

Blueprint *For healthy departments*

Binnie Singh
Assistant Vice Provost, Academic Affairs Tuesday,

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What is Blueprint?

Created as a collaboration

- 3 UC Campuses (Berkeley, Davis, San Francisco)
- Program aimed at providing departments with an opportunity to assess climate through a survey
- First two years of the project included piloting at each campus.
- At UC Davis, these academic departments went through the Blueprint process:

Pediatrics/SOM, Mechanical & Aeronautical Engineering/COE, Earth & Planetary Sciences/L&S, Plant Sciences/CAES



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Our Blueprint *Ambassadors*

"Participating in the UC Blueprint project provided us with invaluable, data-driven insights into our organizational climate. By leveraging these comprehensive survey results, we were able to reshape our pediatric department's strategy and implement targeted, corrective interventions. Ultimately, this initiative empowered us to significantly enhance both physician and staff engagement, serving as a catalyst for a stronger, more connected workplace."

Having used the Blueprint program, Dr. Lakshminrusimha serves an ambassador of the Program at UC Davis and welcomes the opportunity to discuss his experiences. He can be reached at: slakshmi@health.ucdavis.edu.

Satyan Lakshminrusimha, MD, Distinguished Professor and Dennis and Nancy Marks Chair of Pediatrics, Pediatrician-in-Chief, UC Davis Children's Hospital, Executive Associate Dean, UC Davis School of Medicine



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How does Blueprint work?

Process:

- Surveying faculty/academics, staff, students (UG & Grad, depending on dept's choice)
- Based on results of survey, utilizing various resources available in a toolkit to improve climate in identified areas.
- Our pilot departments results show that climate did improve and many of these departments plan to continue to engage Blueprint.
- **Important: NO COST/\$** for your department, or college/school for this program.



How to initiate Blueprint

- Program information available here:
<https://academicaffairs.ucdavis.edu/blueprint>
- All departments are welcome to engage in Blueprint.

Please share this opportunity with your department.

- Questions or wish to consult?
 - Please reach out to Binnie Singh, Assistant Vice Provost, binsingh@ucdavis.edu
 - We can also present about Blueprint at a faculty meeting to describe the process and involved.



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Thank You!

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It's helpful to know more about the state of your department, what's been going on that you don't . If you haven't already, we recommend you talk with the previous chair and current CAO to get a sense of climate, any difficulties that have come up in previous years.

Being a *new chair* can be useful for initiating the Blueprint process for your department, as you have a good reason to try something new to consider ways to improve.