFRs 4.1; 4.3) 2. Pursue the career outcomes objective by developing a strategy and dedicating resources to ensure that the data being generated will be used to drive collaboration between the Office of Career and Professional Development, the Office of Diversity and Outreach, and each of the Schools and Graduate Division. (CFRs 4.3; 4.4) 3. Complement numeric metrics with qualitative data from school and program accreditation requirements and alumni surveys related to job choice, career satisfaction, employment in underserved communities, and how the graduates are meeting workforce needs and addressing challenges that have curricular implications. (CFRs 4.3; 4.4; 4.6, 4.7) 4. Implement a more strategic focus, relying on performance indicators and outcomes in all programs (schools, units), to achieve the institution’s overarching goals for faculty and student diversity. It is apparent that the University has committed and qualified personnel dedicated to equity and diversity and invests in a large number and impressive array of pipeline and recruitment programs. Since equity and diversity must be embedded throughout the campus culture to be successful, the entire university would benefit from clear data on the effectiveness of individual approaches. The institution should consider prioritizing investments that can be demonstrated to increase diversity of students, faculty, department chairs and other campus leaders as well as continue to leverage relationships with the state university system and HBCUs and HSIs (CFR 1.4). 	

Findings of the Committee (Interim Report)/Staff (Progress Report):

Commendations	UCSF is commended for: Continuing efforts on the Thematic Pathway goals concerning tracking graduates' career outcomes. Demonstrating evidence of professional schools accessing data to inform decisions and guide improvements. Emphasizing service to historically underserved communities.
Recommendations	UCSF should: Continue to invest in a more holistic university-wide approach to using data to learn from professional schools' efforts and to advance effective approaches to diversity outreach. (CFR 4.1) Continue to use cluster hiring to increase faculty who are committed to serving historically underrepresented groups. (CFR 3.1, 1.4) Invest in building a dashboard that will permit all professional schools and the university to track career outcomes and use the information to inform improvements. (CFR 4.2)

Recommended Actions:

- Receive the Report; and
- Schedule a Special Visit in <term/year> to address concerns outlined in the Recommendations section
- Schedule an Interim Report due on _____ to address topics outlined in the Recommendations section
- Schedule a Progress Report due on _____ to address topics outlined in the Recommendations section
- Proceed to next scheduled interaction with WSCUC (see below)
(the institution is expected to address any Recommendations in the next scheduled interaction)
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Next Scheduled Interaction with WSCUC:

- Comprehensive Review: Offsite Review in spring 2030 and Accreditation Visit in fall 2030
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Commission Approval and Date (Interim Reports Only):

- Approved on May 21, 2024
- Not Approved on and referred back to Committee on _____

WSCUC Liaison Signature:

Mark B. Goor

Date: _____

Note: The effective date of this action is:

For Progress Reports – the date in the WSCUC Liaison signature box

For Interim Reports – the date of the Commission action

9/21