Council on Campus Climate, Culture and Inclusion (4CI)

4CI Minutes
3/15/2012
S-118
3-4:30PM

The Chancellor led the meeting. Introductions followed.

Chancellor Updates

The Chancellor reported on her recent meeting with the Regents to discuss ways in which UCSF can be successful in this financial setting. We are a great institution with remarkable ambitions and the goal is for UCSF is to be more self-sufficient and evaluate how we'll be organized and operate. Three important points: 1) We need to have a specific plan to generate new revenue (don't need regents approval for this). 2) Look at financial relationship between UCSF and UCOP – want to have a transparent, predictable relationship. And if we generate new revenue we know how much of that we get and where it goes. 3) Consider looking at a new governance structure that enables us to be as competitive and innovate as possible. The Chancellor recommended a pilot work group on financial structure and governance. The group is looking at bi-laws of the regents and other institutions that have experimented with different governance structures. The group is co-chaired Nathan Brostrom, Executive VP of Business Operations at UCOP and UCSF Dean of Medicine, Samuel Hawgood. This is not breaking away from the UC system or will be privatization. She wants a structure that will make our campus great and pushes UCSF to have aspirations that will make us go further.

Feedback received to date: Is this selfish on the part of UCSF? This is not a selfish move on the part of UCSF. This is what will set us apart and help us to be the best at what we do. She wants UCSF to demonstrate what it looks like to be a great public school.

Student/Trainee Data

Dr. Chris Cullander presented a proposal to expand the demographic categories for students. The group reviewed a document that shows current UCSF categories as compared to UC undergraduate categories. There are categories we have in our system, that we don't currently use. If we move to adopting some of these categories, this would allow us the students to change their status when they arrive at UCSF. This action would also show the external community that we are a welcoming institution that values multiracial backgrounds and cultures. It may also foster connections between students on campus identifying in particular groups. He asked the committee for ideas about how we'd implement at UCSF. And if they felt this would work for our students? All agreed that moving away from the notion of check "other" is a good thing. Questions: Is there a AAEO law that dictating that we have to have something in operation? Michael Adams stated that it would have to be listed as optional and we'd need to have a declined to state option. The group feels the more specificity, the better. There is no downside to it, and

we can always roll it up for reporting purposes. Good to do it in a web based format to allow expansion of categories.

LGBTQI Forum Summary

Shane Snowdon reported on the LGBTQI Health Forum which took place on February 2 and 3 and provided highlights of recent accomplishments for the LGBT Center for Health and Equity. The IOM released a LGBT report and joint commission report. NIH two weeks ago released its most significant funding for LGBT research. Kaiser is opening its Center for Excellence on LGBT Health. She also reported on a suite of 5 LGBT events: The LGBTQI Health Forum hosted health professional students across all professions. This was the 4th year and it was sold out to UCSF students (200 student total). 2/3 of attendees were not LGBT. The event was a tremendous success. Shane would like to see how we broaden this program and offer to more students. She is also hosting the first LGBT Perinatal Issues at the end of April also supported by the Medical Center. In the Fall, we will host a nursing education summit for LGBT medical students from all over the country, and SF will be hosting the AAMC in November and they will devote a full day to LGBT programs.

SFUSD Update

NurJehan Khalique, Assistant Superintendent of the SFUSD provided the Council with an update. She reported that the district is currently challenged with many changes. She provided a brief overview about the schools the they oversee and directed members to search online for trends, performance, and demographic information. SFUSD is the highest achieving district in CA and she attributed this to having a strategic plan that looks at instruction. They are doing common assessments – making sure that students are achieving on a quarterly basis, and looking at black and other groups and their rates of success. They are also reviewing the instruction taking place and evaluating if students are receiving the same level of attention across all groups. SFUSD has many programs supported by UCSF. She distributed materials noting achievement gaps and showing trends from 2001-2011. She noted the wonderful partnership with Orlando Elizondo. UCSF could assist in her mission in the following ways: providing more mentors for students, more clinical expertise (mental and socioeconomic issues, and informing parents about health related issues). Idea: Community service rotation to serve as a resource to parents to provide better care to their kids. These students are our pipeline. Key takeaway: build sustainable relationships between UCSF and SFUSD and coordinate resources.

Staff Council Update

Michael Jaffe, Staff Council Chair elect wants to make sure that he's at the table for decisions affecting non-represented employees. He is enjoying bringing new ideas and perspectives to the table on behalf of the staff at UCSF. The Staff Council serves as a resource for non-represented union employees. In the last year, they've worked on a new website, called for nominations to profile staff employees,

strengthened relationship with the Office of the Ombuds and have increased their visibility. They recently held a meeting with VC Navarro, SVC Plotts about their needs and key focus areas. The group will also be collaborating with ABOG this year to deliver more opportunities for staff.

Alumni Relations and Diversity

Andrew Kaufteil, Sr. Director of Alumni Relations, reported on collaboration to increase alumni activities focused on diversity. In the last year, his office has made major changed in Alumni programs. Now there is much more of an outward focus and engagement. They have established a regional chapter program and the first campus-wide alumni event across all schools. There is a lot work happening around diversity 1) deploying alumni as volunteers – interested in diversity initiatives (attract diverse applicants, retention of our diverse students, and find jobs for our graduates 2) event support – Dean's diversity reception - invited Inside UCSF students to connect with alumni and leadership, and online community advertising such as Diversity and Outreach events 3) established online www.ucsfalumni.org where we can create groups across different groups across schools with special areas of focus. They have a page dedicated to diversity and outreach so people can learn how to get involved. They also have an E-newsletter and a UCSF wide magazine. How to get involved- 1) come to alumni weekend, Friday Palace Hotel, April 20. 2) let him know if there are students we can profile. 3) serving on community board. They have also expanded the definition of alumni to include trainees. They will work with the GME on this.

Alumni and Community Work

Dr. Pamela Alston of theAlameda County Medical Center is UCSF Volunteer Faculty and UCSF alumni from the School of Dentistry. She presented on her community involvement and being a black alumni. She is passionate about community and cultural competency. She has worked to establish an affiliation with UC Medical Center – sending 4th year medical students placed at Alameda County Clinic. She currently has two mentees that are postbacc students. She is committed to giving students a dental home. She appreciates the Chancellor's scholarship for opportunity which will fund 5 black students to attend Dental School. This initiative will help to bring black alumni back into the fold.