

UCSF Department of Medicine

Summary of Strategic Plan 2009-2014

In Fall of 2009, under the guidance of a planning committee and nearly 100 faculty, staff, and trainees, the UCSF Department of Medicine completed the development of its first Strategic Plan. Our ambitious goal is to make UCSF Department of Medicine the best in the country. The Plan articulated our Mission, Vision, and Core Values:

Mission: To advance health by developing and supporting innovators in patient-centered care, scientific discovery, medical education and public policy.

Vision: Transforming medicine through innovation and collaboration.

Values: Collaboration, Creativity, Diversity, Excellence, Fairness, Honesty, Innovation, Integrity, Lifelong Learning, Public Service, Teamwork, Transparency, Work-Life Balance.

Our Strategic Priorities reflect the Department's mission, vision, and values. These Priorities provide a framework to define specific goals and focus the Department's resources and attention. The Strategic Priorities are:

- 1. Clinical Activities:** Organize clinical activities to improve quality, safety, efficiency and patient and provider experiences.
- 2. Research:** Develop a plan for the research enterprise, including space and infrastructure, at all sites (SFGH, SFVAMC, Parnassus/Mount Zion and Mission Bay) to satisfy current and future needs
- 3. Education:** Create the best academic model of student, residency and fellowship training in internal medicine, supported with appropriate resources, including funds, space and infrastructure.
- 4. Public Policy:** Develop a plan for advancing public policy thereby re-committing ourselves to playing a guiding role in the public sphere.
- 5. Recruitment and Retention:** Develop a sustainable and comprehensive program to recruit and retain the best and the brightest faculty and staff.
- 6. Economic Model:** Create a sound and transparent economic model for the Department of Medicine to ensure the sustainability of the programs essential to its mission, congruent with its values and culture.
- 7. Unified Department of Medicine:** Create a unified Department of Medicine; develop mechanisms and infrastructure to improve communication and collaboration across sites, disciplines, programs.

For each Strategic Priority, faculty and staff Champions lead a team of up to 12 faculty, staff, and trainees in achieving initial and longer-term goals. In their first months, the Strategic Priority Teams have achieved nearly half of their initial goals.

Overall leadership for the Strategic Plan resides with Talmadge King (Chair), Seth Landefeld (Associate Chair for Strategic Planning and Implementation), Maye Chrisman (Associate Chair for Finance and Administration), and Suzanne Kawahara (Project Manager).

We welcome the ideas and participation of all Department members. Contact the Strategic Plan leadership or see our website (<http://medicine.ucsf.edu/strategicplan/>).

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