



**UC DAVIS**  
HEALTH SYSTEM

# Faculty Development Newsletter

Issue I, No. III Spring 2005

## Upcoming Events

Additional information and registration for upcoming Faculty Development events can be found at: <http://som.ucdavis.edu/fs/facultydevelopment>. For additional questions contact the Academic Affairs Office (916) 734-4677.

- April 19 "Overview of pre & post grant budget management" - Sandra Higby, CAO
- April 21 "Drug Discovery" – Kit Lam, MD, PhD, Bob O'Donnell, MD, PhD, David Gandara, MD
- April 21 Colloquium "Compensation plans: Figuring the Y and Z." Hilary Brodie, MD, James Brunberg, MD, Robert Hales, MD, and James Kirk, MD
- April 29 "How to write a paper for a medical journal, and get it published." Gavin Yamey, MD, Senior Editor PLoS Medicine
- May 10 "Multicenter collaborative research: Strengths and pitfalls" (Using the Pediatric Emergency Medicine Experience). Nathan Kuppermann, MD, MPH
- May 11 CRISP Grand Opening . 1:00 - 3:00. See additional information on this page.
- May 8 Breakfast with the Dean
- May 12 "Merits, promotions and tenure." Lydia Howell, MD
- May 18-20 "Interactive Teaching Skills Workshop – Coleman Bender, MD
- May 19 "Mentoring plan." Robin Hansen, MD, and Jesse Joad, MD

### NOTE NEW URL

**SOM Academic Affairs Website**  
<http://som.ucdavis.edu/fs/academicaffairs/>

## Key Services Move to CRISP Building

The acronym CRISP stands for Clinical/Translational Research Investigative Services Program. The CRISP building is located at 2921 Stockton Blvd., near Broadway.

Services whose operations have been combined at CRISP include:

- School of Medicine Office of Sponsored Programs
- Institutional Review Board
- Mentored Clinical Research Training Program
- School of Medicine Faculty Development Office (to move 4/28/05)

CRISP is a centralized support service for clinical and translational researchers, providing faculty, staff and trainees with support to facilitate grant proposals, research design, fiscal and protocol compliance, and data management in the conduct of research. CRISP offers Investigators a dedicated 16,000 square foot building on the Sacramento medical center campus to facilitate and promote research.

## CRISP Grand Opening Celebration May 11, 2005

While the services are already in place and operating, a Grand Opening will be held on Wednesday, May 11th 1:00 - 3:00. Chancellor Vanderhoef, Dean Pomeroy and Dr. Lars Berglund, GCRC Program Director, will be making announcements. Location: CRISP Bldg., 2921 Stockton Blvd., Suite 1400.

## Interactive Teaching Skills Faculty Development Workshop May 18-20, 2005

Medical faculty are invited to attend Coleman Bender's classic workshop on Interactive Teaching Skills to be held Wednesday, May 18 through Friday, May 20, 2005, in 2419 Tupper Hall. Dr. Bender is a dynamic, charismatic motivator who uses well tested approaches to teach a variety of instructional strategies with special emphasis on effective communication. The workshop will cover: organization and delivery of oral presentations, development of listening and questioning skills, setting up clear objectives and expectations, motivating and stimulating intellectual curiosity, and, eliciting active participation of students in the learning process.

Because of the individual attention you will receive in this workshop, you will go away with valuable practical tips, tools and techniques to incorporate into your teaching, in the lecture hall, in small groups or at the bed-side.

This two and one-half day workshop has consistently received rave reviews by over 200 faculty who have attended over the last 10 years.

To register please contact Jardai Alley at 752-4535, or email [jalley@ucdavis.edu](mailto:jalley@ucdavis.edu).

## CALL FOR APPLICANTS

One candidate will be selected as the UCD institutional candidate to apply for the CHCF Health Care Leadership Program. For details see: <http://som.ucdavis.edu/fs/facultydevelopment>

## UC Davis School of Medicine 5th Annual Dean's Award For Excellence In Mentoring

The Dean's Award for Excellence in Mentoring recognizes individuals who play a special role in the academic development of junior faculty and help them attain their full academic potential.

Although the SOM has a number of faculty who are excellent mentors, often mentoring activities go unrecognized and unrewarded. The Dean's Excellence in Mentoring Awards aim to reward and recognize SOM scholars who excel at these activities that are central to the success of our health system and development of its faculty. The awards also affirm the School's commitment to mentoring.

Last Fall, Junior faculty and newly promoted Associate Professors were asked to submit nominations for faculty members, who in their judgment, exemplify excellence in mentoring, and who have been key figures in their academic development. Nominations were reviewed by members of the School's Faculty Development Council. This year's Dean's Excellence in Leadership Mentoring Award recipients are:

Klea Bertakis, M.D., M.P.H.  
Professor and Chair, Family and Community Medicine

Ralph deVere White, M.D.  
Professor and Chair, Urology  
Assistant Dean, Cancer Center Program

Here are a few excerpts from their nomination letters:

### **KLEA BERTAKIS**

"Klea's greatest strength is her ability to think creatively and cooperatively with junior faculty."

"On a daily basis, she role models great leadership skills. She is personable, professional, focused, ethical,

driven, and brings people together for common purpose."

"I deeply trust that her guidance will be rooted in a sincere interest in my personal and professional well-being."

"As I write this letter, I can't begin to adequately convey how much Klea's support meant and still means to me."

"As a mentor, Klea has an uncanny sense about each individual's strengths and aspirations to help them become better leaders."

"She has been a shining example of how to balance career, family, and personal interests, while still remaining warm and accessible."

"I come to work everyday here at UC Davis Medical Center elated, enthusiastic, and eager because of the unwavering support, guidance, and leadership from Dr. Klea Bertakis."

### **RALPH de VERE WHITE**

"This is a tribute to his leadership ability in fostering good relations between faculty members, demonstrating a balance between work and personal life, and being a model for both."

"He has fostered an environment that rewards success."

"Opportunity rather than delegation of duty" is in my mind Dr. deVere White's trademark."

"When one has a problem, he intensely listens and provides a variety of options rather than just a solution. This is truly a unique quality and fosters individual growth and decision-making."

"I cannot recall ever seeing another in my professional career who has been so creative, supportive, and full of opportunity for junior faculty as Dr. deVere White."

"He offers appropriate guidance while encouraging autonomy."

"What sets Dr. deVere White apart from others, is his recognition of individualizing needs and providing each member with the specific tools necessary to be successful."

"All of us in the Department subconsciously seek to excel academically because of his aura."

## School of Medicine Recognition Reception Held

On March 6<sup>th</sup>, 92 Faculty and Staff attended the event that recognized four new assistant deans, new and newly promoted faculty, and Excellence in Mentoring awardees. Dr. Claire Pomeroy, newly appointed Vice Chancellor of Human Health Services and Dean, School of Medicine hosted the event at the Julia Morgan House. Dr. Pomeroy enthusiastically addressed the attendees highlighting the new assistant deans unique participation and responsibility in the School's dynamic strategic plan.

The newly recognized Assistant Dean's are:

Ralph DeVere White, Assistant Dean, Cancer

Lars Berglund, Assistant Dean, Clinical Research

James Nuovo, Assistant Dean, Graduate Medical Education

Amerish Bera, Assistant Dean, Admissions and Outreach.

## Hagerman receives Distinguished Scholarly Public Service Award

The UC Davis Academic Senate has selected Randi Hagerman, M.D. as the recipient of the 2005 Distinguished Scholarly Public Service Award.

Dr. Hagerman, who serves as the medical director of the MIND institute, is an international expert on fragile X syndrome. She leads a multi-institution research study, funded by the National The Institute of Child Health and Human Development examining families with fragile X syndrome and autism to better understand the aging effects of the fragile X gene and the relationship between it and autism.

## **Carlson Health Sciences Library to Stay in Davis**

With a new Blaisdell Medical Library being planned for the new Education Building at UCDCM, and the expected move of the first two years of medical school and many school of medicine staff to UCDCM in Fall 2006, questions have been raised about whether Carlson Health Sciences Library will move to Sacramento. As the first two years of medical school move to Sacramento, the first two years of the veterinary school will move to the Health Sciences District on campus. With all of the veterinary students, residents, faculty and staff, the staff located in the new Genome Biomedical Sciences Facility, the new Western Human Nutrition Research Center and the faculty and researchers affiliated with the School of Medicine who will remain on campus, there's ample need for Carlson Health Sciences Library to continue in Davis.

In addition, as a much larger facility, Carlson Health Sciences Library is able to retain older years of journals and many more books than the clinically-oriented Blaisdell Medical Library that will be located on the UCDCM campus.

## **Learn to Search Molecular Biology Sources**

The National Center for Biotechnology Information (NCBI) presents A Field Guide to GenBank and NCBI Molecular Biology Resources at UC Davis on July 12-13, 2005.

This is a free lecture and hands-on computer workshop covering the effective use of the Entrez database and search services, the BLAST similarity search engine, genome data and related resources. It features the NCBI assembly and annotation of human, mouse and rat genomes; the map viewer genome displays; the genome-specific BLAST pages; the NCBI curated conserved domains; and Cn3D 4.1. The schedule combines one three-hour lecture on July 12 from 9 am until noon with one

hands-on computer lab either Tuesday afternoon, Wednesday morning or Wednesday afternoon.

Registration information will be forthcoming. For questions or additional information, contact Deanna Johnson at [deejohnson@ucdavis.edu](mailto:deejohnson@ucdavis.edu) or 530-752-3271.

## **Copyright or Copywrong?**

UC Davis is currently undertaking a campaign to make everyone aware of the proper use of copyrighted materials. If you currently have the PDF version of articles posted on a web site (even if the site requires a password, and even if you wrote the articles), you might be doing so illegally. Consider asking a librarian to make a short presentation on this topic at your next faculty meeting. To schedule a presentation, contact Terri Malmgren at 916-734-3529 or [tlmalmgren@ucdavis.edu](mailto:tlmalmgren@ucdavis.edu).

## **Drug Discovery Workshop April 21, 2005**

This workshop will be presented by the Mentored Clinical Research Training Program from 1 – 4 PM on April 21, 2005 in the PSSB Auditorium (G300).

The workshop will focus on:

- Preclinical development of anti-cancer drug;
- GMP, IND and FDA issues; and
- Developmental therapeutics: clinical trial and molecular correlative studies.

Workshop Leaders: Kit Lam, M.D., Ph.D., Bob O'Donnell, Ph.D., M.D., David Gandara, M.D.

## **AAMC Teaching Scholars Summer Institute**

AAMC Teaching Scholars Summer Institute will be held at the Robert C. Byrd Health Sciences Center, Morgantown, WV, June 6, 2005, to June 11, 2005.

This institute is designed for health sciences faculty of all levels from Medicine, Pharmacy, Dentistry, Nursing, and allied health professionals.

The program will focus on developing educational theories/ technologies as well as promoting educational skills, critical thinking and innovative educational approaches. The program also helps develop educational theories and technologies to promote educational skills, critical thinking, and innovative approaches among faculty. The modules for this institute will include:

- Philosophy of Education
- Learning Styles & Strategies
- Scholarship in Education
- Information Technology
- Leadership in Education
- Assessment

For more information, see: <http://www.hsc.wvu.edu/admin/facultydev/> or contact Gwen Marshall, [gmarshall@hsc.wvu.edu](mailto:gmarshall@hsc.wvu.edu); (304) 293-1979.

## **IRB Information Sessions for New Submitters**

Want to learn more about how to submit a human subjects study for IRB approval? A new submitters orientation session is being offered on the following dates:

Thursday June 23, 2005

Thursday September 29, 2005

Thursday November 17, 2005

For additional information, please refer to the website:

<http://ovcr.ucdavis.edu/humansubjects/hstraining/hstraining.cfm>

To register contact Connie Koog, OHRP Education & Training Officer, by phone at (916) 703-9156 or e-mail [connie.koog@ucdmc.ucdavis.edu](mailto:connie.koog@ucdmc.ucdavis.edu).

Please note: space is limited; please RSVP at least one week prior to the class.

## **Faculty Mom's Group**

First Saturday of Every Month  
10 am - 12 noon

East Lawn Children's Park  
(Folsom Blvd. @ 40th)

For more info. Check for email on the Women Faculty Listserve for updates

or contact: Suzanne Eidson-Ton  
(916) 734-2115 or [wetona.edison-ton@ucdmc.ucdavis.edu](mailto:wetona.edison-ton@ucdmc.ucdavis.edu)

# Constructive Feedback

**E**valuation and providing feedback is a common obligation for most faculty. Your position may require you to evaluate medical students, graduate students residents, technical employees, or research assistants. This may be an easy and enjoyable task when the person being evaluated is talented and motivated, however when the persons performance is substandard this is likely a difficult task that you may prefer to avoid. Telling someone they've done a poor job is uncomfortable, but there are ways to ease the tension.

David Kern, MD, MPH, co-director of general internal medicine at Johns Hopkins Bayview Medical Center offers these tips for dealing with performance issues.

### Before the meeting:

- Tell the learner what the meeting is about and ask him or her to prepare if needed.
- Don't meet when you are still angry. Assess your own biases beforehand, anticipating how you're likely react to the individual.
- Set reasonable goals for the meeting and the specific points you want to convey.
- Decide what you'll do if the individual fails to respond.
- Practice saying what you want to say. How you say it does make a difference.

### To open the meeting:

- Build rapport and state the purpose of the meeting; acknowledge any awkwardness or discomfort.
- State the performance issue.

### If the individual acknowledges the problem:

- Define and analyze the problem together and come up with solutions, then decide on future actions and follow-up.
- Assess the individual's acceptance of the problem. Summarize the meeting, and document it.

### If the individual doesn't acknowledge there's a problem:

- Check your own emotional reactions, acknowledge the learner's perspective and emotions, and state your own perspective.
- State your expectations and decide on future actions and follow-up, before summarizing the meeting and documenting it.

### Diversity Advisory Council

Amerish Bera, MD, Medicine  
 Klea Bertakis, MD, Family and Community Medicine  
 Lavjay Butani, MD Pediatrics  
 Elva Diaz, PhD, Pharmacology  
 Shelton Duruisseau, PhD, Administration  
 Jorge Garcia, MD, Medicine  
 Jesse Joad, MD, Pediatrics  
 Russell Lim, MD, Psychiatry  
 Richard Pan, MD, Pediatrics  
 Marbella Sala, Interpreting Services  
 Hendry Ton, MD, Psychiatry  
 Zenja Watkins, MD, Ob/Gyn  
 Gregg Servis, Faculty Development

### Faculty Development Office in Academic Affairs

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 Associate Dean for Academic Affairs  
 Jesse Joad, MD  
 Assistant Dean for Faculty Development and Diversity  
 Gregg Servis, M.Div.  
 Director, Faculty Development  
 Amber Carrere  
 Program Representative, MCRTTP  
 Kay House  
 Manager, Academic Affairs

### Faculty Development Clinical Advisory Council

Richard Bold, MD, Surgery  
 David Hak, MD, Orthopaedic Surgery  
 Robin Hansen, MD, Pediatrics  
 Judith Hwang, MD, Anesthesiology  
 Kiran Jain, MD, Radiology  
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 Michelle Lim, MD, Ophthalmology  
 Amparo Villablanca, MD, Medicine  
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### Basic Sciences Advisory Council

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 Ann Bonham, PhD, Pharmacology  
 Qizhi "Chi-Chi" Gong, PhD, Cell Biology & Human Anatomy  
 Nobuko Hagiwara, PhD, Medicine  
 Jesse Joad, MD, Pediatrics  
 Kristen Rogers, PhD, Pediatrics  
 Gregg Servis, Faculty Development

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To: