

Available UCSF SOM Diversity Recruitment and Retention Programs

Recruitment/Retention Strategies				
Program	Description	Transition	Contact	Website
Visiting Elective Scholarship Program	The Visiting Elective Scholarship Program was established to encourage fourth year medical students who are underrepresented in medicine or are interested in working and conducting research with diverse populations to apply for a clinical elective in at UCSF.	Medical Student to Resident	René Salazar, Graduate Medical Education	
Holistic Review in Graduate Medical Education	New program which will be offered by the Office of Graduate Medical Education starting in 2016, which will offer training for residency program directors, department chairs, and others involved in the resident selection process on how to incorporate a holistic approach (using a variety of data) when making selection decisions.	Medical Student to Resident	René Salazar, Graduate Medical Education	
GME Ambassador Program	UCSF sends ambassadors (residents and faculty) to national and regional meetings for student organizations for medical students from groups traditionally underrepresented in medicine (UIM). This includes the Student National Medical Association (SNMA) Annual Medical Education Conference and the Latino Medical Student Association (LMSA) national conference.	Medical Student to Resident	René Salazar, Graduate Medical Education	
Underrepresented in Medicine Mentoring Program	The Underrepresented in Medicine mentoring program provides targeted experiences for underrepresented medical students and facilitates mentorship from physicians at UCSF and throughout the Bay Area. These volunteers donate their time to invest in the next generation of medical professionals by sharing institutional knowledge, wisdom, and emotional support.	Medical Student to Resident	Alma Martinez, Director of Outreach and Academic Advancement	http://meded.ucsf.edu/um/e/underrepresented-medicine
Pathways to Discovery Program: Health and Society Pathway	Opportunities for residents and fellows to learn more about health and health care disparities and strategies to address/reduce disparities.	Medical Student to Resident	Bobby Baron, Graduate Medical Education	http://meded.ucsf.edu/pathways ; http://meded.ucsf.edu/hs
University of California Diversity Pipeline Initiative (UCDPI)	The primary goal of UCDPI (University of California Diversity Pipeline Initiative) is to encourage women from under-represented minority groups at the University of California Health Science campuses to pursue and enter faculty-track health science careers. The initiative has organized an annual 3-day conference bringing together underrepresented female students and faculty mentors, with an emphasis on demystifying the pathway to academia, professional development skills, and community building.	Medical Student to Resident	ODO	http://mrc.ucsf.edu/ucdpi

Resident Seminars in Academic Medicine	Bi-annually, the Office of Graduate Education sponsors a lunch for current UCSF UIM residents and fellows from all departments to discuss the advantages of entering the field of academic medicine. The goal is to encourage UIM residents and fellows to consider careers in academic medicine through networking and mentorship opportunities.	Resident/Fellow to Junior Faculty	René Salazar, Graduate Medical Education
Dean's Diversity Fund	To assist with recruitment and retention of faculty who share our commitments to diversity and service to underserved or vulnerable populations, each year the Dean's Office will award up to eight grants to support activities related to our educational and scholarly missions. These grants will provide critical support that will allow faculty to develop their academic interests as well as pursue activities that contribute to the community (e.g. Diversity outreach). These grants are not to be used as Z supplements or as salary increases.	Resident/Fellow to Junior Faculty and Faculty Recruitment	Stephanie Belger, SOM Dean's Office http://medschool.ucsf.edu/deans-diversity-fund
Faculty Ambassador Program	Program to support faculty to attend meetings (associations, specialty groups, etc) to recruit potential diverse faculty to UCSF	Faculty Recruitment	Office of Diversity and Outreach
Culture of Inclusion			
Differences Matter Eye-Opening Conversations	The Differences Matter Eye Opening Conversations is a series of moderated discussions sponsored by the School of Medicine Dean's Office and the Office of Diversity and Outreach as a commitment to conduct community dialogues on the experience of underrepresented populations in health, health care and academia. Topics will include: religion, gender, sexual orientation, disability and special populations.	Medical Student/Resident/Fellow/Faculty	Stephanie Belger, SOM Dean's Office n/a
Diversity Events/Awareness	Ongoing events sponsored by the Office of Diversity and Outreach	Medical Student/Resident/Fellow/Faculty	Office of Diversity and Outreach http://calendar.ucsf.edu/group/office_of_diversity_outreach
Unconscious Bias Training	The UCSF Unconscious Bias Education Initiative (UBEI) is a program designed to educate faculty, staff, students and trainees (residents and fellows) on the impact of unconscious bias on work. 60 to 90 minute presentations are available through the ODO. Website will be launched in September 2015.	Medical Student/Resident/Fellow/Faculty	René Salazar, Graduate Medical Education and Renee Navarro, ODO
Annual Health Disparities Research Symposium	This annual symposium (2015 is the 9th year) highlights faculty and trainee research on health disparities with oral presentations and posters. UCSF has a multitude of researchers with national and international reputations in disparities research and this symposium will provide a forum to showcase the breadth and depth of this work. This contributes to community-building and may help with retention and recruitment.	Medical Student/Resident/Fellow/Faculty	Office of Diversity and Outreach http://calendar.ucsf.edu/event/health_disparities_research_symposium_9#.VcgsKvkYF2A