New Faculty WELCOME

Gin-Buch, M.D., FAANS, an associate professor of neurosurgery and in the medical director of the UC Davis Comprehensive Spine Center and Brain and Spine Institute. Her research interests include microsurgical techniques, neurotrauma, and neurosurgical equipment.

Angel-Alberto Herrera-Guerra, M.D., an assistant clinical professor of pediatrics, is board-certified in pediatric endocrinology diabetes and metabolic diseases. He treats patients with diabetes, metabolic disorders, endocrinopathies, endocrine neoplasms, and pediatric endocrinology.

Epidemiologist Rose Kaganov, Ph.D., M.P.H., an assistant professor of emergency medicine affiliated with the UC Davis Violence Prevention Research Program, is examining ways to improve firearm purchase background checks policies and to reduce violence in high-crime areas through changes in the physical environment.

Shannon Neumar, M.D., M.P.H., an assistant professor of radiology, specializes in women’s imaging, MRI and ultrasound. She is board-certified in radiology and diagnostic radiology, and fellowship-trained in advanced abdominal and breast imaging.

Caryn Patton, P.D., F.T., FAPTA, a professor of physical medicine and rehabilitation, at the UC Davis Health System, is dedicated to developing the mechanisms of recovery from neurologic injury in people with spinal cord injury (SCI). Her research focuses on the rehabilitation of individuals with SCI and how to improve their quality of life.

Psychologist Babatunde (Babs) Olatunde, M.D., M.S.P.H., an associate professor of internal medicine, specializes in treating chronic kidney disease with attention to its impact on physical disability. Her research focuses on investigating the relationship between reduced kidney function and overall physical function.

UC Davis Health is a treasure of clinical care, education and research. Our entire leadership team is focused on getting the most out of the resources we have available to improve the lives of our patients. A drive that will remain a focus into the future of UC Davis Health is our ability to forge meaningful, productive and empowering partnerships. We are moving from being a single health care provider to creating a platform for health, wellness and health care into our community, built on partnerships and our nation-leading expertise. We are tackling health workforce needs with new models for teaching health care and interprofessional collaboration. There will be nation-leading initiatives developed in a coordinated partnership between Betty Irene Moore School of Nursing and UC Davis School of Medicine Dean Jillian Atkinson Barger, M.D., Ph.D., and David Lubarsky, dean of the UC Davis Health System, to connect research and development with community needs.

By Stephen J. Cavanagh, dean of the Betty Irene Moore School of Nursing, and Allison Brashear, dean of the UC Davis School of Medicine, UC Davis Health is using the most good out of all its resources to improve patient care, affordability, accessibility and health equity for many populations. New appointment of education leaders at the UC Davis Health UC Davis Medical Center in Sacramento see opportunities, however, to make advancements and rectify shortcomings by restructuring the models of health care delivery.

Allison Brashear, dean of the UC Davis School of Medicine, and Stephen Cavanagh, dean of the Betty Irene Moore School of Nursing, are strong advocates of interprofessional education and team-based patient care, and view such collaboration as instrumental in the evolution of health care.

School leaders discuss their plans for collaborating across disciplines

Since the mid-20th century, the health care landscape has undergone a continuum of systemic changes—most of which have been driven by financial constraints and advancements in technology and treatments to address emerging health care outcomes. As the health care field has convulsed under economic pressures that have compromised affordability, accessibility and health equity for many populations, newly appointed education leaders at UC Davis Health plan to collaborate across health professions to improve the quality of our care, and the health of our patients.

We are committed to tackling real-world problems that matter now and that define the future of medicine. The future we’re preparing for is more uncertain, but is coming at us very rapidly. I am certain that UC Davis will be on the leading edge of numerous advancements, because of the quality of our research, who we are, and how we work together.

David Lubarsky is vice chancellor of human health sciences, chief executive officer of UC Davis Health, and spokesperson for radiology, nursing, patient assistance, nurses, physicians, technicians and others who will touch. Health care of the future will be team care that makes it efficient and will help us deliver better care at lower cost to all of our patients. We are in a unique position. We are pulling together resources from our nation’s best medicine experts with the nation’s top agriculture, engineering, business, law and environmental science experts. We are national leaders in neuropsychiatric development and imaging technology. We are equivalent to the others to connect and collaborate. Inter-campus researches works to leverage all our strengths to help other the world.

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**OAL helps faculty qualify for these programs.**

- California Health Care Foundation’s Health Care Leadership Program.
- We also help with nominations to the UC Women’s Initiative for Professional and competitive Executive Leadership in Academic Medicine (ELAM) Fellowship.

**For which training programs does OAL prepare candidates?**

- The inventory of external programs includes Desert University’s prestigious Health Care Leadership Academy, which offers a year-long leadership development program for women and minority faculty in the health sciences.

**How does OAL work toward faculty development?**

- The process, initiated by the OAL advisor, begins with identification of goals and priorities, followed by the development of a personal development plan that includes activities that will help faculty refine their leadership skills. These activities are either external or internal, and nearly all preselected faculty have earned acceptance to the external programs they applied to.

**Why are there two leadership programs?**

- One program, called **Early Career Leadership Development**, focuses on developing high-potential junior faculty, while the other, **Mid-Career Leadership Development**, is designed for senior faculty who are interested in advancing their careers at the departmental, divisional, or medical center level.

**How does OAL help faculty with final applications?**

- The OAL advisor provides one-on-one assistance to faculty during the application process, offering feedback on personal statements, letters of recommendation, and other materials. The advisor also helps identify external resources and contacts to support the faculty member’s application efforts.

**How does the OAL founder and director, AMPARO VILLABLANCA, M.D., view leadership opportunities?**

- “Our primary purpose is to provide opportunities and paths to leadership for high-potential candidates, identified by department chairs, center directors, and other leaders in the institution,” she said. “We also help with nominations for leadership positions and provide help with matching faculty to specific offerings, and other nominations, as well as providing advising and coaching.”

**OAL maintains an inventory of internal and external leadership development opportunities for health science faculty interested in advancing their leadership careers.**

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New program broadens paths to leadership

A CONVERSATION WITH AMPARO VILLABLANCA

What is OAL and what can it do for you?

OAL stands for the Office of Academic Leadership and pulls together the many opportunities for health sciences faculty interested in honing their leadership skills and advancing to a wide variety of leadership positions. OAL manages training and external leadership development opportunities for health sciences faculty interested in honing their leadership skills and advancing to a wide variety of leadership positions.

How does OAL help faculty members?

Our primary purpose is to provide opportunities and paths to leadership for high-potential candidates, identified by department chairs, center directors, or program directors, and provide coaching and development planning, prioritizing and goals of the health system. We then help to find new leaders in the future and provide leadership opportunities for faculty with critical needs, including women and LTMU faculty.

For which learning programs does OAL prepare candidates?

OAL conducts programs in specific areas to prepare high-potential candidates. We host several workshops focused on leadership and equity, including the EQ Fellows program. Our leadership development programs provide a platform for health sciences faculty to develop leadership skills and advance their careers.

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A CONVERSATION WITH AMPARO VILLARREAL, M.D.

At the forefront of the diversity, equity, and inclusion (DEI) efforts that have helped transform UC Davis into a leader in student success, faculty careers, and graduate education stands the fact that the school’s DEI office has become one of the benchmark models in higher education. In this interview, UC Davis School of Nursing Dean Nancy L. Ayers, who is also an executive in the Chancellor’s Office, reflects on her role at the school.

**Q. How has the DEI office evolved over the years?**

**A.** The DEI office has evolved significantly since its inception in 2006. Initially, it was a small team focused on addressing basic athletics and student issues. Over the years, it has expanded its scope and size, becoming a comprehensive office that addresses a wide range of DEI issues across the campus. The office now includes a Director, Co-Directors, and a staff of over 10 individuals, working collaboratively across the UC Davis campus to promote a culture of inclusion and equity. We are committed to creating a welcoming and inclusive environment for all members of our community, in education, research, and patient care.

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**Q. What have been some of the key initiatives that the DEI office has spearheaded?**

**A.** Some of the key initiatives that the DEI office has spearheaded include:

- **Creating a culture of inclusion** through workshops, training programs, and events that educate and empower the campus community.
- **Advancing diversity and inclusion in hiring and promotion** to ensure that our faculty and staff reflect the diversity of our student population.
- **Supporting student success** by providing resources and programs that help students from underrepresented backgrounds thrive.
- **Fostering an inclusive campus culture** through events and programs that celebrate diversity and promote cultural understanding.
- **Engaging in ongoing assessment and evaluation** to measure progress and identify areas for improvement.

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**Q. How does the DEI office work with other departments and units across the campus?**

**A.** The DEI office works closely with other departments and units across the campus to ensure that DEI initiatives are integrated into all aspects of our work. We collaborate with faculty, staff, and students on initiatives that align with our DEI goals and objectives. This includes collaborating with the Chancellor’s Office, the Office of the Provost, the Office of the Vice Chancellor for Diversity and Inclusion, the Office of the Dean, and other units to develop and implement DEI strategies that are effective and sustainable.
Epidemiologist Rose Kagnon, Ph.D., M.P.H., an assistant professor of emergency medicine affiliated with the UC Davis Health System, described an upcoming symposium aimed at improving the safety and efficacy of treatments in high-risk communities (see https://rachelwhitmer.ucdavis.edu).

Over the years Whitmer has mentored numerous female doctoral students and early career faculty members, with hopes of increasing the proportion of women who lead research projects. Her interest in increasing the representation of women in research leadership attracted the attention of the Culture of Leadership initiative, including Colleen Clancy, associate vice chancellor for academic personnel, and Amparo Valdivia, professor and chair of the Women’s Cardiovascular Medicine Program, who are serving as sponsors for the ELM project.
Angel-Alberto Herrera-Guerra, M.D., an assistant clinical professor of pediatrics, studies cardiovascular disease and pediatric rheumatology. He treats patients with congenital heart defects, genetic disorders, vasculitis, gout, dermatomyositis and pediatric systemic sclerosis, and is board-certified in pediatrics and pediatric rheumatology.

Epidemiologist Rose Kaganza, Ph.D. M.P.H., an associate professor of emergency medicine affiliated with the UC Davis–affiliated hospital, is examining ways to improve firearm purchase background checks and to reduce violence in high-crime areas through changes in the physical environment.

Shannon Newsom, M.D., M.H.P., an assistant professor of radiology, specializes in women's imaging, MR and ultrasound. She is board-certified in radiology and diagnostic radiology, and fellowship-trained in advanced abdominal and breast imaging.

Caryn Patton, Ph.D., P.T., FAPTA, a professor in UC Davis School of Medicine’s physical medicine and rehabilitation, studies the physical demands of cybersickness. She is examining the mechanism of motion sickness in neurosurgical patients and 3D video games.

Psychologist Babcock (Rob) Kehravas, M.D., M.S.PH, an associate professor of internal medicine, specializes in treating chronic kidney disease with attention to its functional, emotional and medication use aspects, investigating the relationship between reduced kidney function and overall physical function and depression.

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