

faculty NEWSLETTER

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OCTOBER – NOVEMBER 2009

eventsCALENDAR

Workshops and other activities

You are invited! We encourage you to enroll in one of the various workshops, programs and events sponsored by the Faculty Development Office. For more event details and to register, visit www.ucdmc.ucdavis.edu/facultydev/ and click *Enroll Online*. (Event co-sponsors are indicated within parentheses.) Volunteer Clinical Faculty members are also welcome and encouraged to attend faculty development events.

October

- 3** Focused Workshop: Leadership Styles (MCLP)
- 8** Breakfast with the Dean
- 9** Scientific Writing for Publication (JCLP)
- 15** New Faculty Orientation
- 16** Managed Care and Clinic Operations: Contracts and Support Services (MCLP)
- 20** Diversity Advisory Team meeting
- 21** Faculty Forward Task Force meeting
- 21** Workshop: Grantsmanship For Success, Part 1 (OR/CTSC)
- 21** Reception to Welcome New Women Faculty (WIMS)
- 22** Underrepresented in Medicine (URM) Mentoring Group meeting
- 28** Workshop: Grantsmanship For Success, Part 2 (OR/CTSC)

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FARE THEE WELL

Resources help medical staff members maintain wellness

Despite the wisdom of the Biblical proverb “Physician, heal thyself,” health care personnel sometimes have difficulty coping with stresses that disrupt their lives. UC Davis Health System offers numerous resources to help faculty physicians, residents, fellows and other medical staff members maintain and improve their sense of well-being.

The health system created several new programs in response to the July 2008 dissolution of the Medical Board of California Diversion Program that had monitored rehabilitation of physicians experiencing substance abuse and mental health disorders. The health system’s programs are intended not only to treat medical staff members who experience difficulty, but also to help them avert problems in the first place.

“There has been a concerted effort to recognize that all members of our community at UCDCMC need to have access to resources to deal with stressors that can become excessive. As a community, we have an obligation to provide supportive feedback to one another if we see evidence that people are in mental or physical distress,” said Edward Callahan, Ph.D., associate dean for academic personnel. “The concept of wellness encompasses a wide repertoire of self-care skills, in nutrition, exercise and social support, that allow an individual to maximize physical health and emotional coping.”



The UC Davis Medical Staff Well-Being Committee conducts educational activities to help faculty members maintain health and prevent problems, as well as to counsel and monitor physicians who have encountered difficulties.

“We welcome and encourage inquiries from all medical staff members, including residents, seeking advice about ways of keeping themselves healthy from both mind and body perspectives,” explained psychiatry Professor Peter Yellowlees, M.D., chair of the well-being committee. “We additionally serve to look after any faculty who are experiencing health problems that might potentially impair their practice.”

The committee has begun discussions with the Medical Board of California about creating a preventive health care curriculum to help faculty

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FAMILY PRACTITIONER HENRY GO NEARS 50 YEARS IN RURAL MEDICINE

In August 1961 Henry Go, with his newly minted medical diploma in hand, joined the medical practice of Raymond Primasing, the physician who had delivered him at home 27 years earlier in Courtland. Today at age 75, Go remains the sole practitioner in that delta area hamlet, serving about 2,000 people in rural southwestern Sacramento County.

Although Go considers himself a general practice physician, many of his patients are elderly; young people from Courtland tend to move on to cities, leaving older folks behind. Go, who still makes occasional house calls to care for people with mobility problems or who lack transportation, epitomizes the ideals of the Rural PRIME program (see the June-July 2007 edition of *Faculty Newsletter* at www.ucdmc.ucdavis.edu/facultydev/newsletter.html).

Other than his undergraduate years at UC Berkeley, medical school at UCLA, his internship at Los Angeles County Hospital and one-year residency at Cedars of Lebanon Hospital (now Cedars-Sinai Medical Center), Go has spent his entire life in Courtland, where he first worked as a laborer on his family's farm. He sorted and packed fruit, greased the axles of flatbed trucks while lying on a piece of cardboard, and did whatever else was needed.

He answered the call to give back to the university in the early 1970s, just as the UC Davis School of Medicine was about to graduate its first class. He offered his services as a volunteer clinical faculty (VCF) member, which he has done continually since then. For many



years he counseled residents on cases in the Lawrence J. Ellison Ambulatory Care Center primary-care clinic. These days he is involved in the Doctoring 3 program, and serves as a proctor for fourth-year medical students on rotation.

"Doctors should not be end repositories of knowledge; volunteering is a way of giving back to the university the gift of education," he explained. "The Hippocratic Oath declares that teaching is obligatory." Go's wife, Barbara Arnold, has been a VCF member in the Department of Ophthalmology since 1982. Go married Barbara in 2003, seven years after the death of his first wife, Pat, a registered nurse with whom he had two daughters: Rosemary, now a registered nurse; and Adrienne, a lawyer.

Go is disinclined to discuss his accomplishments. "In terms of the human experience, they are inconsequential," he explained.

"My parents were immigrants from southern China, and my uncle Lincoln Chan raised me. We were not subsistence farm laborers, but close, and certainly not landed gentry," Go said. "I remember

getting up at dawn and working 'til dark, and long, hot days in the field with sweat on my brow that ran into my eyes and burnt them. They were the best years of my life."

In high school he read voraciously, and his attraction to science drew him to medicine. "Education and hard work were part of the cultural heritage, and I had a strong dose of altruism in my genes," Go said. "My life experiences reflect what the university system gave me. Central to what I might

call my personal legacy were the forging of good science and good humanity in little packages of daily care." Another component was family, he said.

Through the years, he has weathered tumultuous changes and been a witness to innumerable advancements in health care.

"Ray Primasing saw the last of malaria and typhoid here, and the advent of insulin and antibiotics. I saw the last cases of poliomyelitis, measles, rheumatic fever and mumps," Go recalled.

He encourages medical students to consider serving rural areas.

"Courtland is a farm worker town, home to settled-out migrants of diverse origins. We are not gentrified, and postmodern economics has passed us by. Where once the Sacramento River was a conduit of commerce, much of American produce goes by truck now," Go observed. "Forty percent of America lives in rural circumstances. This venue is the crucible and repository of American values to this day. We as citizens owe them something."

facultyROUNDS

A WELCOME TO NEW FACULTY COLLEAGUES



Eric Giza



Leah Tzimenatos

Each edition of the *Faculty Newsletter* introduces faculty colleagues who recently joined the UC Davis Health System family. Watch for more new clinical and research staff members in the next issue.

Eric Giza 'on call' for soccer

Surgeon **Eric Giza**, M.D., an assistant professor of orthopaedic surgery, is a medical information consultant to Major League Soccer and serves as an assistant team physician to the United States Soccer Federation. Giza has participated in game coverage for FIFA World Cup Qualifying, the Gold Cup and US U-17 tournaments. He has expertise in foot and ankle reconstruction, arthroscopy, and knee and shoulder surgery.

Giza, who lettered in varsity soccer during four seasons as an undergraduate student, conducts research in cartilage transplantation and has published book chapters and journal articles on orthopaedic topics. He has presented at meetings of the American Academy of Orthopaedic Surgeons, the Major League Baseball Team Physician Seminar, and the International Football and Sports Medicine Conference. He is a member of Alpha Omega Alpha Honor Medical Society, the American Academy of Orthopaedic Surgeons, and the American Orthopaedic Foot and Ankle Society.

Leah Tzimenatos represents UC Davis in PECARN

Leah Tzimenatos, M.D., an assistant clinical professor of Emergency Medicine/Pediatrics, is the UC Davis site principal investigator in the Pediatric Emergency Care Applied Research Network (PECARN). The federally funded multi-institutional network conducts research on prevention and management of acute illnesses and injuries in children. The network consists of four research "nodes,"

one of which is headed by UC Davis faculty member Nathan Kuppermann, M.D., M.P.H., the founding chair of the network.

Through PECARN, Tzimenatos is helping to implement a study of an RNA-based transcriptional biosignature to distinguish bacterial from non-bacterial infections in febrile infants younger than 60 days old, along with a study to assess the role of intra-abdominal fat in visualizing the appendix on computed tomography in children. Her own research interests also focus on improvements in the quality and safety of emergency care for children. She is board-certified in general pediatrics and pediatric emergency medicine.

Other new colleagues

- **Kevin S. Haug**, M.D., an assistant professor of pediatrics, is a practicing clinician who specializes in pediatric critical care medicine. Board-certified in general pediatrics and in pediatric critical care, he also is credentialed in pediatric advanced life support. Haug is involved as a physician co-investigator in a multi-center clinical trial evaluating sedation in mechanically ventilated children. He is a Fellow in the American Academy of Pediatrics, and a member of the Society of Critical Care Medicine.
- Neurology Assistant Clinical Professor **Berneet Kaur**, M.D., an expert in behavioral neurology, is using clinical data from a national database in her analysis of factors that determine the rate of progression of dementia with

Lewy bodies, which are found in patients with Parkinson's disease and some forms of dementia. Certified by the American Board of Psychiatry and Neurology, Kaur hopes that her investigation will reveal insights about the effects of parkinsonism on normal aging and on dementia.

- **Jenny Kristin McCormick**, M.D., a board-certified assistant professor of emergency medicine who practices in the Emergency Department, is teaching clinical scenarios for residents, medical students, paramedic students and paramedics in the Center for Virtual Care. She teaches using high-fidelity mannequins in case simulations and practice drills in difficult intubations, central lines, running codes and other procedures. She is a member of the American Academy of Emergency Medicine, the American College of Emergency Physicians, and the Society for Academic Emergency Medicine.
- Developmental biology and molecular genetics researcher **Konstantinos Zarbalis**, Ph.D., an assistant professor of pathology and laboratory medicine, is conducting research analyzing the molecular and genetic regulation of developmental processes, and how their misregulation can lead to malformation and disease. He also is an assistant investigator with the Institute for Pediatric Regenerative Medicine within the Shriners Hospitals for Children.



TAKE ADVANTAGE OF OUR MANY WELLNESS PROGRAMS

Physicians intuitively know that they must be in top physical and mental condition in order to care for their patients. The medical profession is intellectually and philosophically stimulating, but it also can be stressful.

Recently, the pressures upon our health-care system have intensified as a result of the economic recession and the budgetary realities within which we operate. The rigors and challenges of academic medicine make wellness particularly important to our faculty.

UC Davis Health System has responded by bolstering resources devoted to the wellness of our faculty members, residents, fellows, students and staff. The front-page article in this newsletter identifies several of the programs in place to nurture the wellness of members of the health system community and to assist those who are struggling in their personal or professional lives.

Our commitment to wellness is also evident by our engagement with the Faculty Forward survey. Faculty members with 50 percent or greater appointments were invited to participate in this initiative to assess faculty needs and ways to improve job satisfaction and – by extension – overall wellness.

Wellness is a whole-being concept that involves far more than just physical health; it additionally encompasses intellectual, social, nutritional, psychological, emotional, environmental and spiritual dimensions. Attainment of wellness also embodies work-life balance and career

satisfaction, both of which have been topics of discussion in recent editions of *Faculty Newsletter*. We also recognize the importance of the arts and other cultural events in enhancing wellness, so we have expanded these events on our campus.

Despite our individual best efforts, reactions to pressures can manifest themselves in damaging ways. Health-care personnel may struggle with anxiety, depression, burnout, alcoholism, substance abuse, difficulties with personal relationships or weight management, grief and loss, anger control and other issues.

That's why the programs described in the accompanying article are so important.

Whether or not you are in need of assistance, I encourage you to familiarize yourself with these and other resources. As a healer, you have heightened sensitivity to the needs of your fellow human beings. You can recognize when those around you – including faculty, staff and students – are in distress and in need of support services. I hope at the same time you remain keenly attuned to the ways in which your own stresses may be affecting your interactions with patients, students, colleagues and family members.

I urge you to seek help if you're in distress, and to help others to do so when appropriate. Requesting assistance is not a sign of weakness, but rather, pursuit of improvement. Caring for ourselves and our colleagues will strengthen our health system family and allow us to more effectively care for our community.

advisoryTEAM

Faculty Forward Task Force

The Task Force is responsible for assisting with the implementation of the Faculty Forward survey, interpreting the results and delivering a set of recommendations to Health System leadership. Names in **bold type** indicate Task Force Executive Committee members.

Faculty Forward Task Force members

Claire Pomeroy, M.D., M.B.A., Vice Chancellor for Human Health Sciences and Dean (ex-officio member)

Frederick J. Meyers, M.D., Executive Associate Dean

Edward Callahan, Ph.D., Associate Dean, Academic Personnel

Jesse Joad, M.D., M.S., Associate Dean, Diversity and Faculty Life

Gregg Servis, M.Div., Director, Faculty Development

Hilary Brodie, M.D., Ph.D., Otolaryngology

Peter Cala, Ph.D., Physiology and Membrane Biology

Michael Condryn, M.B.A., Dean's Office

Jeffrey Gauvin, M.D., Surgery

Estella Geraghty, M.D., M.S., M.P.H., Internal Medicine

Donald W. Hilty, M.D., Psychiatry and Behavioral Sciences

Lydia P. Howell, M.D., Pathology and Laboratory Medicine

Vincent L. Johnson, M.B.A., Hospital Administration

Darin Latimore, M.D., Internal Medicine and Office of Diversity

Cindy Oropeza, Human Resources

Andreea L. Seritan, M.D., Psychiatry and Behavioral Sciences

Lloyd H. Smith, M.D., Ph.D., Obstetrics and Gynecology

Peter Sokolove, M.D., Emergency Medicine

Daniel J. Tancredi, Ph.D. Pediatrics

physicians avoid substance abuse, depression and boundary infractions.

Andreea Seritan, M.D., who chaired the well-being committee in 2008–09, characterizes wellness as a function of being centered, self-aware, and staying in touch with your identity.

“We are trying to provide a lot of avenues for members of the health system community to stay well,” said Seritan, who directs the recently established Office of Student Wellness.

“Wellness is not just the absence of illness,” she observed. “The experience of working in medicine is difficult, and at times dehumanizing — which over time may lead to burnout, loss of empathy, depressive or anxiety symptoms, or even suicidal ideation and behavior.” Seritan encourages physicians to engage in introspection and outside activities that maintain one’s balance.

“People are discontent when they become misaligned with the values of their environment. If you don’t know yourself, you won’t know why you’re unhappy,” Seritan said. “Problems can be prevented by regularly devoting time to take stock.”

Wetona Suzanne Eidson-Ton, M.D., who leads “Finding Meaning in Medicine” groups for UC Davis physicians who facilitate the medical student course “The Healer’s Art,” agrees.

“Two components are important in helping physicians maintain wellness,” said Eidson-Ton, assistant director of the Family Medicine and Obstetric Residency Program. “In addition to having outlets such as music, yoga or other activities that allow one to practice mindfulness and being present in the moment, it is also important for physicians to find meaning in their work. One way of doing this is sharing stories with like-minded colleagues to help you remain connected to who you are in your work.”

Medical Staff Well-Being Committee members also include licensed clinical psychologist Sue Barton, Ph.D. Psy.D.

, whom the UC Davis health system retains to coach and counsel faculty members in need of support.

“I help individuals identify sources of stress and work out plans to address the problem,” said Barton, an emeritus clinical professor of family and community medicine. “Wellness for faculty members involves being effective and successful in academic and clinical work while allocating time and energy to care for themselves physically and to participate in family and friend relationships in ways that nurture them.” Barton said she welcomes discussions with faculty members who want to prevent burnout or fractured personal relationships.

Margaret Rea, Ph.D., who directs the wellness program for residents and fellows, says promotion of wellness requires educational outreach to residents, fellows and their supervisors.

“You can’t underestimate the enormous stigma in this setting for someone who is honest about wellness and mental health needs, and asking for help,” Rea said. “Residents who seek help may be labeled ‘weak.’” Rea, who gives talks to residents and fellows about stress management and substance abuse as part of their curricular regimen, said, “I give them concrete techniques for managing stress or panic attacks brought on because they’re worried about their performance.”

A resource available to all health system employees is the Academic and Staff Assistance Program (ASAP), which offers confidential, cost-free assessment, counseling and referral services. ASAP also sponsors presentations and classes on wellness-related topics. Those and other wellness programs on the Sacramento campus are “cornerstones of health care,” in the view of Carol Kirshnit, Ph.D., ASAP program coordinator.

“I encourage administrators and program managers to endorse these programs and consider weaving them into education and training of physicians and maintenance of staff,” Kirshnit said. “The

better we do at attending to our own wellness, the better we will do in caring for other people.”

Wellness resources

All health system employees Academic and Staff Assistance Program (ASAP)

www.ucdmc.ucdavis.edu/hr/hrdepts/asap/
(916) 734-2727

Carol Kirshnit, Ph.D., psychologist,
program coordinator

UC Davis Health System Fitness Center

<http://campusrecreation.ucdavis.edu>
(916) 703-5140

Faculty members

Faculty wellness consultation

(916) 734-3161 (messages left are confidential)

Sue Barton, Ph.D., psychologist
Sue.Barton@ucdmc.ucdavis.edu

Medical staff members (including residents)

Medical Staff Well-Being Committee

(916) 833-1874

Peter Yellowlees, M.D., chair

Finding Meaning in Medicine

Institute for the Study of Health and Illness
www.meaninginmedicine.org

Residents

Graduate Medical Education

(916) 734-0676

Margaret Rea, Ph.D., psychologist

Medical students

Office of Student Wellness

[www.ucdmc.ucdavis.edu/mdprogram/
studentlife/wellness/](http://www.ucdmc.ucdavis.edu/mdprogram/studentlife/wellness/)

(916) 703-WELL (9355)

Andreea Seritan, M.D., director

Counseling and Psychological Services

(CAPS) <http://caps.ucdavis.edu/>
(530) 752-0871

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November

- 13** Time Management Skills (JCLP)
- 14** Focused Workshop: The Leadership Circle Profile 360 Group Debriefing (MCLP)
- 17** Diversity Advisory Team meeting
- 17** Latin American Welcome Dinner
- 18** Faculty Forward Task Force meeting
- 19** Underrepresented in Medicine (URM) Mentoring Group meeting
- 20** African American Welcome Dinner
- 20** Relationship Between Medical Staff and Clinical Enterprise (MCLP)

December

- 3** Breakfast with the Dean
- 10** Underrepresented in Medicine (URM) Mentoring Group meeting
- 11** Negotiation Skills (JCLP)
- 15** Diversity Advisory Team meeting
- 16** Faculty Forward Task Force meeting
- 18** Budget Management and Business Reports: Finance & Professional Billing (MCLP)

Event co-sponsors

CTSC: Clinical Translational Science Center

JCLP: Junior Career Leadership Program

MCLP: Mid-Career Leadership Program

OR: School of Medicine Office of Research

WIMS: Women in Medicine and Science