

Program TRACKS

Leadership Track

BY SARA TEASDALE, MD AND MELODY TRAN-REINA, MD

What does effective leadership mean to you?

- **Dr. Tran-Reina:** I think that leadership is a really special opportunity to make an impact by empowering others to work together and accomplish something they couldn't individually. There are a lot of stereotypes about the traits of an effective leader, e.g. that you need to be assertive or decisive, but I think there are so many underrated traits like humility, influence, and vision. Being an effective leader means understanding your strengths and those of your team and maximizing them to achieve your shared goals.

What leadership roles do you have in GME/UME?

- **Dr. Teasdale:** I am the Program Director for the Primary Care Program in the Internal Medicine Residency.
- **Dr. Tran-Reina:** I am the Executive Director of the Community Health Scholars programs at the School of Medicine, which are tailored pathways for medical students who want to work in various underserved communities.

Who are your leadership role models at UCD?

- **Dr. Teasdale:** That is a tough question! I have so many colleagues who I see as role models. UCD has amazing visionaries in the Internal Medicine department and medical school, many of whom have been instrumental in shaping my career, Dr. Henderson and Dr. Jain in particular. Dr. Vierra has been an influential leader for UCD and the residency at the county clinic. She navigates two systems and bridges them to create a fantastic learning training and working environment. I have always admired Dr. Keenan's vision and style as Program Director, he listens to his team and has helped the IM program evolve tremendously over the last 10 years.

- **Dr. Tran-Reina:** There are so many amazing leaders to learn from here! I really admire Dr. Fancher's and Dr. Henderson's vision, courage, and innovation in medical education to train a more diverse physician workforce for underserved communities, and Dr. Jain's incredible patience and support of trainees and faculty alike. All have been amazing mentors and sponsors for me.

What was your first leadership or advocacy role together?

- **Dr. Teasdale:** When Mel was a resident and I was a new faculty member, there was a push to start the Sacramento County health program for our undocumented residents, called Healthy Partners. The proposal would insure 4,000 people over 18 years old. Mel and I, along with many other residents, physicians, community-based organizations, and the #Health4All campaign, went to numerous meetings to advance this funding. It's been amazing to see the program grow over the years, and to care for these patients as their primary care doctors.

What skills do you need to be a leader in primary care?

- **Dr. Teasdale:** I think primary care is a field of medicine where the importance of leadership and leadership skills often get overlooked. We work closely with teams of interprofessional staff and non-medical members. It is essential we have the ability to look at problems from a 30,000-foot lens, using QI skills, and then be able to advocate solutions that can address the problems. Communicating with a diverse workforce and managers that may have competing interests requires listening but also understanding the problem.

Jothika: "The Leadership track has been my favorite track of residency! It has been an insightful and enjoyable experience. Learning about the various leadership roles, my own leadership style, and the basics of navigating the realm of academic medicine was incredibly useful. The track is really well done, and I feel significantly more equipped to pursue my career as a leader in medicine."

What is the best advice you have for someone starting a leadership role?

- **Dr. Tran-Reina:** Get really clear on what your personal values are, because that drives how you interact with others and how you make decisions. (Brené Brown has an amazing exercise to do this!) Ask yourself if this tough decision is in line with your values and hold yourself accountable. Also, give yourself a LOT of grace and kindness. Just like implementing change takes time, so does growing your leadership skills.

What do you hope residents get out of the Leadership Track?

- **Both:** We hope that residents walk away from the track with an appreciation of the diverse leadership roles for physicians. We also hope they start to understand what makes someone successful as a leader. We know that the 2 sessions aren't enough to transform someone's leadership skills and style, but we hope the Leadership Track experience will inspire residents to continue developing their leadership skills after they have graduated.



2018, when the Sacramento Board of Supervisors expanded the Healthy Partners Program from 3000 patients to 4000 patients and lifted the age cap of 65.

Hospital Medicine Track

BY LAUREN DAMON, MD AND ADRIENNE ATENCIO, MD

It's been an incredible journey, and we are thrilled to mark the completion of the first year of the Hospital Medicine Track. Over the past year, we've seen our program flourish.

As UC Davis IM residents, we craved more robust mentorship, support in career development, and more dedicated training in skills specific to hospital medicine. We sought to fill these gaps and designed a program built on four pillars: mentorship, direct clinical experience through electives, scholarly work, and longitudinal didactics. We hope to demystify the job application process, nurture academic growth, cultivate leadership, and train excellent hospitalist clinicians.

We're excited to share that we've exceeded our expectations. During this inaugural year, we've witnessed the transformation of our track residents into confident and capable hospitalists. They have gone on to acquire excellent careers at great institutions, and we are so excited to see what they achieve in the years to come!

The track has received excellent feedback, with a steep improvement in the number of residents reporting confidence in clinical skills and readiness to start their career. 100% of survey responders reported satisfaction with the track. There was appreciation for the didactic sessions, with many residents requesting more didactics. We hope to continue to expand our lectures in years to come!

Here's to many more years of empowering excellence in hospital medicine! If you are interested in hospital medicine as a career, we hope you join our track and join us in the fun!



Conan Liu (Class of 2023): "I highly recommend the Hospital Medicine track, even if you aren't 100% sure on your career choice yet! It is very clear how much effort Drs. Damon and Atencio have put into the track. I always looked forward to getting together with my co-residents in a more casual setting to learn about practical topics we don't often learn much about like financial planning, choosing a job, as well as looking into the common practices we do inpatient that might not be evidence-based! It's a lot of fun and totally worth it!"