
**UCSF 2008 Campus Academic Outreach Subcommittee
ACADEMIC OUTREACH PROGRAMS INVENTORY**

This document includes:

1. Campus programs, initiatives, departments and groups that are specifically focused on enriching the educational pathway for (i.e. increase the pool of) K-12 students from diverse backgrounds. **(Chart #1) P.2**
2. Campus programs, initiatives, departments and groups that support the recruitment of graduate and professional students, residents, postdoctoral scholars, clinical fellows and faculty from diverse backgrounds to UCSF. **(Chart #2, Chart #3) P.9**
3. Campus programs, initiatives, departments and groups that support the retention of graduate and professional students, residents, postdoctoral researchers, clinical fellows and faculty from diverse backgrounds at UCSF. **(Chart #4, Chart #5) P.17**

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1. **Campus programs, initiatives, departments and groups that are specifically focused on enriching the educational pathway for (i.e. increase the pool of) K-12 students from diverse backgrounds.**

THE SCHOOL OF DENTISTRY

STUDENT ORGANIZATIONS/PROGRAMS

American Dental Education Association (ADEA)

- **Purpose:** ADEA's mission is to lead individuals and institutions of the dental education community in addressing contemporary issues influencing education, research, and the delivery of oral health care for the improvement of the health of the public.
- **Programs and participation include:**
 - High school outreach and recruitment
 - Assisting in the "dental class" of the "I'm Going to College Day" program.
- **Population:** K-12 students, depending on program.

Hispanic Dental Student Association

- **Purpose:** The Hispanic Dental Student Association at UCSF School of Dentistry is one of the student chapters under the umbrella of the Hispanic Dental Association (HDA), a national organization of dental professionals dedicated to promoting and improving the oral health of the Hispanic community and providing advocacy for Hispanic oral health professionals across the United States. The mission statement of the HDA is "to optimize the oral health of the Hispanic community," hence HDSA at UCSF follows this mission by educating, and reaching out to the Hispanic community in San Francisco. Student members of this organization are involved in teaching the community about oral health and inspiring youth to pursue careers in Dentistry.
- **Programs and participation include:**
 - High school outreach
 - Dia de los Muertos Conference
 - High School Outreach Conference (HSOC)
 - Health Professions Conference.
- **Population:** K-12 students, depending on program.

Student National Dental Association

- **Purpose:** The Student National Dental Association's (SNDA) mission is to promote good fellowship and cooperation among its members and aid in the advancement of minority students in dentistry.
- **Programs and participation include:**
 - SNDA High School Outreach & Recruitment
 - SF Boys & Girls Club Outreach
 - High School Outreach Conference (HSOC)
 - SNDA/ADEA Impressions Undergraduate Dental Outreach Conference.
- **Population:** K-12 students, depending on program.

THE SCHOOL OF MEDICINE

PROGRAMS/INITIATIVES

Biomedical and Health Sciences Internship for High School Students

- **Purpose:** The primary goal of this program is to provide students with interest in science the opportunity for hands-on exposure to scientific research, and to connect students with mentors who will assist them in their pursuit of scientific scholarship. Interns will be exposed to and participate in various scientific disciplines

ranging from physical, life, biological, and social and behavioral sciences. The secondary goal is to help improve applications for successful college admission among youth who might otherwise have more limited educational choices.

- **Population:** High school students, underrepresented minorities and women encouraged to apply.

Fresno Junior Doctors Academy and Doctors Academy

- **Purpose:** This is a school within a school program at multiple middle and high schools in the Fresno area for students interested in health professional careers.
- **Population:** Fresno Unified School District and Fresno County middle/high school students who are economically/educationally disadvantaged.

(The) High School Short-Term Education Program for Underrepresented Persons (STEP-UP)

- **Program:** The High School STEP-UP Program runs from mid-June to mid-August for approximately 8 weeks. High school students enjoy a full-time, 8-week research experience with an experienced scientific investigator at an institution near their home. The high school program culminates at the end of the summer with the STEP-UP High School Scientific Session and Summer Research Presentations held on the world-renowned campus of the National Institutes of Health in Bethesda, Maryland.
- **Population:** High school students, underrepresented minorities and women.

MedLink

- **Purpose:** A science and health enrichment program targeted at stimulating and motivating underrepresented and underserved high school students in San Francisco to pursue higher education and enter the health-related fields.
- **Population:** Underrepresented and underserved high school students.

Multicultural Linkage of Education, Action, and Research Networks (LEARN)

- **Program:** This program is a broad initiative based in UCSF's primary care department. It is focused on cultural competence that integrates research, education, community partnerships, and dissemination to create an exemplary academic program in multicultural health addressing the needs of underserved populations. One of LEARN's primary objectives is to enhance activities that support underrepresented and disadvantaged students, both at UCSF and in the educational pipeline, leading to a more diverse health workforce.
- **Population:** Underrepresented and disadvantaged students at UCSF and in the educational pipeline.

STUDENT ORGANIZATIONS/PROGRAMS

Latino Medical Student Association

- **Purpose:** LMSA is a network of students, alumni, and health professionals whose mission is to promote the development of Latino students through educational, volunteer, professional and networking opportunities to foster diversity, higher education, and the improvement of the Latino community.
- **Programs include:**
 - **Watsonville High School Health Academy Outreach Day:** A day long event of tours, panels and conversations between medical students and Watsonville High School students about the medical school experience.
 - **Dinuba High School Pre-Health Conference:** LMSA students distribute information about medical school and motivate students to pursue a higher education. LMSA also participates in panels and answer questions from students regarding applying to college, applying for financial aid, and life in medical school.

Student National Medical Association

- **Purpose:** SNMA is the nation's oldest and largest organization focused on promoting education and health equity for underserved communities. It is also focused on the needs and concerns of women and minority

medical students. At UCSF, SNMA is focused on health and educational outreach to low socio-economic communities. They are also focused on developing a community among students from underrepresented backgrounds and students who are interested in serving disadvantaged communities.

- **Programs include:**
 - **FACES for the Future:**
 - **Purpose:** FACES is geared toward a group of disadvantaged youth in the Oakland School District. The mission of FACES is to introduce students to professional schools in the health sciences.
 - **Population:** Disadvantaged Oakland youth.

THE SCHOOL OF PHARMACY

PROGRAMS/INITIATIVES

Discovery Camp

- **Purpose:** Discovery Camp has two 2-week sessions and is staffed by the Endowment for Youth Committee and Westmont College professors and students from UCSB. Campers make science experiments, with light and color, use chemistry to change the structure of materials and perform color and gravity experiments. Parents are invited to camp the last Friday of each session for a BBQ and awards presentation.
- **Population:** Students between the ages of 10-13.

UCSF/Rosa Parks Science Discovery Project

- **Purpose:** To expose K-5 students to science and positive role models through professional and graduate student participation, and to get underrepresented minority students excited about science.
- **Population:** Economically and socially underprivileged students.

STUDENT ORGANIZATIONS/PROGRAMS

The Student National Pharmaceutical Association (SNPhA)

- **Purpose:** SNPhA is an educational and service association of students who are concerned about pharmacy issues, professional development, and are dedicated to increasing diversity in Pharmacy and other health-related professions.
- **Programs and participation include:**
 - Elementary, middle and high school outreach (e.g.: Rosa Parks Elementary School, KIPP Middle School, Oakland Tech High School Outreach, Mission High School Outreach)
 - The Health & Enrichment Camp
 - Student Financial Services' Program, "I'm Going to College Day."
- **Population:** K-12 students, depending on program.

STUDENT ACADEMIC AFFAIRS

PROGRAMS/INITIATIVES

Center for Science and Education Opportunity (CSEO)

- **Purpose:** The Center was founded to encourage students from the San Francisco Bay Area to pursue a college education. The CSEO coordinates programs that help students explore academic interests, prepare academically for college, learn how to apply to and finance college, and decide which colleges best fit their academic goals. Events include science-related field trips, local college campus visits, college counseling, summer programs, school-to-career programs and classroom speakers.
- **Programs include:**
 - **Plan on College**
 - **Purpose:** To prepare eighth grade families to enter high school by teaching them the steps needed to prepare their student for college. The program is offered in English,

Spanish and Cantonese.

- **Population:** Bay area eighth grade students and parents.
- **“MAP To College Program”**
 - **Purpose:** MAP stands for "Money, Application, and Personal Statements." This program includes workshops on financial aid (in English, Spanish, and Cantonese); completing applications for UC, CSU, and community colleges; writing a strong Personal Statement; and transferring to a four-year university from a community college. Participants can also speak with representatives from local colleges and college access program.
 - **Population:** Bay area high school students and families.
- **PITCH**
 - **Purpose:** To encourage and empower underserved youth to pursue health science careers by immersing them in the academic health environment with professional student counselors to serve as role models, guides, counselors, and future contacts; exposing them to the breadth of careers available via the web and hands-on, minds-on experiences; familiarizing them with career search tools (online); giving them experience preparing resumes and cover letters; and providing them with information and assistance to successfully pursue college eligibility.
 - **Population:** Rising high school juniors from underperforming schools in SF and Daly City.

Student Financial Services Office “I’m Going To College Day”

- **Purpose:** SFSO collaborates with student groups and student service units to organize *I'm Going to College Day*, an outreach program for at-risk/low-income 4th graders from E.R. Taylor Elementary School. This day is meant to get the students excited about the possibility of attending college in the future and to make that possibility into something they can visualize as a reality.
- **Population:** At-risk/low-income 4th graders from E.R. Taylor Elementary School.

MULTI-SCHOOL/STUDENT/DEPARTMENT INITIATIVES AND PARTICIPATION

PROGRAMS/INITIATIVES

High School Outreach Conference (HSOC)

- **Purpose:** HSOC is a UCSF student-run project to increase interest and diversity in the health professions by allowing students to spend a day learning about different programs offered at UCSF. Students have an opportunity to listen to speakers and participate in six demonstration workshops held by the various disciplines—dentistry, graduate division, medicine, nursing, and pharmacy. Co-sponsored by Alpha Eta Chapter–Sigma Theta Tau International, American Dental Education Association (ADEA), Student National Pharmacy Association (SNPhA), Student National Medical Association (SNMA), American Student Dental Association (ASDA), Hispanic Dental Student Association (HSDA), Black Student Health Alliance (BSHA), Chicanos for Health Education (CHE), Students for Inter-professional Learning (SIL), Minority Graduate Students Association (MGSA), Associated Students of UCSF (ASUCSF) and the Graduate Students’ Association (GSA).
- **Population:** Students from underserved communities in the San Francisco Bay Area and Northern California.

GENERAL

PROGRAMS/INITIATIVES

Building Diversity in Science: Scientific Empowerment Movement (SEM)

- **Program:** SEM is a 1-day conference that is designed to provide minority high school and college students with powerful tools and approaches to develop intellectual and emotional self-awareness by exposure to positive images of young minority scientists, physicians, and professionals who share key insights necessary to excel in science and in life.
- **Population:** Minority high school and college students.

The Center For Gender Equity: Kids at UCSF Day: Promoting Equity for Girls and Boys.

- **Purpose:** UCSF staff, faculty, students, postdocs, residents and fellows are invited to bring their children or children in their community who are age 9-13 years old to UCSF to experience a day of opportunities to increase their self esteem during a crucial point in their development, and be exposed to a range of career possibilities.
- **Population:** Children aged 9-13 years.

National Center of Excellence in Women's Health:

- **Purpose:** The UCSF National Center of Excellence in Women's Health (CoE) has developed a new model to transform the traditional Academic Medical Center from a fragmented set of activities into a dynamic and multi-disciplinary health care system focused on the needs of all women.
- **Programs include:**

- **The Women's Health Internship Program**

- **Purpose:** The internship is an opportunity for individuals to explore areas of personal and career interest, to formulate future goals and plans and to acquire the skills necessary to meet their goals. The program matches interns to women's health projects in the Bay Area. Through the program, interns gain hands-on work experience in women's health.
- **Population:** High school, college, graduate, and professional school students, as well as recent graduates at all academic levels. Participants come from a broad range of (self-reported) ethnic identities, ages, and skill levels.

- **The Young Women's Health Conference**

- **Purpose:** Co-sponsored by the UCSF CoE and State Senator Jackie Speier, this annual event is designed by and for young women. The mission of the YWHC is to empower young women with resources and knowledge so that they can make wise decisions about their health, well-being, and future endeavors. Over 1,000 high school girls attend the conference each year. Participants visit an exhibit hall featuring local youth-serving organizations and engage in small interactive workshops on topics such as depression, body image, reproductive health, youth rights, dating violence, and maintaining healthy family relationships. They hear presentations from women who can serve as role models by sharing their inspiring stories of success and perseverance and have the opportunity to share their talents during a vibrant and entertaining open mic session.
- **Population:** High school girls.

Science and Health Education Partnerships (SEP)

- **Purpose:** The Science & Health Education Partnership (SEP) is a collaboration between the University of California, San Francisco and the San Francisco Unified School District. Scientists and educators from both organizations work in partnership to support quality science education for K-12 students.

• **Programs include:**

- **Bio&Chem Teach**
 - **Purpose:** Partners a middle- or high-school teacher with 2-4 UCSF volunteers to engage students in hands-on science and health activities in support of the human biology and health curriculum.
 - **Population:** Middle and high school students from diverse backgrounds.
- **High School Summer Internship Program**
 - **Purpose:** High school students gain authentic research experience and sustained support with the college application process. Primary importance is placed on whether this program will make a significant difference in the lives of the high school students.
 - **Population:** High school students from diverse backgrounds.
- **Med Teach**
 - **Purpose:** Allows medical students to teach science, human biology, and health through interactive, hands-on experiments.
 - **Population:** K-5th grade students from diverse backgrounds.
- **PharmTeach**
 - **Purpose:** PharmTeach partners 2-4 pharmacy student volunteers per teacher from elementary, middle and high schools to co-plan and co-teach a series of lessons about science or health-related topics.
 - **Population:** Middle and high school students from diverse backgrounds.
- **Scientist Teacher Action Teams (STAT)**
 - **Purpose:** For 10 weeks during the spring semester, two teachers from the same elementary school and two UCSF volunteers co-plan and co-teach four lessons in each teacher's classroom, for a total of eight lessons.
 - **Population:** Elementary grade students from diverse backgrounds.
- **City Science Academic Year & Summer Institute**
 - **Program:** City Science is an innovative professional development program designed to build teacher leadership, increase the amount and improve the quality of elementary science teaching in SFUSD, while also developing scientists' knowledge of and proficiency in using active teaching techniques.
 - **Population:** Elementary grade teachers and students.
- **International Genetically Engineered Machine (iGEM) program**
 - **Purpose:** Six pre-college students from Lincoln High School and one undergraduate student partner with faculty from UCSF to compete in MIT's genetic design competition.
 - **Population:** High school students from diverse backgrounds.
- **Quattro**
 - **Program:** The program was designed to address the following goals: a) for K-5 students, to provide them with opportunities to learn science and health subjects and increase their skills and self-confidence in English language development, b) for elementary school teachers, to increase their ability to understand and implement teaching strategies that promote student learning in science and language development, c) for UCSF scientists and health professionals, to raise their awareness of linguistic issues in science education and increase their cultural competence and teaching skills, and lastly, d) for the collaborative

of evaluators, which includes SEP Coordinators and the Stanford Evaluation Consortium, to engage the entire community in collecting, analyzing, and synthesizing evidence on approaches and impediments to integrating science learning and language development for elementary school students and teachers.

- **Population:** Elementary grade teachers and students.
- **Bridges: The Architecture of Life and The Chemistry of Life**
 - **Program:** Offered for graduate credit through the University of California Berkeley Extension, the Architecture of Life course is designed to deepen elementary and middle school teachers' content knowledge in biology through scientific investigations in a cross-grade level environment.
 - **Population:** K-8 teachers in chemistry and architecture.
- **Saturday Science Workshop: Chromosomes, Genes and DNA**
 - **Program:** A six-hour seminar that includes adult-level content learning of key ideas about DNA structure, its function, and how it relates to genetics and heredity, classroom appropriate investigations, and the use of models as teaching tools for making the molecular world more tangible for students.
 - **Population:** K-8 teachers.
- **City Science Academic Year/Summer Institute**
 - **Program:** The City Science Summer Institute is designed to give elementary school teachers grade level experience in hands-on inquiry-based science. All participants will receive graduate credit through the University of California Berkeley Extension.
 - **Population:** K-8 teachers.

2. Campus programs, initiatives, departments and groups that support recruitment of graduate and professional students, residents, postdoctoral scholars, clinical fellows and faculty from diverse backgrounds to UCSF.

THE SCHOOL OF DENTISTRY

PROGRAMS/INITIATIVES

UCSF/SFSU/UCOP Dental Post-Baccalaureate Program

- **Purpose:** The post-baccalaureate program is designed to provide academic support and caring guidance for economically and/or educationally disadvantaged participants that have not been successful in gaining entry to a US dental school, yet show promise in eventually gaining such entry.
- **Population:** Economically and/or educationally disadvantaged individuals.

THE SCHOOL OF MEDICINE

PROGRAMS/INITIATIVES

Multicultural Linkage of Education, Action, and Research Networks (LEARN)

- **Program:** This program is a broad initiative based in UCSF's primary care department. It is focused on cultural competence that integrates research, education, community partnerships, and dissemination to create an exemplary academic program in multicultural health addressing the needs of underserved populations. One of LEARN's primary objectives is to enhance activities that support underrepresented and disadvantaged students, both at UCSF and in the educational pipeline, leading to a more diverse health workforce.
- **Population:** Underrepresented and disadvantaged students, both at UCSF and in the educational pipeline.

Office of Outreach & Academic Advancement

- **Purpose:** The Office of Outreach & Academic Advancement at the UCSF School of Medicine directs the outreach efforts of the School of Medicine. Outreach is targeted toward undergraduate and post-graduate individuals who have an interest in pursuing careers in the health sciences. The office also works with the UCSF Fresno Medical Education Program in its outreach programming efforts.
- **Programs include:**
 - **Accepted Students Weekend**
 - **Purpose:** This revisit weekend allows students who have been accepted to the School of Medicine to return, meet other students, and learn about curriculum and school groups/activities.
 - **Population:** Accepted students.
 - **Admissions Workshop**
 - **Purpose:** This presentation prepares candidates for the application process covering the following topics: Developing a Competitive Application; Understanding the Application Process; A Day in the Life of a Medical Student; and Information about the UCSF School of Medicine Post-Baccalaureate Program.
 - **Population:** Undergraduates, medical re-applicants.
 - **College Campus Presentations/UCSF Recruitment Visits**
 - **Purpose:** These events include student groups/pre-med student organizations visiting UCSF for talks by staff/faculty and a campus tour for undergraduate clubs and organizations. Staff also visit campuses to speak about UCSF.
 - **Population:** Undergraduate students.

- **Community College Outreach**
 - **Purpose:** Partnering with five local community colleges, the Office makes 1-2 visits to each school annually to talk to students about what they need to do in order to attend both undergraduate and medical schools.
 - **Population:** Every year the office reaches at least 100 community college students through these workshops.
- **Minority Mentorship Program**
 - **Purpose:** During the fall and winter quarters, the Program hosts six evening dinners for UCSF minority faculty, residents, medical students, and post-baccalaureate students to meet one another, listen to special speakers and panelists, and discuss concerns affecting underrepresented minority physicians and students. The Program emphasizes the importance of establishing mentor relationships between the faculty and students.
 - **Population:** Undergraduate and postgraduate individuals.
- **Post-Baccalaureate Program**
 - **Purpose:** The program is for promising applicants who have been unsuccessful in gaining admission to medical school or have completed most of the required undergraduate course work, but feel they need more background before initiating medical school application process.
 - **Population:** Disadvantaged college graduates, medical re-applicants.
- **Student Conferences** (Jointly sponsored with the Admissions Office)
 - **Purpose:** The office financially supports information tables, manned by UCSF medical students, at various student organization conferences nationwide. Students bring materials about UCSF medical school admissions and medical school outreach programs and answer conference participant questions.
 - **Population:** Undergraduate students.

UCSF Fresno Latino Center Pre-Health Scholars Program

- **Purpose:** This is a focused academic program for disadvantaged students at the California State University, Fresno who plan on declaring pre-med, pre-pharmacy or pre-dentistry. The program provides peer mentoring, tutoring, academic advising and personal counseling. It also provides exposure to the professions and offers clinical internships as the students enter the upper division coursework.
- **Population:** Disadvantaged students at California State University, Fresno who plan on declaring pre-medicine, pre-pharmacy or pre-dentistry.

STUDENT ORGANIZATIONS/PROGRAMS

Chicanos in Health Education (CHE)

- **Purpose:** CHE provides mentorship/networking opportunities for the historically under-represented Latino groups at UCSF, outreach activities to increase the number of Latinos in the health professions, education and health services to under-served communities, and activities to promote an understanding of the Latino culture on campus.
- **Programs include:**
 - **CHE Undergraduate Conference**
 - **Día De Los Muertos Conference**

- **Purpose:** The Dia De Los Muertos conference is a motivational event targeting college students underrepresented in medicine who are preparing for a career in the health field. Although the DDLM has a Latino theme, all students are welcome, and it has developed into a unique opportunity to share Latino culture and draw attention to health issues prevalent in the Latino community. DDLM also serves to recruit and retain students in active roles within their various pre-health organizations throughout college campuses across California. Although this conference has traditionally targeted pre-med students, the new focus includes sessions for pre-pharm, pre-dental, pre-nursing, pre-optometry, and pre-public health.
- **Population:** Undergraduate students underrepresented in the health sciences.

Latino Medical Student Association

- **Purpose:** LMSA is a network of students, alumni, and health professionals whose mission is to promote the development of Latino students through educational, volunteer, professional and networking opportunities to foster diversity, higher education, and the improvement of the Latino community.
- **Programs include:**
 - **Cal State Northridge Student Outreach:** Overnight hosting and lunchtime Q&A centered on health careers for CSUN female students interested in graduate studies.
 - **SFSU Pre-Med Interest Group Panel:** Panel and Q&A session for students interested in urban underserved healthcare and the PRIME program at UCSF.
 - **UCSF Post-Baccalaureate Visit:** Informational panel for UCSF post-baccalaureate students. Includes “A day in the life of a medical student” and an open forum for a question and answer session.
 - **Pre-Health Students of Color: SFSU Panel with SNMA:** A panel targeted specifically to answer questions concerning pre-med students of color about the challenges of medical school as a minority.
 - **Regional Conference:** Designed to encourage and recruit premedical students to pursue a medical education. UCSF students table through the weekend and answer a variety of questions about student life and residency programs with faculty advisor support.
 - **Mentorship Meet and Greet:** This event gives USF undergraduate students from ALAEPHA, a pre-medical organization for minority students, and medical students from UCSF the opportunity to meet each other and initiate a mentorship relationship for the upcoming year.
 - **Shadow Day:** LMSA hosts 30 undergraduate and post-baccalaureate students from UC Berkeley, San Francisco State University, and Mills College to the UCSF campus. Students participate in a medical school admissions workshop and small group sessions during the Brain, Mind and Behavior block.
 - **Admissions workshop for CHE Berkeley:** An informal question and answer session at UC Berkeley for the CHE group. LMSA members discuss medical school admissions as well as answer all questions in regards to the admissions process and medical school in general.
 - **Laney Community College SoM Tour:** LMSA provides tours and a student panel for premedical students underrepresented in medicine visiting the UCSF Campus.

Student National Medical Association

- **Purpose:** SNMA is the nation’s oldest and largest organization focused on promoting education and health equity for underserved communities. It also seeks to address on the needs and concerns of women and minority medical students. At UCSF, SNMA is focused on health and educational outreach to low socioeconomic communities. They are also committed to developing a community among students from underrepresented backgrounds and students who are interested in serving disadvantaged communities.
- **Programs include:** Pre-Medical Recruitment Fair at the SNMA National Convention/ The Student National Medical Association (SNMA); Shadow Day and the diversity recruitment breakfast.

THE DEPARTMENT OF MEDICINE

PROGRAMS/INITIATIVES

Residency Diversity Committee

- **Purpose:** The Residency Diversity Committee was motivated by the need of Internal Medicine Residency Programs to serve the multiethnic population of California. It was established in October 1993 and called the Committee for Recruitment of Minority Residents. While minority recruitment was already a priority and this effort is designed to formalize the process across UCSF.
- **Programs include:**
 - **Applicant Outreach**
 - **Purpose:** Recruitment efforts include the current UCSF internal medicine housestaff contacting each underrepresented minority (URM) applicant invited to interview at UCSF. Each applicant is contacted via email, initially by the Chair of the RDC and then by 2 members of the housestaff. This initial contact serves as an introduction to the Department of Medicine and the internal medicine residency program and UCSF efforts to promote diversity. A similar approach is used after interviews.
 - **Population:** Underrepresented minority (URM) applicants invited to interview at UCSF.
 - **Interview Day Receptions**
 - **Purpose:** The RDC hosts receptions during the interview season for URM applicants invited to interview at UCSF and URM housestaff and faculty.
 - **Population:** Underrepresented minority (URM) applicants invited to interview at UCSF.
 - **Second Look Activities**
 - **Purpose:** A second look weekend for URM applicants. Activities include dinner with housestaff, a breakfast with program leadership, rounding with teams at Moffitt-Long and SFGH lunch with Department of Medicine URM faculty, a panel discussion with URM housestaff from all departments and an evening reception for URM applicants applying to all programs at UCSF hosted by GME.
 - **Population:** URM applicants.
 - **Visiting Elective Scholarship Program**
 - **Purpose:** This program was established to provide scholarship support to fourth year medical students who are underrepresented in medicine and are interested in applying to the UCSF Department of Medicine's clinical electives.
 - **Population:** Five URM medical students from across the country.

THE SCHOOL OF NURSING

PROGRAMS/INITIATIVES

Summer Academic Enrichment Program

- **Purpose:** Designed to assist academically qualified undergraduate nursing students to gain admission into competitive research training programs and universities with advanced education programs in nursing.
- **Population:** Junior, senior, and recently graduated nursing students.

School of Nursing UCSF-Howard University Linkage/School of Nursing UCSF-Spelman/Clark Atlanta Linkage

- **Purpose:** These recruiting relationships between UCSF Howard and UCSF- Spelman/Clark Atlanta result in visits 1-2 times a year for recruiting at career fairs, and “Nursing day” events.
- **Population:** Undergraduate and Master’s level students.

THE SCHOOL OF PHARMACY

STUDENT ORGANIZATIONS/PROGRAMS

Latino Association of Pharmacy Students (LAPS) Annual Undergraduate College Outreach Event.

- **Purpose:** LAPS was founded by a culturally diverse group of first year pharmacy students interested in providing healthcare services and education in the Latino community. They organize an annual undergraduate college outreach event.
- **Population:** Undergraduate students.

THE GRADUATE DIVISION & OFFICE OF POSTDOCTORAL AFFAIRS

PROGRAMS/INITIATIVES

Alliances for Graduate Education and the Professorate (AGEP) Colloquium

- **Program:** Sponsored by the National Science Foundation, UCSF's primary AGEP project is the Health Sciences Research Colloquium for college juniors. This two-day event brings students from across the country to UCSF to learn about the graduate programs, participate in workshops with faculty and graduate students, and share their own research at a poster session.
- **Population:** African American, Hispanic, and Native American students earning Ph.D.s in the physical and life sciences, math, and engineering.

Minority Graduate Student Organization (MGSO) Graduate School in Science Seminar

- **Program:** This one-day intensive seminar is designed for Bay Area undergraduate, master’s, and 2-year college students to learn about the graduate school admissions process, scientific disciplines in the UCSF Graduate Division, and graduate student life. It was held in Summer 2006 and Fall 2007, and hopes to continue in 2008. This program received funding from AGEP, the Graduate Division, and the Chancellor's Endowment Fund.
- **Population:** Undergraduate, Master’s, and 2-year college students.

Molecular Biosciences Research Experience for Undergraduates (REU)

- **Program:** The Molecular Biosciences (Biochemistry, Cell Biology, Genetics and Genomics) REU program combines an outstanding summer laboratory research experience with activities designed to foster scientific communication and facilitate a transition to graduate school.
- **Population:** Undergraduate students.

National Institute of General Medical Sciences (NIGMS) Initiative for Maximizing Student Diversity (IMSD)

- **Purpose:** The goal of the IMSD Program is to increase the number of students from underrepresented groups in biomedical and behavioral research who complete the Ph.D. degree programs in these fields. The program offers an opportunity to develop new or expand existing effective academic developmental programs, including student research internships, in order to prepare students from underrepresented groups for competitive research careers and leadership positions in the biomedical or behavioral sciences.
- **Population:** Underrepresented minority undergraduate students.

National Institute of General Medical Sciences (NIGMS) Postdoc Fellowship

- **Purpose:** The objective of the proposed Institutional Research and Academic Career Development Award “IRACDA Scholars in Science” (ISIS) Program is to attract greater numbers of postdoctoral scholars from underrepresented, minority, and educationally underserved populations UCSF and prepare them to be competitive for, and obtain, faculty positions in excellent academic institutions.
- **Population:** Underrepresented, minority, and educationally underserved populations.

NSF Research Experience for Undergraduates

- **Purpose:** The UCSF REU program will seek to provide the highest caliber scientific training to college students who are either underrepresented (minorities, women, first-generation college, economically disadvantaged) or who attend small colleges with limited research opportunities and support them for summer research. The major component of the REU program (~80%) will be an intensive and progressive research experience through a variety of activities. A second component of the program will promote the skills and confidence of REU students to be competitive applicants for graduate school through a variety of activities.
- **Population:** Undergraduates who are minorities, women, first-generation college, economically disadvantaged) or who attend small colleges with limited research opportunities

Summer Research Internship Program

- **Purpose:** This program provides undergraduate and master’s students with the opportunity to conduct research in the biological, biomedical and behavioral sciences and make them more competitive candidates for Ph.D. programs.
- **Population:** Open to all; underrepresented minorities encouraged to apply.

Summer Research Training Program (SRTP)

- **Program:** The SRTP strives to encourage undergraduate students to pursue research in the biomedical, biological, and behavioral sciences, and to make them more competitive candidates for admission to Ph.D. programs in these areas. Provides an individualized laboratory research experience, co-curricular workshops, and social activities. This 9-week program is largely sponsored by the National Institute for Mental Health (NIMH). The SRTP includes several programs, including the Amgen Scholar’s Program, the Genentech Program, and the HHMI Summer Scholar’s Program.
- **Population:** Open to students in their sophomore year and above.

University of California Leadership Excellence through Advanced Degrees (UC LEADS)

- **Purpose:** A two-year program for UC juniors majoring in the fields of science, engineering, or mathematics who have a strong commitment to pursue a Ph.D. in one of these fields. LEADS scholars conduct research with UCSF faculty, participate in academic enrichment programs, and attend an annual symposium with UC LEADS scholars from other UC institutions. The program also includes summer research experiences, travel to other UC campuses and professional and scientific society meetings.
- **Population:** Underrepresented minority undergraduate juniors.

Office of Postdoctoral Affairs

- **Purpose:** The UCSF Graduate Division's Office of Postdoctoral Affairs provides an avenue of communication among postdoctoral scholars, faculty, and administrators. It hosts a website with the goal of demystifying the processes of recruiting, hiring, training, mentoring and placement of postdoctoral scholars and empowering postdocs through access to information. It also hosts programs focused on URM recruitment and retention, include recruitment tabling at ABRCMS and SACNAS.
- **Population:** All postdoctoral scholars.

ACADEMIC AFFAIRS

PROGRAMS/INITIATIVES

Minority Training Program in Cancer Control Research (MTPCCR), UCSF Helen Diller Family Comprehensive Cancer Research Center

- **Purpose:** This National Cancer Institute-funded program is designed to encourage underrepresented master's level students to pursue a doctorate and career in cancer control research. The program is designed to teach participants about the power of research to affect change, types of cancer control research, networking and information-seeking skills and how to successfully apply to a doctoral program.
- **Programs Include:**
 - **"Careers in Cancer Control Research" Summer Institute:** A five-day Summer Institute designed to showcase the opportunities and need for minority researchers in cancer control. Through the institute, 25-30 participants will acquire the motivation, skills, and resources needed to apply to a doctoral program. Faculty include role models and leaders in research from around the country.
 - **Paid Internships:** Students and graduates who participate in the Summer Institute can apply for paid internships. Qualified interns will be matched to a program and mentor according to their academic focus and personal interests.
 - **Doctoral Application Support Awards:** Summer Institute participants who wish to pursue a doctorate are eligible to apply for awards up to \$2,000 to cover the cost of doctoral program applications, testing, and/or campus visits.
- **Population:** In this program, "minority" students are defined as those with unknown risk or those who suffer a disproportionate burden of cancer, as well as those who are underrepresented in the field of cancer research, which include gays and lesbians.

Faculty Search Ambassador Program

- **Purpose:** Using best practices, the program is designed to assist search committees in attracting diverse pools of qualified faculty candidates.
- **Population:** Underrepresented faculty candidates.

GENERAL

PROGRAMS/INITIATIVES

"How to Get Into Graduate School" Workshop, UC Student Association Student of Color Conference, UC Santa Cruz

- **Purpose:** UCSF students designed a workshop about successfully applying to graduate school. In addition to promoting academic achievement, the UCSA conference focuses on teaching students to organize their student of color community, build unity and participate in safe spaces where race, gender, class, sexuality, nationality and disability.
- **Population:** UC students of color.

Inside UCSF (All of the professional schools and the Graduate Division)

- **Purpose:** A 1-2 day orientation for undergraduate students to expose them to graduate and professional schools in the health sciences, and to give them the skills required to successfully apply to graduate and professional school.
- **Population:** Two and four year college students, from ethnically diverse backgrounds from northern California and the Central Valley.

National Center For Excellence in Women's Health

o The Women's Health Internship Program

- **Purpose:** The internship is an opportunity for individuals to explore areas of personal and career interest, to formulate future goals and plans and to acquire the skills necessary to meet their goals. The program matches interns to women's health projects in the Bay Area. Through the program, interns gain hands-on work experience in women's health.
- **Population:** High school, college, graduate, and professional school students, as well as recent graduates at all academic levels. Participants come from a broad range of (self-reported) ethnic identities, ages, and skill levels.

Traineeships in AIDS Prevention Studies (TAPS) Program, Postdoctoral Fellowships

- **Purpose:** The Traineeships in AIDS Prevention Studies (TAPS) Program has two- and three-year postdoctoral fellowships in studies relating to the prevention of AIDS.
- **Population:** The most important selection criteria will be evidence of superior qualifications and productivity, demonstrated interest in AIDS prevention research, and career goals that can clearly benefit from the fellowship program. Candidates who are members of a minority ethnic group are strongly encouraged to apply.

3. Campus programs, initiatives, departments and groups that support the retention of graduate and professional students, residents, postdoctoral researchers, clinical fellow and faculty from diverse backgrounds at UCSF.

THE SCHOOL OF DENTISTRY

STUDENT ORGANIZATIONS/PROGRAMS

American Dental Education Association (ADEA)

- **Purpose:** ADEA's mission is to lead individuals and institutions of the dental education community in addressing contemporary issues influencing education, research, and the delivery of oral health care for the improvement of the health of the public.
- **Programs include:**
 - Annual Dentistry Residency Series (a joint program with Office of Career and Professional Development)
 - True Life: I am a Teacher and a Specialist
 - D2 Pre-Clinical lab Tutorials
 - What Matters to Me Most and Why Series.
- **Population:** Students.

Latinos in Dental Health Education

- **Purpose:** To provide outreach and support to future, present and past dental professionals.
- **Population:** Future, present and past dental professionals.

The John Green Society (JGS)

- **Purpose:** The JGS is primarily student-run dental research organization at UCSF. They represent the local chapter of the National Student Research Group (NSRG), a subset of the American Association of Dental Research.
- **Programs include:** Dentistry Research Mentor Night, Research Application Workshop, participation in UCSF Research Day, and a Winter Seminar Elective.
- **Population:** Students.

THE SCHOOL OF MEDICINE

PROGRAMS/INITIATIVES

CFAR (Center for AIDS Research) Mentoring Program

- **Purpose:** The CFAR Mentoring Program emphasizes one-on-one interactions between well-established UCSF faculty investigators and junior researchers from diverse academic disciplines. The program includes the Mentoring Workshop Series, open to all interested investigators, and resources for junior investigators. The hope is that this mentoring model will be exported to other translational research programs. The focus is on connecting highly motivated students with research mentors that can transform those students' interests into meaningful experiences and discoveries. They offer workshops and peer networking events that help students share ideas and advice in a comfortable social environment.
- **Population:** Early career investigators and postdoctoral scholars.

Key Educational Skills Series Faculty Development Workshops

- **Purpose:** The Office of Medical Education and the Haile T. Debas Academy of Medical Educators co-sponsors a series of workshops on topics related to improving essential educational skills, as well as one or two workshops per year on current or advanced topics in education.
- **Population:** Faculty.

Medical Student Well-Being Program

- **Purpose:** The purpose of the Medical Student Well-Being Program is to promote a healthier learning environment at UCSF and to assist students with a broad range of difficulties that arise during their medical education. In addition to individual counseling sessions, the program offers workshops on a wide range of professional, personal and academic development including stress management, maintaining healthy relationships, homesickness, and study skills.
- **Population:** All medical students.

Multicultural Linkage of Education, Action, and Research Networks (LEARN)

- **Program:** This program is a broad initiative based in UCSF's primary care department. It is focused on cultural competence that integrates research, education, community partnerships, and dissemination to create an exemplary academic program in multicultural health addressing the needs of underserved populations. One of LEARN's primary objectives is to enhance activities that support underrepresented and disadvantaged students both at UCSF, and in the educational pipeline leading to a more diverse health workforce.
- **Population:** Underrepresented and disadvantaged students.

Office of Outreach & Academic Advancement

- **Purpose:** The Office of Outreach & Academic Advancement at the UCSF School of Medicine directs the outreach efforts of the School of Medicine. Outreach is targeted toward undergraduate and post graduate individuals who have an interest in pursuing careers in the health sciences. The office also works with the UCSF Fresno Medical Education Program in its outreach programming efforts.
- **Programs include:**

- **UIM Mentoring Program (Keys to Success Series)**
 - **Purpose:** This program is designed to give "underrepresented in medicine" (UIM) students an avenue to meet UIM faculty members and establish mentors. The program includes panels and small discussion groups by students, residents and faculty members on issues relating to student/faculty life for people of color. There are 5 workshops per year, with 20-80 participants attend these workshops annually.
 - **Population:** Underrepresented populations in medicine.
- **UIM Welcome Reception**
 - **Purpose:** This annual reception welcomes faculty, returning and new medical students and residents to the UIM mentoring program of the School of Medicine. Program introduces all to topics to be covered in subsequent sessions.
 - **Population:** Underrepresented populations in medicine.

UCSF Fresno Latino Center for Medical Education and Research

- **Purpose:** The Center addresses the serious shortage of Latino physicians and other health care professionals in the area. The mission of the Center is to develop individuals to become health care professionals who will ultimately return to the San Joaquin Valley and to provide culturally competent health care services to the medically underserved.
- **Programs include:**
 - **Research Training Fellowships for Latino Physicians**
 - **Purpose:** The purpose of the Hispanic Center of Excellence (HCOE) research training fellowship is to train and mentor Latino physicians in methods and procedures of health and policy research in order to encourage health research of Latino communities, increase the numbers of Latino faculty, and eliminate health disparities.
 - **Population:** Latino physicians.

- **Latino Residents Reception**
 - **Purpose:** The LaCMER sponsors an annual reception for Latino physicians in residency training. The reception welcomes Latino residents at UCSF Fresno to the community, and affords residents the opportunity to network with colleagues and faculty at UCSF Fresno, LaCMER, private and public healthcare providers, and with Fresno members of the California Latino Medical Association.
 - **Population:** Latino residents.
- **Latino Visiting Professor Lecture Series**
 - **Purpose:** Among the goals of the lecture series is the creation of opportunities to utilize the relatively small number of Latino medical researchers, policy makers and teachers to encourage and inspire Latino students, residents and faculty to pursue careers in medicine and health research.
 - **Population:** Early-career investigators and postdoctoral scholars.
- **Medical Student Traineeship/Fellowship**
 - **Purpose:** This up to 12-month fellowship trains and mentors Latino medical students in research activities in order to encourage them to pursue future research of Latino community health issues.
 - **Population:** Latino medical students.
- **Minority Faculty Fellowship Program (MFFP)**
 - **Purpose:** The objectives of the MFFP include providing faculty mentors and counselors to assist the Fellow in career development; providing the Fellow with training in the skills needed to secure a faculty position at the UCSF School of Medicine or other schools; and assisting the Fellow in providing health care services to rural, underserved communities. The LaCMER MFFP will provide the support and resources necessary for the Fellow to develop academic skills and enhance academic career potential in five areas, including teaching, program administration, research, grant writing, and writing for publications. The Fellow also will participate in activities designed to enhance community service abilities.
 - **Population:** Early-career minority faculty.

Key Educational Skills Series Faculty Development Workshops

- **Purpose:** The Office of Medical Education and the Haile T. Debas Academy of Medical Educators co-sponsors a series of workshops on topics related to improving essential educational skills, as well as one or two workshops per year on current or advanced topics in education.
- **Population:** School of Medicine faculty.

Teaching Scholars Program

- **Purpose:** The Teaching Scholars program develops educational leaders and scholars through an intensive seminar series, mentored projects, a network of educational colleagues, and collaborative learning. The program models the goals that it has for the learners including providing a research base for the content and exemplifying various teaching strategies selected to match the content. The participants should finish the program with a scholarly product that has been submitted for peer review.
- **Population:** School of Medicine faculty.

Educational Scholarship Conference

- **Purpose:** These weekly "brown bag" lunchtime scholarship sessions are offered by the Office of Medical Education and alternate between "Loving the Literature" and "Comforting Consultation." **Loving the Literature** consists of a participant-led journal club presenting articles of exciting innovations and research across the continuum of medical education. **Comforting Consultation** provides participants with the

opportunity to develop their educational scholarship. These consultation sessions can involve brainstorming an idea, refining an abstract or grant proposal, or critiquing a manuscript. The goal is to stimulate thinking and help participants develop in their educational scholarship. Topics vary from week to week.

- **Population:** School of Medicine faculty.

The Visiting Elective Scholarship Program, UCSF Department of Medicine's Residency Diversity Committee

- **Purpose:** This program was established to provide scholarship support to fourth year medical students who are underrepresented in medicine and interested in applying to the UCSF Department of Medicine's clinical electives.
- **Population:** Underrepresented medical students.

STUDENT ORGANIZATION/PROGRAMS

Latino Medical Student Association

- **Cesar Chavez Celebration Events**
 - **Purpose:** A two-day series of programming celebrating Cesar Chavez's holiday by creating awareness of the community he believed and fought for during his lifetime, including a lunchtime informational presentation to educate students and faculty at UCSF about Cesar Chavez' legacy.
- **Hispanic Heritage Month Activities**
 - **Latino Faculty-Student Mixer and Dance Night: Drink, Meet and Greet:** This event gives UCSF students from all of the professional schools the opportunity to meet and mingle with Latino faculty and residents of UCSF, providing a setting to see the School of Medicine's diversity and networking opportunities with Latino staff.
 - **Closing Celebration:** A lunch time celebration of Latino culture, including artistic performances to demonstrate the various faces of Latino culture and courtyard poster displays of various Spanish speaking countries to educate the community about different countries representing Latino culture.
 - **Lunch and a Movie:** Hosting a film focused on the Latino experience.
 - **LMSA SFSU Pre-Med Interest Group Panels**

The Student National Medical Association (SNMA)

- **Purpose:** SNMA is the nation's oldest and largest organization focused on the needs and concerns of medical students of color.
- **Programs include:** Sinkler/Miller Scholarship Dinner and Dance and the Underrepresented in Medicine Dinner.

Joint Chicano-Latino Medical Student Association/ Student National Medical Association Programs:

- **LMSA/SNMA Leadership Retreat**
 - **Purpose:** The retreat is a full day of leadership workshops focused on continuing and strengthening the SNMA and LMSA relationship and collaboration. Conducted with the goal of fostering individual and organizational leadership strengths and give an official welcome of each organization's new board.
 - **Population:** Medical students.

- **LMSA/SNMA Boards Panel**
 - **Purpose:** Current LMSA and SNMA third years share their insights on studying for and doing well on boards. List of books and sample study schedules are also provided.
 - **Population:** Medical students.
- **LMSA/SNMA Potluck**
 - **Purpose:** The objective of this event is to welcome incoming first year medical students underrepresented in medicine, who might be interested in becoming members of LMSA and SNMA. This is a good opportunity for first years to meet upper classmates that are active participants of SNMA and LMSA and ask questions about first year medical school.
 - **Population:** Medical students.

THE SCHOOL OF NURSING

PROGRAMS/INITIATIVES

Applying for the California Endowment/American Association of Colleges of Nursing (AACN) Minority Faculty Scholarship Workshop

- **Program:** This workshop teaches students how to present themselves as strong candidates for this competitive scholarship. The scholarship was developed to provide financial support, mentoring, and leadership development activities to nursing students from underrepresented minority populations who are committed to teaching in a California school of nursing after graduation. This program is a collaboration between the Nursing Funding Coordinator and the Office of Career and Professional Development.
- **Population:** Nursing students from underrepresented minority populations.

“Money For School” Program

- **Purpose:** Offered only once each year, this seminar is designed to address concerns about funding graduate school and mapping a strategy. The target population includes those transitioning back to school as MS or PhD students, as well as current MEPNs who are matriculating into specialty training and thinking about a first job as a nurse. The program includes information about repayment programs, loans, scholarships, research/teaching assistantships, work-study, and employee educational incentives.
- **Population:** Newly admitted MS and PhD students, and enrolled MEPNs.

STUDENT ORGANIZATIONS/PROGRAMS

Black Student Nurses Association (BSNA)

- **Program:** The BSNA’s aim is to focus on issues around access to campus services, volunteer opportunities, grant writing and comprehensive exams, mentoring programs and multicultural events and symposiums.
- **Population:** Black student nurses.

Social and Behavioral Sciences (SBS) / Institute for Health and Aging Colloquium

- **Purpose:** This student-organized colloquium is designed to foster collegiality within the SBS program and as a venue for networking and community.
- **Population:** SBS students and faculty.

SCHOOL OF PHARMACY

STUDENT ORGANIZATIONS/PROGRAMS

RAMPS: Rx Alumni Mentorship for Pharmacy Students

- **Program:** The program provides UCSF pharmacy students with the opportunity to broaden their knowledge about various pharmacy fields and build a professional mentoring relationship with an alumnus of the UCSF School of Pharmacy. Ultimately, this program is meant as a “ramp” to bring pharmacy students and alumni

closer. This program is supported by the Office of Career and Professional Development.

- **Population:** Pharmacy students.

STUDENT ACADEMIC AFFAIRS

PROGRAMS/INITIATIVES

Health is Power Series, Student Health Services

- **Purpose:** The HIP series is a combination of workshops, lectures, small group series and health education to improve health and promote personal success. Topics include, issues around being a first generation graduate/professional student, stress management, healthy relationship building, caring for one's health and guided meditation.
- **Population:** All UCSF students.

Office of Career & Professional Development (OCPD)

- **Purpose:** The OCPD offers career, academic and professional development services and resources. In addition to programs, there is access to individual appointments and programs, and online and print resources.
- **Programs include:** Professional and Academic Success Skills Series for Researchers, Preparing Future Faculty Programs, Resume/CV writing and interviewing skills, job search strategies, networking, NIH grant writing, building a relationship with a NIH grants officer, academic writing skills, writing a manuscript, oral presentation skills, management skills, and managing conflict and negotiation skills, among others.
- **Population:** Students, postdoctoral scholars, and limited services for clinical fellows and junior faculty.

Student Activities Center (SAC)

- **Purpose:** The SAC assists in the organization of student government organizations and a diverse range of registered campus organizations, and offers a number of workshops and seminars focused on students' academic, professional and personal wellbeing.
- **Programs include:**
 - **The Student Enrichment Series:** The Student Activity Center (SAC) works with campus and community organization to host a weekly Student Enrichment Series (SES), bringing student life topics to the campus. Topics include finances, personal and interpersonal wellness, communication, diversity, advanced learning skills and career, including stress management, networking skills, managing finances and student debt, buying a home, advice to navigate UCSF, creating an effective study plan, and nutritious eating.
- **Population:** All UCSF students.

Student Financial Services Office

- **Purpose:** SFSO offers online and print resources, individual appointments and programs in collaboration with student groups and student service units. Programs include workshops and seminars on financial awareness and resources, including loan consolidation, and managing graduate school and credit card debt.
- **Population:** All UCSF students.

Student Passport to Wellness Program

- **Purpose:** A campus-wide, month-long series of events designed to support the six dimensions of student health: physical, social, spiritual, psychological, occupational and intellectual, the Passport to Wellness program hopes to help students achieve a fuller measure of health and a better quality of life.
- **Population:** All UCSF students.

STUDENT INITIATIVES

PROGRAMS/INITIATIVES

Career & Research Days (CRD)

- **Purpose:** Hosted by the Graduate Students' Association in winter or spring quarter, this event includes a series of talks and panels aimed at informing students about how to be successful in graduate school and exposing them to various career opportunities. The CRD events also include a student poster session and a student-alumni dinner, which brings together graduate students and alumni from UCSF to talk about careers decisions.
- **Population:** Graduate students.

Graduate Students' Association's Guide: Especially Helpful Resources for UCSF Graduate Students in the Basic Sciences.

- **Purpose:** This guide was designed by the GSA to give graduate students an overview of the resources, services and opportunities for students in the basic sciences. It includes information about mentoring, professional development training, career options and resources for women and minorities in science.
- **Population:** Graduate students in the basic sciences.

Lesbian Gay Bisexual & Transgender Students' Association (LGBTSA)

- **Purpose:** The LGBTSA is a social and political organization serving UCSF's gay, lesbian, bisexual and transgender students.
- **Population:** UCSF gay, lesbian, bisexual and transgender students and supporters.

Minority Graduate Student Organization (MGSO)

- **Purpose:** The MGSO is comprised of graduate students of color at UCSF committed to fostering a supportive community for the professional development, mentorship, retention and recruitment of students of color. They advocate for diversity and the needs of minority students within the graduate programs.
 - **Programs include:** Lunch with minority postdocs and meetings, diversity recruitment breakfast.
- **Population:** Graduate students.

GRADUATE MEDICAL EDUCATION

PROGRAMS/INITIATIVES

Residency Diversity Committee

- **Purpose:** The Residency Diversity Committee was motivated by the need of Internal Medicine Residency Programs to serve the multiethnic population of California. It was established in October 1993 and called the Committee for Recruitment of Minority Residents. While minority recruitment was already a priority and this effort is designed to formalize the process across UCSF.
- **Programs include:**
 - Outreach to UCSF medical students and medical students at other institutions who are underrepresented in medicine (UIM).
 - Mentoring of UIM medical students at UCSF.
 - Participating in screening, interviewing, and selecting medical students for UCSF residency programs.
 - Organizing diversity dinners and a list of contact residents for the purpose of outreach to medical students during the interview process.
 - Sponsoring social events among RDC committee members.
 - Participating in student or community diversity activities when possible.
 - Participating in any issue deemed important for sustaining diversity in the UCSF Residency Programs as addressed by the residents or committee members.
- **Population:** Medical students.

OFFICE OF POSTDOCTORAL AFFAIRS

PROGRAMS/INITIATIVES

AGEP Postdoc Bootcamp

- **Purpose:** The UCSF AGEP Postdoc Bootcamp is aimed at advanced Ph.D. students from historically underrepresented populations. This event is sponsored by the National Science Foundation's Alliances for Graduate Education and the Professoriate (AGEP) in collaboration with the National Postdoctoral Association (NPA). The purpose of this two-day interactive workshop is to provide comprehensive information and practical strategies so that students can obtain the best possible postdoc positions. Information about the new UCSF IRACDA Scholars in Science Postdoctoral Fellowship will also be shared.
- **Population:** Advanced PhD students from historically underrepresented populations.

NIGMS K-12 Institutional Research and Academic Career Development/IRACDA Scholars in Science Fellowship (IRACDA ISIS Fellowship)

- **Purpose:** This program supports postdoctoral fellows interested in both research and teaching experiences. This fellowship focuses on teaching at minority-serving institutions and is aimed at postdocs who have a particular interest in contributing to diversity efforts in the life sciences.
- **Population:** Postdoctoral fellows.

POSTDOCTORAL SCHOLAR INITIATIVES

PROGRAMS/INITIATIVES

Practice of Science (PoS) Series

- **Purpose:** Hosted by the Postdoctoral Scholars' Association, this series of events throughout the year focus on various topics, including career options for Ph.D.s, how to achieve work/life balance, making the most of your postdoc years, project management skills in biotechnology, etc.
- **Population:** Postdoctoral scholars.

Postdoctoral Scholars Association Mentoring Dinners

- **Purpose:** The aim of this program is to encourage postdoctoral scholars to explore career options and cultivate career networks with scientists/ UCSF alumni from local academic institutions and industries.
- **Population:** Postdoctoral scholars.

Postdoc Mentoring Program, Office of Postdoctoral Education

- **Purpose:** The program pairs UCSF postdoctoral fellows and faculty.
- **Population:** Postdoctoral scholars.

CLINICAL AND TRANSLATIONAL RESEARCH INSTITUTE

PROGRAMS/INITIATIVES

The Under-Represented Clinical and Translational Research Program

- **Purpose:** Through the CTSI Strategic Opportunities Support Center, funding is provided for fellows and assistant professor faculty from economically under-represented and/or ethnic or racial minority backgrounds for clinical-translational pilot projects
- **Population:** Fellows and assistant professor faculty from economically under-represented and/or ethnic or racial minority backgrounds.

Comprehensive Mentoring Program (CMP)

- **Purpose:** The CMP is comprised of two programs: The Mentor Development Program for mid-level faculty and a Junior Faculty Mentoring Program that will complement existing mentoring programs and ensure that all

junior faculty are paired with a senior research mentor, or with "graduates" of the Mentor Development Program.

○ **Mentor Development Program:**

- Recruits senior research mentors to develop an innovative curriculum for training mid-career research faculty to become the next generation of confident effective clinical and translational mentors.
- **Population:** Ten to twenty mid-level or early senior faculty, with the support of their department chairs.

○ **Junior Faculty Mentoring Program:**

- **Purpose:** To enhance the level of effective mentoring of junior clinical and translational faculty, the CTSI Junior Faculty Mentoring Program will collaborate with and complement the campus-wide UCSF Faculty Mentoring Program and other ongoing UCSF research mentoring programs. They will be charged with ensuring that junior clinical and translational research faculty members are paired with an experienced lead research mentor who takes clear responsibility for their research success. The CTSI Junior Faculty Mentoring program will be initiated in June 2008.
- **Population:** Junior faculty.

Flexible Mini-Sabbatical Program

- **Purpose:** Through the CTSI Strategic Opportunities Support Center, funding is provided to relieve junior and mid-level research faculty of non-research responsibilities for 3-6 months to enhance research productivity and allow them to master new content areas, methods, or skills and/or leadership opportunities.
- **Population:** Junior and mid-level research faculty.

The Traveling Ambassadors Program

- **Purpose:** Through the CTSI Strategic Opportunities Support Center, funding is provided for UCSF faculty to attend national meetings to inform diverse faculty, residents and students of opportunities at UCSF.
- **Population:** Faculty.

Under-Represented Faculty in Clinical and Translational Research Awards

- **Program:** This program is directed at fellows and assistant professor faculty from economically under-represented and/or ethnic or racial minority backgrounds. The goal is to encourage fellows and junior faculty from economically or educationally disadvantaged backgrounds to remain in academia for their career, and thus increase the diversity of the UCSF faculty.
- **Population:** Fellows and assistant professor faculty from economically under-represented and/or ethnic or racial minority backgrounds.

KL2 Program for Clinical and Translational Research Training

- **Purpose:** The goal of the CTSI KL2 Program is to increase the number and quality of outstanding clinical investigators skilled at leading multidisciplinary research teams. The overarching goal is to promote clinical and translational investigation that will have an important impact on the health of the public.
- **Population:** Faculty.

ACADEMIC AFFAIRS

PROGRAMS

Faculty Mentorship Program

- **Purpose:** This program exists to assist faculty with career advancement, improve faculty recruitment and retention, increase diversity of faculty at the University, increase faculty satisfaction at UCSF and improve productivity and career satisfaction for all faculty.
- **Population:** Junior faculty up to the associate rank, and new faculty who have come to UCSF in the past three years in all four schools with appointments of more than 50%.

Academic Senate's Faculty Handbook for Success, Advancement, and Promotion at UCSF

- **Purpose:** This guide was developed and designed by the UCSF Academic Senate. It provides essential information about faculty appointments, advancement and promotion, as well as information about faculty life and campus resources.
- **Population:** Faculty.

GENERAL

PROGRAMS/INITIATIVES

Asian/Pacific American Celebration Week (May)

- **Purpose:** A series of UCSF-wide lectures and performances to celebrate and raise awareness of the cultural heritage and contributions of individuals with Asian/Pacific ancestry.
- **Population:** Entire UCSF community, general public.

Black Heritage Month (February) / Black Caucus

- **Purpose:** The Black Caucus is dedicated to developing the interests of African Americans on the campus. Any staff, student or faculty at UCSF can be a member of the Black Caucus, which supports a number of programs and resources, including black history month. Black Heritage Month is a series of UCSF-wide lectures, performances and an annual gala to celebrate and raise awareness of the cultural heritage and contributions of African ancestry.
- **Population:** Entire UCSF community and general public.

Center for Gender Equity

- **Purpose:** The Center for Gender Equity (CGE) is comprised of three core components: Women and Gender Resources, Sexual and Relationship Violence Resources, and Lesbian, Gay, Bisexual and Transgender Resources. The CGE provides advocacy, education and support services to both women and men of UCSF and the greater San Francisco community in each of these three areas. The Center draws upon the rich array of identities, experiences, perspectives and knowledge represented within UCSF, to strengthen its approach to engaging and supporting the community in its pursuit of excellence.
- **Population:** Entire UCSF community, and the greater San Francisco community.

Center for Aging in Diverse Communities (CADC): Funding for Minority Investigators in Aging Research

- **Purpose:** CADC is expected to enhance aging research in minority populations and increase involvement of minority investigators in clinical research. The ultimate goal of the centers is to close the gap in health between minority and non-minority older people. Although the emphasis is on later life, aging is a life-long process and many factors bearing on the aging process are linked to earlier life. Therefore, we interpret aging research broadly. CADC is now requesting applications for pilot studies to investigate issues of health and aging in African American, Latino, and Asian American and Pacific Islander populations. CADC will fund up to four pilot studies for the year starting as early as July 5, 2006. One of the principal goals of CADC is to fund pilot studies led by minority investigators that focus on health and health care issues of minority populations. The main indicator of success for the pilot studies will be the research career development of minority investigators as measured by publication of the results and subsequent grant applications and funding.
- **Populations:** Researchers investigating health care issues of minority populations

Center for the Health Professions

- **Purpose:** The Center offers a series of programs focused on developing the leadership and professional skill health professionals need to succeed in their careers.
- **Population:** Health professionals.

Champion of Diversity Program, Office of Affirmative Action, Equal Opportunity and Diversity

- **Purpose:** The Champions of Diversity Program promotes and recognizes the commitment and achievements of ambassadors of diversity at UCSF. Champions demonstrate their commitment in various ways, including:
 - Professors who teach culturally competent care,
 - Students who create cooperative and supportive learning environments with their peers,
 - Administrators and supervisors who employ and advance a diverse workforce,
 - Staff who maintain sensitive customer relations, and
 - Members of the public who encourage and support the rich diversity at UCSF.
- **Population:** Entire UCSF community.

Chancellor's Advisory Committee on the Status of Women (CACSW)

- **Purpose:** The charge of the CACSW is to examine the issues regarding the status of women at UCSF (excluding those involving wages, hours, or working conditions); to analyze existing policies, procedures, and/or programs that affect those issues; to serve as a coordinating body for groups or individuals concerned with the status of women at UCSF; and to recommend to the Chancellor changes that continue to afford women equal and fair access to campus programs and activities. Programs include the Chancellor's Advisory Committee on the Status of Women's Retreat.
- **Programs/Resources include:**
 - **Striving and Thriving in the Academic World Conference**
 - **Purpose:** The retreat provides an opportunity to learn about navigating the academic promotion and advancement process from senior UCSF academic leaders, network with senior faculty who can answer career questions and provide mentorship in the future, and share how senior faculty have dealt with balancing work-life issues at UCSF.
 - **Population:** Entire UCSF community.
 - **The Lonely [Planet] Junior Faculty Guide to the UCSF Universe Guide**
 - **Purpose:** This guide focuses on all of the facets of succeeding at UCSF: the academic advancement and promotion process, developing an effective CV, negotiating a package, finding and serving as a mentor, developing a research career, work/life balance issues, and human resource issues.
 - **Population:** Entire UCSF faculty.

Chancellor's Awards

- **Chancellor's Award for the Advancement of Women**
 - **Purpose:** Recognizes exceptional efforts towards the advancement of women at UCSF beyond the scope of an individual's job, area of research or student training. A nominee must be an academic or staff employee, student, resident or postdoctoral scholar at UCSF. Both women and men who excel in one or more of the following are eligible to be nominated for this award: elevating the status of women on campus; improving campus policies affecting women; participating in career and academic mentoring for women; generating and disseminated knowledge on women's health through research, teaching, and public presentations; and/or advancing the admission, recruitment and upward mobility of women at UCSF.

- **Chancellor’s Award for Gay, Lesbian, Bisexual, and /or Transgender Leadership**

- **Purpose:** Recognizes contributions to the advancement of GLBT communities at UCSF. Each year three individuals (one faculty/academic member, one staff member, and one student/resident/postdoctoral scholar) is selected. Each recipient receives \$2,000.

- **Dr. Martin Luther King, Jr. Awards**

- **Purpose:** Three awards are given annually - to one faculty/academic member, one staff member, and one student/resident/postdoctoral scholar – for extraordinary leadership in promoting and advancing mutual respect, understanding and appreciation of all types of diversity at UCSF.

- **UCSF Medal**

- **Purpose:** The recipient of the UCSF Medal must have attained preeminence in an area encompassed by any one of the missions of UCSF, but is not required to have an association with UCSF. The Medal recognizes individuals who have made outstanding personal contributions in areas associated with the university’s health science mission. This mission includes: attracting and educating the nation’s most promising students of future careers in the health sciences and health care professions, with continuing emphasis on open access and diversity; providing UC patients the best in health care service, from primary care to the most advanced technologies available; encouraging and supporting research and scholarly activities to improve the basic understanding the mechanisms of disease and the social interactions related to human health; and serving the community at large through educational and service programs that reflect the values and missions of UCSF.

Chancellor’s Council on Faculty Life/Faculty Information and Welcoming Week

- **Purpose:** The council’s purpose is to advise the Chancellor on the implementation of recommendations contained in the report of the Task Force on Faculty Life (February 2003), oversee that implementation, and consider further measures that might be appropriate on behalf of faculty welfare. The welcoming week is an orientation involving a series of programs to help faculty navigate UCSF, including compensation negotiation, managing difficult work situations, teaching, establishing an independent teaching program, the faculty review process, faculty wellbeing, mentorship, and retirement.
- **Population:** All faculty, new/junior faculty particularly encouraged to attend.

Chancellor’s Council on Faculty Life/Chancellor’s Faculty Leadership Collaborative with the Coro Center for Civic Leadership

- **Purpose:** In the Faculty Leadership Collaborative, leadership development occurs in the context of a community-oriented, self-governed learning group. Participants will have learning opportunities to increase their knowledge, awareness, and connections to the UCSF community. Coro’s unique curriculum incorporates individual and group experiential learning within a context of engagement with the broader community. Coro facilitators serve as coaches and guides to assist faculty in their leadership development process. Participants will be introduced to Coro tools and will have opportunities to apply them to real life challenges within the UCSF community.
- **Population:** Faculty members.

Department of Pediatrics Early Faculty Development & Mentoring Program

- **Purpose:** This program is designed to create a positive atmosphere, which fosters professional growth in academic medicine as researcher, educator and master clinician by strengthening the members of early faculty through the leadership of a strong faculty development and mentoring program.
- **Population:** Early stage faculty in the Department of Pediatrics.

Department of Pediatrics Fellows’ College

- **Purpose:** To provide the guidance and mentorship essential to prepare fellows to maximize their education, research and individual professional development during their fellowship years and to assist them in making

a successful transition into their early careers as physician-scientists and academic clinician-educators. The Fellows College was developed to enhance the individual educational and professional development experiences that are available as part of their respective subspecialty fellowship training programs.

- **Population:** Fellows in the Department of Pediatrics.

Department of Surgery, Scientific Publications Office

- **Program:** To improve the scientific writing skills of its faculty and trainees and help them complete their manuscripts and grant proposals more quickly, the Department of Surgery established a service dedicated to scientific writing and editing. Courses include: Scientific Writing Course for Faculty, Fellows, and Residents; Grant Writing Practicum for Faculty; Grant Writing Workshops for Fellows and Residents; Editorial Service for Faculty, Fellows, and Residents; and the Occasional Invited Lecture (scientific writing or grant writing) for other units.
- **Population:** Faculty, fellows and residents.

Diversity Week

- **Purpose:** Diversity week occurs in October, and is comprised of a series of lectures, seminars, concerts, films, storytelling, and the Diversity Awards Luncheon, all designed to celebrate diversity at UCSF.
- **Population:** Entire UCSF community, general public.

Faculty & Staff Assistance Program (FSAP)

- **Purpose:** FSAP provides confidential assessment, counseling, crisis intervention, referral services and a wellness program to faculty, staff, and healthcare professionals of the campus community. They provide consultation and organizational counseling interventions with skill and compassion that honors the dignity of all.
- **Population:** Faculty, staff, and healthcare professionals.

Graduate Medical Education Diversity Events

- **Purpose:** The Office of Graduate Medical Education is committed to training physicians from all backgrounds and cultures and has an interest in developing a diverse community among residents and fellows from all training programs. The GME plans several events including many social events, recruitment activities and opportunities to represent UCSF at various annual meetings of national medical organizations.
- **Programs include:**
 - Participation at the Student National Medical Association (SNMA) Annual Meeting
 - Participation at the National Hispanic Medical Association (NHMA) Annual Meeting.
 - Minority Mentorship Dinner
 - Fall Diversity Reception
 - GME Diversity planning meeting
 - GME Intern Applicant Diversity Receptions
 - The “GME Diversity Second Look”
- **Population:** Residents.

Latin American Campus Association (LACA)

- **Purpose:** LACA is a group of Latinos at the University of California, San Francisco who are dedicated to developing the interests of Hispanics on the campus. Any staff, student or faculty at UCSF can be a member of LACA. LACA supports a number of programs and resources, including Hispanic Heritage Month, Cinco De Mayo and the Kaiser Permanente Latino Scholarship Program.
- **Population:** UCSF Latino community.

Lesbian, Gay, Bisexual, Transgender, Intersex Resources (LGBTIR)

- **Purpose:** LGBTIR reflects and advances the University of California's commitment to equity, diversity, and cultural competence in education, employment, research, and health care. Everyone is warmly invited to

attend all of the programs and services, which include: workshops, trainings, panels, lectures, conferences, information, referrals, and informal advising and support, networking and mentoring opportunities, advocacy for inclusion of LGBTI people and concerns in all UC programs and services, listservs for UC's LGBTI communities, LGBTI parents, and LGBTI staff, newsletter featuring LGBTI-related news from UC and beyond, and a library

• **Programming includes:**

- Informational/networking event in fall
- Monthly meetings of LGBT Student Association
- Panel of out faculty in health care professions
- Panel of out scientists --Panel on being out on residency applications
- Faculty-student mentoring dinner
- Underrepresented-in-Medicine event in connection with Admit Weekend
- 1-3 meetings focused on students' coming-out concerns
- LGBTI elective (which serves networking, as well as educational, ends)
- Advising of individual students around coming out and climate issues
- Online "Out List" indicating faculty willing to serve as mentors
- Other ongoing services of LGBT Resources, including a campus wide listserv

MaD (Moms and Dads) Scientists

- **Purpose:** This is a newly formed peer-mentor group of young parents who seek to share insight into their struggles and successes with parenthood.
- **Population:** Students, postdocs, residents, clinical fellows, faculty.

National Center For Excellence in Women's Health

○ **The Women's Health Internship Program**

- **Purpose:** The internship is an opportunity for individuals to explore areas of personal and career interest, to formulate future goals and plans and to acquire the skills necessary to meet their goals. The program matches interns to women's health projects in the Bay Area. Through the program, interns gain hands-on work experience in women's health.
- **Population:** High school, college, graduate, and professional school students, as well as recent graduates at all academic levels. Participants come from a broad range of (self-reported) ethnic identities, ages, and skill levels.

Native American Health Alliance: Native American Spring Cultural Celebration, Native American History Month

- **Purpose:** NAHA aims to improve the retention of Native American students at the University and create a "feeling of belonging" for Native American students, faculty, staff and postdocs. Both the festival and history month are annual events, and feature activities and performances to celebrate and raise awareness of the cultural heritage and contributions of Native American ancestry.
- **Population:** Entire UCSF community, general public.

Office of Academic Diversity (OAD)

- **Purpose:** The OAD office works with leaders in the four schools and the Graduate Division to ensure that diversity objectives and strategies are implemented in a timely manner.
- **Population:** The UCSF community.

Problem Resolution Center

- **Purpose:** The University of California, San Francisco (UCSF) is committed to providing individuals with a safe, neutral process for the resolution of conflict. The Problem Resolution Center (PRC), one of the Supportive Work Environment Initiatives, is a resource for all individuals of the campus community for

mediation and facilitating communication. Collaboration with other campus resources has expanded options for conflict resolution and teachings on conflict management.

- **Population:** Entire UCSF community.

UC Women's Leadership Conference, The Center on Gender Equity/Student Activities Center/UCOP

- **Purpose:** This three day conference looks at issues facing underrepresented women professional and graduate students in the academic health sciences. Sessions include the benefits of an academic career, pathways to an academic career, negotiation public speaking, networking and relationship issues.
- **Population:** UC students of color considering academic careers.

The UCSF Work-Life Resource Center (WLRC)

- **Purpose:** The WLRC envisions a diverse campus community where the quality of life at work is enhanced, enriched, and sustained for all members. To that end, the Center serves as a clearinghouse for ideas and issues pertaining to worklife, and engages in and supports related research to achieve organizational excellence. WLRC promotes collaborative strategies that foster supportive work and learning environments.
- **Population:** The UCSF community.