

2026-2027 GME REFLECT Program Announcement

This communication was sent on April 13, 2026.

Dear UCSF Residents and Clinical Fellows,

The Office of Graduate Medical Education and UCSF Health are pleased to announce the continuation of the REFLECT Program (Residents and Fellows Leading Interprofessional Continuous Improvement Teams) for the upcoming academic year (2026-27).

The goal of this program is to meaningfully engage residents and fellows in interprofessional quality improvement projects aligned with UCSF Health's True North pillars and Health System goals. The program includes a financial incentive for eligible trainees if goals are met.

Each residency or fellowship program may identify an improvement goal relevant to their clinical work within UCSF Health. You may [review examples](#) from FY25. **Project champions will attend the pre-submission workshop and submit their proposal.** Project proposals will be reviewed by a team of UCSF GME and Health leadership for approval.

THINGS TO DO NOW:

1. **Start discussion with you co-residents/fellows to identify team leaders.** If your program is a 1-year fellowship and you do not yet know who the leader will be, please share whatever information you have now. This helps us know who to contact, even if it is a faculty member.
2. **Complete the [form](#) to let us know your program is interested in participating in the upcoming academic year and provide your availability to attend a pre-submission workshop.** At least one member of your team is required to attend one of the workshops (offered on multiple dates). If you have experience with the A3 approach to problem-solving, please let us know in the form, as you may not need to attend the workshop. You can review the [A3 template](#) and [A3 guide/resources](#) if you want a head start.

ADDITIONAL GUIDANCE:

- We will have a “rolling” pre-submission workshops and approval process through August 2026 to accommodate programs (timeline below). Pre-submission workshops will continue until mid-August, as all projects must be approved by the end of August. **Proposals will be submitted after attending a workshop.**
- **It is not necessary to have a project identified prior to attending the workshops.** In fact, ideas evolve as you learn more about the REFLECT program. Consult your faculty and nursing leadership in your clinics about existing initiatives in your clinical areas. It's tempting to choose a new independent project, but collaborating with others can share the work and improve the outcomes! Regardless, you will need their support for your project to be successful.

TIMELINE

- **Early start (workshop in late spring, approval by June 15):** The team is ready to go when the academic year starts (July 1), providing more time to work on the project and reach the goal. There is an option to “drop” first-quarter data if the project starts out slow, so there is no downside to an early start.
- **Fall start (approval by Aug 31):** Ideal for projects led by fellows in 1-year programs or by research-year residents. With this option, include approval by August 31, projects underway with active data collection by Oct 1. All data from October through June is counted.

RESOURCES

- [UCSF GME REFLECT](#) has an overview of the program and previous years' goals. [Last year's projects](#) are a great source of inspiration and guidance.

Programs should plan to have proposals submitted by **Friday, May 22**, unless they are on the fall timeline. If you have any questions, please contact [Glenn Rosenbluth](#).

Thanks!

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