



**UCDAVIS**  
HEALTH SYSTEM

# Faculty Development Newsletter

Issue II, No. II Winter 2006

Editor: David J. Hak, MD, MBA

## Upcoming Events

Additional information and registration for upcoming events can be found on the Faculty Development Website. For additional questions contact the Faculty Development Office (916) 703-9183.

- 2/9 Women in Medicine Meeting
- 2/13 Breakfast with the Dean
- 2/16 The Leadership Edge: Managing Change (part I)
- 2/21 Compensation Plans: From ABC to XYZ
- 2/23 The Leadership Edge: Managing Change (part II)
- 2/27 Team Science Workshop
- 3/1 Women's Leadership Institute: A Close Look at Power & Influence
- 3/14 How to Lead & Administer a Course
- 3/22 A Career in Clinical Research: The Road Less Traveled
- 4/5 Women's Leadership Institute: A Close Look at Language
- 4/10 Breakfast with the Dean
- 4/20 The Leadership Edge: Faculty and Staff Teams (2 half days)
- 5/2 Faculty Merits, Promotions and Tenure
- 5/3 Women's Leadership Institute: A Close Look at How We Look
- 5/8 Breakfast with the Dean
- 5/18 The Leadership Edge: Managing Difficult Conversations (1 ½ days)

## SOM Academic Affairs Website

<http://som.ucdavis.edu/fs/academicaffairs/>

## SOM Faculty Development

<http://som.ucdavis.edu/fs/facultydevelopment/>

## New Center for Reducing Health Disparities

A new center for reducing health disparities has been established at CRISP. Dr. Sergio Aguilar-Gaxiola has been recruited to serve as the center's Director. Jill G. Joseph serves as the Associate Director.

The mission of the Center for Reducing Health Disparities is to promote the health and well-being of ethnically diverse communities by pursuing research, training, continuing education, technical assistance, and information dissemination within a bio-psycho-social framework that recognizes the unique cultural contexts of these special populations. The Center further seeks to create and foster an innovative research environment at the University of California, Davis, the Department of Health and Human Services County of Sacramento Primary Care Center (CS-PCP), and regional community organizations and racially and ethnically diverse communities in which new, scientific and practical understandings of health disparities can be achieved, the knowledge generated can be shared (education) and disseminated, and new approaches to reducing these disparities can be developed for implementation throughout California.

## The Power of Lists

As a new year begins, many people resolve to become more organized and productive. Effective "to do" lists can be a powerful tool to finally get that research project started or that paper finally submitted for publication.

A list of deadlines can be a useful tool to post near your calendar. Use this to track submission dates for meeting abstracts, grant applications, and other important events. This simple reminder will keep you from missing important deadlines, and allow you to know at a glance which of your many "to do" tasks needs to get done in order to meet the submission deadline.

Use another list to track papers that you're working on (or planning on starting when you finally find the time). This list might also include other important projects important for your academic advancement. David Allen, organization guru and author of "Getting Things Done: The Art of Stress-free Productivity", suggests identifying the next action step that will move the project forward. For a paper this might mean writing the outline, meeting with a statistician to analyze the results, or updating the references to include a recent article that you want to cite.

## In This Issue

- Page 1: Upcoming Events  
Center for Reducing Health Disparities  
The Power of Lists
- Page 2: Making the Right Moves  
Faculty Vitae website  
CHCF Leadership Program
- Page 3: AAMC Minority Faculty Development Seminar  
AAMC Program: Enhancing Team Effectiveness  
Women in Medicine Meeting
- Page 4: AAMC Women Faculty Development Seminar

## **Making the Right Moves**

***An on-line career development manual for new faculty investigators***

Last year, the Howard Hughes Medical Institute and the Burroughs Wellcome Fund released a new on-line manual for new investigators. This textbook, *Making the Right Moves: A practical guide to scientific management for postdocs and new faculty*, is available in its entirety, at no charge, at the following URL <http://hhmi.org/labmanagement>.

The book is based on the successful BWF-HHMI Course in Scientific Management for Beginning Academic Investigators, held in July, 2002 at the Howard Hughes Medical Institute headquarters in Chevy Chase, Maryland.

As outlined in the preface to this manual, it is designed for "talented, young biomedical scientists, who face challenges in having to fulfill their research, teaching, administrative and clinical responsibilities, while simultaneously being expected to obtain grant support, publish, hire staff and keep their labs running smoothly --- all without formal management training." The editors added, "Beginning biomedical scientists might have avoided costly mistakes and made better progress if they had learned to be managers as well as researchers before establishing their laboratories."

*Making the Right Moves* is a 235-page guidebook. The 13 chapters cover a variety of academic as well as management topics, including: a) negotiating a faculty position and planning for tenure; b) defining and implementing your mission; c) staffing your laboratory (including "asking staff to leave"); d) mentoring and being mentored; e) Time management; f) Project management; g) data management and laboratory notebooks (including finding the right data management systems); h) getting funded; i) getting published and increasing your visibility; j) estab-

lishing collaborations (and special challenges for beginning investigators); and k) understanding technology transfer.

## **Faculty Vitae**

***A new faculty careers newsletter from the AAMC***

The Association of American Medical Colleges (AAMC) recently launched a new electronic publication for medical school faculty. *Faculty Vitae* is a no-cost, password free newsletter, published by the AAMC's new section on Faculty Development and Leadership. *Faculty Vitae* focuses on a variety of strategies to promote faculty success and strengthen the academic medical community. These include: a) Faculty development programs targeted to a wide spectrum of faculty, from early career through senior leadership; b) Analyses of trends and models of practice for faculty advancement, retention and professional development; c) Development of effective, supportive organizational policies; and d) Activities that highlight increasing faculty diversity and gender balance. The AAMC's Faculty Development and Leadership section and *Faculty Vitae* recognize that faculty vitality "requires attention to both individual and organizational development."

*Faculty Vitae* is published quarterly and may be accessed at <http://www.aamc.org/members/facultydev/start.htm>.

Each issue of *Faculty Vitae* includes news of interest to medical school faculty, discussions, model programs, data summaries, research reports and references. Among the topics previously covered are: a) Salary equity research studies; b) negotiation skills and examples of their application to academic medical life; c) perspectives on developing minority affairs and diversity offices; d) "speaking like a leader;" e) maintaining faculty vitality in academic medicine; and f) U.S. medical school faculty statistics (including the distri-

bution of faculty by gender and rank).

## **CHCF Health Care Leadership Program Call for Applicants**

The CHCF Health Care Leadership Program is a two-year fellowship that offers clinically trained health care professionals the experiences, competencies and skills necessary for effective vision and leadership of our health care system.

Each year a diverse group of health care professionals are selected to participate in a part-time fellowship that allows them to continue in their current management roles while participating in focused and intensive training. Fellows convene in training seminars six times during the two-year fellowship and participate in ongoing learning activities throughout. Graduates of the two-year fellowship acquire broadened management and sharpened leadership skills and gain unique and thorough insight into the trends and challenges facing health care leaders in California.

For more info. regarding the CHCF Health Care Leadership Program refer to the following website: <http://futurehealth.ucsf.edu/Program/chcf/>.

One candidate will be selected as the UCD institutional candidate to apply for the CHCF Health Care Leadership Program. The candidate's program associated costs will be covered for the duration of the two-year fellowship.

For details concerning the selection/application process for the UCD institutional candidate please refer to "Development Opportunities: section of the Faculty Development website: <http://som.ucdavis.edu/fs/facultydevelopment>

***Submission Deadline: 2/15/06***

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

**SOM Faculty Development**  
<http://som.ucdavis.edu/fs/facultydevelopment>

## **AAMC Minority Faculty Career Development Seminar**

The AAMC will again hold a Minority Faculty Career Development seminar in September 2006. This program is designed for junior faculty (senior fellows, instructors, and assistant professors) who are members of underrepresented minority groups and who aspire to attain positions of leadership in academic medicine.

Zenja Watkins, MD, Department of Ob/Gyn, who attended this program last fall provided the following report of her experience:

It was a wonderful experience to attend the Association of American Medical Colleges' 9th annual minority faculty development seminar. It was held in Washington DC from Sept 17-19th 2005 and featured many prominent speakers who shared with the 60 attendees very valuable information. The AAMC puts on this conference yearly to support ethnically underrepresented medical school faculty. Diverse faculty from medical schools from all over the country were in attendance and it seemed that the information provided was timely and extremely helpful. The conference featured numerous outstanding speakers and topics, which ranged from how to successfully obtain funding to finding a mentor to mapping out a successful career, to improving networking and negotiating skills, to maintaining a healthy lifestyle/work balance. The conference was unique in that most of the speakers were themselves members of underrepresented races and therefore keenly aware of the unique challenges faced by minority faculty. Many of the featured speakers shared their personal success stories with the group. This was very inspiring as we were able to hear first hand how some of our newly acquired skills had been put to work. The AAMC recognizes the value of racial and ethnic diversity in medical education and it was clear that support of minority faculty is something

worthy of resources. I was fortunate to be sponsored by the UC Davis School of Medicine Diversity Council and am thankful for the opportunity to participate in this valuable workshop.

## **AAMC Professional Development Program Enhancing Team Effectiveness**

The AAMC Faculty Development and Leadership will be launching a six-month program to explore the dynamics of health professions teams and the skill development of team members. The AAMC Professional Development Program, Enhancing Team Effectiveness, provides an opportunity for health professions faculty — clinicians, scientists, and educators — to explore the attributes of highly productive teams as they work in a case-based, collaborative learning environment.

The program integrates online technologies with workshops and seminars to promote active participation and collaboration with project facilitators and peers from other institutions. Health professions faculty who are skilled in working as a highly functioning group will be able to teach the skills of team work more effectively and should be more effective themselves in their clinical care, research and classrooms. Participation in Enhancing Team Effectiveness will be limited to 64 health profession faculty who will be learning and working in one of eight teams established for the duration of the program. In August 2006, the cohort will begin working online, preparing for an intensive six-day series of workshops and case development scheduled for September 15 – 20, 2006 in Lakewood, Colorado. The program will culminate in a two-day colloquium in Washington, D.C., scheduled for February 2007.

Applications will be available in April 2006. For more information contact Jerry Drake at [gdrake@aamc.org](mailto:gdrake@aamc.org)

## **Women as Leaders in Academic Medicine Talk**

Mary Lipscomb, chair of the Department of Pathology at the University of New Mexico and a national leader among women in academic medicine and science, will be the guest speaker at a Women in Medicine meeting on Thursday, Feb. 9, from 5:30-8 p.m. at Andiamo restaurant, 3145 Folsom Blvd.

The title of Lipscomb's talk is "Considering Leadership in Academic Medicine: Do We as Women Owe it to our Profession?"

Lipscomb was one of four platform speakers at a forum on women in science at the recent Experimental Biology 2005 meeting, held in conjunction with the International Congress of Physiologic Sciences. She has served on the executive board of the Association of American Medical Colleges, has chaired the Department of Pathology at the University of New Mexico for many years, and is active in the Association of Pathology Chairs. The American Thoracic Society has bestowed upon Lipscomb its Recognition Award for Scientific Accomplishment.

Lipscomb recently completed a survey of women faculty's professional issues in pathology. Her experiences and findings apply to many medical specialties and scientific disciplines. She will describe how to have a successful career and the role of women faculty in contributing to their profession.

## **On-Line Video Presentations**

Several on-line video presentations relating to faculty development are available through the Clinical Resources Center. Links to these presentations can be found on the Faculty Development website. Programs of interest include:

- Strategies for Grant Writing
- Achieving Academic Success: Merits and Promotions
- Strategic Plan and the Future of UC Davis School of Medicine

## **AAMC Early Career Women Faculty Professional Development Seminar**

Kay Nelsen MD, Associate Residency Director, Department of Family Medicine recently attended the AAMC Early Career Women Faculty Professional Career Development seminar. She provides the following report: "The timing couldn't have been better. The conference broke

up the fatigue of winter and filled me with the energy to invigorate the New Year. The variety of workshops made it difficult to choose which to attend - Conflict Management, Career Planning, How to Get Started with Successful Funding, Effective Meetings, Writing Proposals and Winning Research Grants and last but not least Time Management. One of the highlights for me was the One on One CV review. I think it will make a big impact on my next Merit Package. I met people with

similar interests and ambitions and shared ideas and goals for our careers. The setting, the people and the seminars made this a wonderful experience and a chance to reflect on my position and career at UC Davis. I am enthusiastic about starting the new year and the opportunities that are waiting for me.

### **Faculty Development Office in Academic Affairs**

2921 Stockton Blvd.  
Sacramento, CA 95817  
(916) 703-9183  
Fred Meyers, MD  
Senior Associate Dean for Academic Affairs  
Lydia Howell, MD  
Associate Dean for Academic Affairs  
Jesse Joad, MD  
Assistant Dean for Faculty Development and Diversity  
Gregg Servis, M.Div.  
Director, Faculty Development  
Kay House  
Manager, Academic Affairs  
Cheryl Busman  
Program Assistant

### **Diversity Advisory Council**

Amerish Bera, MD, Medicine  
Klea Bertakis, MD, Family and Community Medicine  
Lavjay Butani, MD Pediatrics  
Adela de la Torre, PhD, Chicana/o Studies  
Elva Diaz, PhD, Pharmacology  
Jorge Garcia, MD, Medicine  
Jesse Joad, MD, Pediatrics  
Russell Lim, MD, Psychiatry  
James Nuovo, MD, Family and Community Medicine  
Richard Pan, MD, Pediatrics  
Barbara Ross, Community Relations  
Marbella Sala, Interpreting Services  
Hendry Ton, MD, Psychiatry  
Zenza Watkins, MD, Ob/Gyn  
Gregg Servis, Faculty Development

### **Faculty Development Clinical Advisory Council**

Jesse Joad, MD, Pediatrics, Chair  
Helen Chew, MD, Hematology/Oncology  
Nicole Glaser, MD, Pediatric Endocrinology  
David Hak, MD, Orthopaedic Surgery  
Don Hilty, MD, Psychiatry  
Judith Hwang, MD, Anesthesiology  
Kim Janatpour, MD, Pathology  
Clara Paik, MD, Ob/Gyn  
Garen Wintemute, MD, Emergency Medicine  
Gregg Servis, Faculty Development

### **Basic Sciences Advisory Council**

Chuck Bevins, MD PhD, Medical Microbiology and Immunology  
Sue Bodine, PhD, Physiology  
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

UC Davis SOM  
Faculty Development Office  
2921 Stockton Blvd.  
Sacramento, CA 95817

To: