UC DAVIS HEALTH | SCHOOL OF MEDICINE

Chair, Department of Surgery

Leadership Profile

November 2026

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Contents

The Opportunity	01
Organization Overview	02
Position Summary	09
Goals and Objectives	11
Candidate Qualifications	13
The Community	15
Procedure for Candidacy	16
Salary Range	16
Appendix	17

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The Opportunity

UC Davis School of Medicine (SOM) seeks an inspiring, forward-thinking, and nationally respected leader to serve as the next Chair of the Department of Surgery. This is an outstanding opportunity to lead one of the nation's premier surgical programs, building on a longstanding tradition of excellence in clinical care, research, and education.

The SOM is among the nation's leading medical schools committed to outstanding clinical care, scholarly advancement, and education, and it is consistently ranked by U.S. News & World Report for these efforts. The Institution excels at translating scientific discoveries and new technology into improved patient care with a research-funding portfolio of over 1,300 active awards with more than $439 million in extramural funding. As the clinical engine, UC Davis Health (UCDH) is a multibillion-dollar health system within the University of California System with more than 1 million outpatient and 35,000 inpatient visits each year across the academic medical center, 32 ambulatory sites, and a 1,200-member medical group. The Institution includes multiple areas of excellence, including an NCI-Designated Comprehensive Cancer Center; nationally recognized research centers in both neurodevelopmental disorders and Alzheimer's Disease; an NCATS-funded Clinical and Translational Science Center; a nationally ranked children's hospital; a forward-thinking and pioneering telehealth program; Magnet designation; and multiple other awards.

Reporting to the Dean, UC Davis School of Medicine, the Chair will serve as the strategic, academic, and administrative leader of the Department, guiding its future direction and growth. This individual will cultivate strong partnerships across the School of Medicine and UC Davis Health; elevate the Department’s research and educational missions; and expand a clinical enterprise known for excellence in patient-centered care. Working closely with the Dean and health system leadership, the Chair will shape a unified vision that integrates clinical care, research, education, and community outreach.

This is an extraordinary opportunity for a collaborative, driven physician to shape the long-term trajectory of a department with a proud history and a critical role in the region’s surgical landscape. The ideal individual will bring a record of advancing administrative leadership within surgery in an integrated academic medical center. The new chair should bring fresh perspective, collaborative leadership skills, and the ability to work more effectively with the medical center administration to help elevate the department. They will have risen to national distinction in research, education, and clinical excellence—credentials appropriate for appointment as a professor or senior associate professor in the SOM. Candidates must hold an M.D., M.D./Ph.D., or equivalent degree, along with current board certification in surgery, and possess, or be eligible for, a California Medical License.

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Organization Overview

Department of Surgery

The Department of Surgery at UC Davis Health is one of the nation's leading academic surgery programs, recognized for its excellence in clinical care, research, and surgical education. Comprised of 12 surgical divisions spanning a broad range of specialties, the department is home to nationally and internationally recognized surgeons who are advancing innovative treatments, conducting impactful research, and training the next generation of surgical leaders. The department is committed to delivering world-class patient care while driving discoveries that improve surgical outcomes and advance the field of surgery.

The department's 11 divisions, which encompass a wide variety of surgical specialties, centers and programs, are:

- Burn Surgery
- Cardiac Surgery
- Thoracic Surgery
- Colorectal Surgery
- Foregut, Metabolic, and General Surgery
- Pediatric Surgery
- Plastic and Reconstructive Surgery
- Surgical Oncology
- Transplant Surgery
- Trauma, Acute Care, and General Surgery
- Vascular Surgery

The department consists of 75 full-time surgeons, 3 MSP surgeons, 24 volunteer clinical professors, 97 residents and 13 fellows. The faculty are improving patients' lives by seeking innovative ways to treat complex cancers, reconstruct facial tissue following traumatic injury, repair congenital defects before birth and provide lifesaving options for end-stage heart failure. Through expertise in minimally invasive and robotic techniques, the department delivers advanced specialty care while driving groundbreaking discoveries in areas such as fetal surgery, regenerative medicine, and stem cell therapies. The Department has an operating budget of approximately $60 million for 2026.

Unique to UC Davis are some amazing clinical and research partnerships that are leveraged to improve patient care, including collaborations with the UC Davis Department of Biomedical Engineering, UC Davis School of Veterinary Medicine, VA Healthcare System Northern California, Shriners Hospitals for Children Northern California and David Grant Medical Center at Travis Air Force Base.

With a strong culture of collaboration, innovation, and academic excellence, the department serves as a regional referral center for complex surgical care and supports a nationally ranked research enterprise. The department's mission integrates outstanding patient care, pioneering scientific discovery, and exceptional education, all while fostering an environment dedicated to diversity, inclusion, and community impact.

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Clinical Operations

The department of surgery's clinical programs continue to expand in both reach and sophistication. Across every division, the faculty has elevated the standard of care for the communities they serve. In 2025, the department saw record procedural volumes, improved quality metrics, and increasing regional and national referrals driven by its reputation for excellence.

Surgical services are provided by the Department at the UC Davis Medical Center, the NCI-designated UC Davis Comprehensive Cancer Center, the Lawrence J. Ellison Ambulatory Care Center, Community Practice Groups (CPG) and the 48X Complex. The 48X Complex is a newly opened outpatient surgery center that addresses the growing demand for same-day or overnight surgical services. The four-story, 268,000-square-foot facility exemplifies UC Davis Health's commitment to innovation and excellence. The $589 million modern surgical center reflects a shift toward more convenient, same-day procedures that help patients recover without needing a hospital stay.

Education and Training

The Department of Surgery is committed to developing surgical leaders through a comprehensive continuum of education, from medical students to practicing surgeons. Guided by the legacy of Dr. F. William Blaisdell, the department emphasizes training thoughtful, innovative surgeons while advancing surgical education through research and evolving training methodologies. Its educational programs include specialized initiatives for military surgeons and reflect a longstanding commitment to excellence in surgical training, research, and innovation.

F. William Blaisdell Surgical Education Programs was designed to provide the highest caliber of surgical education from the pre-medical student level all the way through to the continuing education of practicing surgeons. The department offers four residency programs; General Surgery (61 residents), Cardiothoracic Surgery (5 residents), Plastic Surgery (9 residents) and Vascular Surgery (10 residents), and five fellowships; acute care surgery (3 fellows), burn surgery (1 fellow), minimally invasive/robotic surgery (2 fellows), surgical critical care (6 fellows), and abdominal transplant surgery (1 fellow).

Through the ongoing relationship with the VA Healthsystem of Northern California, the department developed a program within the Center of Surgical Education focused on education for military surgeons. The Program for Military Surgical Education is designed to provide robust surgical training unique to military surgeons and surgical trainees at a national and international level.

As a nationally ranked program in surgical research, the department of surgery is strongly committed to mentoring the next generation of surgeon scientists. Each year, the department welcomes a handful of UC Davis medical students who are interested in gaining research experience in the areas of surgery. These medical students work on a wide variety of research projects under the guidance of surgery faculty mentors. Many students have published their work as peer-reviewed articles, manuscripts, and abstracts presented at national meetings.

In addition, the department offers a selective clinical research program for UC Davis undergraduate students affiliated with UC Davis School of Medicine called Research Experience in Surgery (RESURG). As a member of RESURG, students will learn about and engage in ethical human subjects research, work with clinicians, and gain valuable professional skills. Responsibilities may include submitting research documentation to the IRB, data collection, data entry, patient screening, surveying patients, and promoting the development of various research projects.

Research

The Department of Surgery supports a broad and innovative research portfolio spanning translational science, cancer, trauma, cardiovascular disease, and surgical outcomes. Faculty are internationally recognized for advancing regenerative medicine through fetal surgery, stem cell therapies, tissue engineering, and biomaterials research. Investigators also lead multidisciplinary efforts in surgical oncology, precision medicine, and clinical trials aimed at improving cancer outcomes. Research programs in trauma, burn, and acute care surgery focus on

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wound healing, traumatic injury, critical care, disaster response, and the application of artificial intelligence to improve patient outcomes.

Across all 11 surgical divisions, faculty conduct extensive clinical and outcomes research focused on surgical quality, patient safety, health equity, minimally invasive and robotic surgery, novel technologies, and enhanced recovery programs, with the shared goal of improving perioperative care, reducing complications, and expanding access to advanced surgical services.

The department supports a substantial portfolio of federally and privately funded research totaling $7.5, including $7.2M in NIH funding. Faculty investigators hold grants from organizations including federal agencies and foundations, supporting laboratory-based science, clinical trials, translational research, and educational scholarship. Research activities are supported by dedicated research staff, laboratories, data resources, and interdisciplinary collaborations throughout UC Davis Health.

UC Davis School of Medicine

UC Davis School of Medicine is a mission-driven community of learners, physicians, scientists, and staff committed to advancing health equity and improving lives.

The School of Medicine at a glance:

- $439 million in external research funding for fiscal year 2024-2025
- Ranked 31st in funding from the National Institutes of Health in FY 2025
- U.S. News & World Report ranks the School of Medicine:
  - Tier 1 in primary care training
  - 16th for most graduates who practice in primary care settings
  - Tier 2 in research (out of four tiers)
- 25 academic departments encompassing basic sciences and clinical departments
- Our school includes more than 3,100 faculty and staff, 900 residents and fellows, and 600 students.

Our nationally recognized academic programs are rooted in innovation, groundbreaking research and providing exceptional patient care.

- Tailored clinical tracks focus on meeting California's physician workforce needs, including Rural-PRIME, REACH, TEACH-MS, COMPADRE and Tribal Health PRIME
- A dual M.D./Ph.D. degree program prepares future physician-scientists to meet evolving scientific, social, ethical, political, and humanitarian challenges
- A five-year ARC-MD program provides medical students with research and career mentorship to become physician-scientists
- Fully accredited master's degree programs in public health and informatics
- UC Davis-affiliated student-run clinics that provide free health care to uninsured, low-income and other under-resourced communities throughout Greater Sacramento

For more information, please visit: https://health.ucdavis.edu/medschool/.

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Aggie Square

Aggie Square is a first-of-its-kind, $1 billion innovation district anchored by UC Davis and developed by Wexford Science + Technology of Baltimore, Maryland. Aggie Square is situated on 11 acres on the UC Davis Sacramento campus and will create 1.2 million square feet once all building phases are completed.

UC Davis School of Medicine occupies about 300,000 square feet of collaborative research and education space in Aggie Square, where about 350 School of Medicine scientists and affiliated centers conduct collaborative studies.

Aggie Square expands educational opportunities for biomedical and UC Davis health professions students and clinicians with leading-edge anatomical and surgical training capabilities, as well as continuing education programs. It also fuels research and innovation with on-site design, prototyping, and manufacturing services via Tech Foundry.

The UC Davis Health Ventures team, also based at Aggie Square, collaborates with researchers and clinicians to accelerate discoveries into real-world solutions through funding, partnerships, and other programming.

Together, these services and resources offer a vibrant ecosystem that makes UC Davis Health a destination for talented individuals eager to educate, innovate, and translate human health research for the benefit of society.

School of Medicine Centers

We offer some of the nation’s most prominent centers and research programs, led by internationally renowned faculty and research teams. These centers include:

Alzheimer’s Disease Research Center

The Alzheimer’s Disease Research Center advances the understanding of Alzheimer's disease and related dementias through comprehensive research participant evaluations and leading-edge research. Experts conduct basic and clinical research including clinical trials, clinical evaluations, community outreach and education, professional education, and research training.

Cell and Gene Therapy Center

The Cell and Gene Therapy Center brings together physicians, research scientists, biomedical engineers and a range of other experts and collaborative partners at its Institute for Regenerative Cures. The $62 million facility, supported by the California Institute for Regenerative Medicine (CIRM), is the hub for collaborative, team-oriented science that is advancing breakthrough discoveries designed to bring stem cell therapies and cures to patients everywhere.

Center for Bioengineering in Medicine

The Center for Bioengineering in Medicine integrates engineering, biology and clinical medicine to develop technologies that transform how diseases are diagnosed and treated. Researchers at the center use innovative approaches, including regenerative medicine, biomaterials, gene and cell therapies, and nanoscale delivery systems, to bridge the gap between laboratory discovery and clinical impact.

Center for Health and Technology

As one of the strongest and most robust telehealth programs in the United States, the UC Davis Center for Health and Technology (CHT) conducts a wide variety of clinical, educational and research activities focused on improving people's health and well-being. CHT partners with community hospitals and clinics throughout California to provide access to specialized medical care and education through telecommunications technology.

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Center for Healthcare Policy and Research

The Center for Healthcare Policy and Research (CHPR) generates scientific evidence and promotes best practices and policies to advance health and health equity. CHPR leads, collaborates, and trains future leaders in interdisciplinary and community-engaged research, and the critical translation of research and evidence into real-world use.

Center for Precision Medicine and Data Sciences

The Center for Precision Medicine and Data Sciences convenes multidisciplinary research teams to tackle today's health care challenges in data science, clinical care, nutrition and more. Precision medicine takes a personalized approach to research and clinical care, resulting in better health outcomes and more targeted treatments, while data science enables the analysis and integration of complex health data, supporting the development of precision therapies and a shift from reactive to predictive models of care.

Center for Reducing Health Disparities

The Center for Reducing Health Disparities takes a multidisciplinary, collaborative approach to addressing inequities in health access and quality of care. This includes a comprehensive program for research, education and teaching, and community outreach and information dissemination. The center builds on UC Davis' long history of serving the region's most vulnerable, underserved populations.

Clinical and Translational Science Center

The Clinical and Translational Science Center (CTSC) serves as a catalyst to support biomedical research projects by providing services and resources to investigators, staff, scholars and trainees, and community partners. The CTSC facilitates research to improve public health by contributing new knowledge about access, delivery, cost, quality, and outcomes related to health care.

Comprehensive Cancer Center

A national leader in cancer care, the UC Davis Comprehensive Cancer Center is among only 52 cancer centers designated as a "comprehensive" cancer center nationwide. The Cancer Center attracts more than $100 million annually in funding for research to find better ways to prevent, diagnose and treat cancer. Its top specialists provide compassionate, comprehensive care and offer patients access to more than 150 clinical trials at any given time.

The MIND Institute

The MIND Institute is an interdisciplinary, collaborative research, clinical, and educational center committed to deepening our scientific understanding of the challenges associated with autism and other neurodevelopmental conditions. The MIND Institute has research studies focusing on autism, Down syndrome, Fragile X, attention-deficit/hyperactivity disorder, and chromosome 22q11.2 deletion syndrome. It is one of the only research centers in the world where clinicians work together in the same place as scientists studying neurodevelopmental disabilities.

UC Davis Health

UC Davis Health is improving lives and transforming health care by providing excellent patient care, conducting groundbreaking research, fostering innovative, interprofessional education, and creating dynamic partnerships with the community.

As the region's only academic health system, UC Davis Health is focused on discovering and sharing knowledge to help everyone in the area receive the highest levels of care.

UC Davis Health treats patients across three hospitals, UC Davis Medical Center, UC Davis Children's Hospital and UC Davis Rehabilitation Hospital, two schools of health, an extensive regional primary care network and virtual telehealth connections to more than two dozen rural hospitals around Northern California.

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UC Davis Health consistently ranks among the best places to work in the nation.

- Newsweek: America's Greatest Workplaces 2026 (4th year in a row)
- Greatest Workplace for Women 2026
- Greatest Workplace for Mental Well-being 2026
- Forbes' Best Employer for Company Culture 2026
- Forbes' Best Employers for Healthcare Professionals 2025
- Forbes' Best Employers in California 2025 (#4 in Healthcare)

A regional economic powerhouse

UC Davis Health is a major driver of economic prosperity in the Sacramento region and California.

- Statewide, UC Davis Health generates $6.25 billion in economic impact each year
- Second-largest employer in Sacramento County, behind the State of California
- In 2023, UC Davis Health's direct expenditures of $1.84 billion led to a total economic impact of $4.01 billion in the region, or an additional $1.18 for every dollar spent

UC Davis Medical Center

UC Davis Medical Center is one of the top hospitals in California, ranked among the Top 50 in the nation and the top-ranking hospital in the Sacramento metro area.

Nationally renowned, it is a leading referral center for the most seriously injured or ill patients and medically complex cases.

Highlights:

- A 660-bed multispecialty academic medical center with a new hospital tower under construction that will increase its capacity to > 900 beds (see Future Developments, below)
- 65,000-square-mile service area includes 33 counties and 6 million residents
- UC Davis Medical Center operates the only Level 1 trauma center for both adult and pediatric emergencies in inland Northern California
- Ranked among the nation's top 50 hospitals in cancer, cardiology, heart & vascular surgery, diabetes & endocrinology, ENT, geriatrics, neurology & neurosurgery, orthopedics, and pulmonology & lung surgery
- Together with Shriners Children's ranked among the nation's top 50 children's hospitals in diabetes & endocrinology, nephrology, and orthopedics
- Magnet® certified, the nation's highest honor for nursing excellence
- For 12 consecutive years, a "Most Wired" health system for excellence in using technology to improve care delivery

UC Davis Health Ambulatory Services

Ambulatory Care Services represents UC Davis Health's network of primary and specialty care across the Greater Sacramento area. The patient-centered system delivers the highest level of care through efficient, innovative clinical operations and care delivery partnerships.

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Today, the ambulatory footprint extends to more than 33 sites and over 75 clinical practices in the greater Sacramento area, with over 1.7 million provider visits annually in primary and specialty care, plus 700,000 more outpatient visits for lab, imaging, dietary, social work, therapies, and other ancillary services.

Ambulatory Care is a key part of how UC Davis Health cares for and keeps people well. In 2025, the Folsom Center for Health opened the Medical Care Clinic, a 114,702-square-foot building and the first of three planned for the complex. Besides a 16-bay infusion clinic and an eye center, the site offers cardiology, dermatology, endocrinology, neurology, orthopedics, imaging and more.

Future plans include expanding telehealth and bringing more care into the patient's home. The latest digital tools boost provider communication and make care more convenient and personalized than ever.

UC Davis Health believes everyone should enjoy the ability to live a healthy life. That's why Ambulatory Care Services continues to explore every opportunity to increase access to clinical care, whether by implementing the latest technology or ensuring patients see a qualified care provider, even when their primary doctor is busy.

UC Davis Health was recently ranked in the top 10 nationally for the outstanding quality of its ambulatory care in the outpatient clinics and the emergency department, by Vizient, which measures outcomes for academic medical centers.

Ambulatory Care Services brings excellent care directly the communities it serves—combining top-tier specialists, cutting-edge technology, and personalized attention to make high-quality care more convenient, accessible, and centered around what matters most to you.

Future Developments

Between 2021 and 2030, UC Davis will spend more than $7 billion to construct new facilities for health care delivery and research in Sacramento.

UC Davis Medical Center California Tower

As the "Hospital of the Future," the California Tower for UC Davis Medical Center is a $3.75 billion project that will stand up a new 14-story hospital tower and five-story pavilion while rejuvenating existing facilities. Open to patients in 2030, the California Tower will create 400 private rooms for patients and double the square footage of the Medical Center. The space will also include new operating rooms, an imaging center, a larger emergency room, and other ancillary services.



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Position Summary

The Chair serves as the strategic, academic, and administrative leader of the Department of Surgery, responsible for advancing the department's mission across clinical care, research, education, and service. The Chair will provide visionary leadership to support the continued growth and excellence of the department while cultivating strong partnerships across the School of Medicine, health system, affiliated hospitals, and community partners. Working closely with health system leadership and fellow department chairs, the Chair will expand and strengthen the department's clinical enterprise, promote innovation in surgical care, and enhance the department's national reputation.

The Chair will be responsible for fostering a collaborative and inclusive culture that supports faculty, trainees, staff, and learners while attracting and retaining outstanding talent. In alignment with the School of Medicine's strategic priorities, the Chair will advance a robust research enterprise by promoting interdisciplinary collaboration, supporting surgeon-scientists, and expanding opportunities for translational, clinical, outcomes, and population health research. An appreciation for the broader mission of the institution and the ability to lead effectively within a complex, matrixed academic health system will be essential.

The Chair will also oversee and strengthen the department's educational programs, ensuring excellence in surgical residency and fellowship training, medical student education, and faculty development. Equally important, the Chair will integrate research, education, clinical care, quality improvement, and community engagement to sustain a thriving academic department and surgical practice. This role presents an exceptional opportunity for a collaborative, innovative, and forward-thinking leader to shape the future of academic surgery, mentor the next generation of surgeons, and position the department for continued impact at the regional, national, and international levels.

Reporting Relationships

The Chair, Department of Surgery reports directly to the Dean of UC Davis School of Medicine.

Responsibilities

The incoming Chair will be responsible for:

- Articulating and advancing a cohesive vision and operational roadmap that strengthens efficiency, elevates service quality, and encourages innovation across the Department. Working closely with the SOM and health system leaders, this individual will update and implement a strategic plan that aligns with broader institutional priorities.
- Serving as a visible advocate and ambassador for the Department within UC Davis, throughout the region, and on national platforms.
- Driving the expansion and integration of top-tier surgical services offered by the Department.
- Motivating and supporting faculty, staff, and trainees with a strong emphasis on professional growth and the recruitment of outstanding talent.
- Overseeing the Department’s research enterprise while mentoring investigators and promoting collaboration across disciplines.
- Ensuring rigorous performance and quality oversight for all surgical providers, fostering a culture rooted in trust, transparency, and accountability, and striving for excellence in clinical outcomes.

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- Upholding the highest standards in the Department's educational programs and those it supports across the institution.
- Building and strengthening strategic partnerships across the SOM, UC Davis Health, and the wider community to align clinical and research initiatives with institutional goals.
- Managing departmental finances and long-term sustainability through responsible budgeting and resource stewardship.

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Goals and Objectives

Advance Clinical Operations, Innovation, and Strategic Program Growth

Strengthen the department's clinical enterprise through improved operational efficiency, access, quality, and patient-centered care. Optimize operating room utilization, scheduling processes, and capacity management to better meet patient needs and support clinical growth. Expand ambulatory and community-based surgical services, enhance regional access, and invest in emerging technologies, including robotics and advanced surgical platforms. Prioritize the development of key service lines such as cardiothoracic surgery, transplant surgery, surgical oncology, vascular surgery, and other high-impact programs that align with institutional goals and community needs.

Enhance Financial Stewardship, Transparency, and Accountability

Implement a transparent and sustainable financial model that aligns departmental resources with performance, strategic priorities, and long-term growth objectives. Establish clear productivity expectations, meaningful benchmarks, and equitable compensation structures that recognize clinical, research, and educational contributions. Improve visibility into departmental finances, resource allocation, and cross-subsidization practices to build trust among faculty and division leaders. Develop diversified revenue streams through philanthropy, research funding, partnerships, and programmatic growth to reduce reliance on clinical margin alone.

Build a High-Performing Research Enterprise

Develop a centralized and accountable research infrastructure that supports faculty across the full research lifecycle, from idea generation and study design through grant submission, regulatory compliance, clinical trial execution, and post-award management. Consolidate research leadership and resources under a unified strategy with dedicated operational support, clear authority, and measurable outcomes. Strengthen support for surgeon-scientists, expand access to NIH, DOD, foundation, and industry funding, and cultivate philanthropic partnerships that accelerate innovation, translational research, and national academic prominence.

Reestablish Educational Excellence as a Core Departmental Mission

Create a department-wide commitment to excellence in undergraduate medical education, graduate medical education, fellowship training, and faculty development. Strengthen educational leadership, address accreditation vulnerabilities, and ensure adequate resources for recruitment, curriculum development, mentorship, and trainee wellness. Foster an environment where residents, fellows, and students feel valued, supported, and prepared for successful careers in both academic and community practice settings. Promote educational innovation and collaboration across all training programs while aligning educational priorities with the department's broader academic mission.

Strengthen Faculty Recruitment, Retention, and Talent Development

Develop a comprehensive strategy to recruit, develop, and retain outstanding faculty across all missions of the department. Address workforce shortages in critical service lines, including cardiac surgery, enhance onboarding and mentorship programs, support career advancement for junior and mid-career faculty, and create a culture that recognizes and rewards high performance. Establish succession planning for key leadership positions and ensure the department remains competitive in attracting top academic surgeons, scientists, educators, and clinical leaders.

Foster a Collaborative, Inclusive, and Performance-Oriented Culture

Promote a culture defined by collaboration, accountability, professionalism, and shared success. Establish clear expectations for leadership, faculty, and divisions while supporting effective communication and transparent decision-making. Invest in mentorship, faculty development, succession planning, and leadership training, particularly for junior and mid-career faculty. Encourage interdisciplinary partnerships within the health system and across the university, while fostering an inclusive environment that supports innovation, engagement, recruitment, retention, and long-term faculty satisfaction.

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Develop Priority Service Lines and Regional Referral Programs

Create and execute a strategic growth plan for high-priority clinical programs that align with institutional goals and regional healthcare needs. Strengthen multidisciplinary partnerships to advance cardiac surgery, transplant, surgical oncology, vascular surgery, thoracic surgery, trauma, robotics, and other areas of distinction. Expand referral networks, improve integration with medical specialties, leverage new facilities and ambulatory surgery centers, and position the department as a leading tertiary and quaternary surgical destination throughout Northern California.

Lead Departmental Growth Through Strategic Partnerships and System Integration

Position the Department of Surgery as a key strategic partner within the School of Medicine, health system, and broader regional healthcare landscape. Provide visionary leadership for major institutional initiatives, including facility expansions, outpatient growth, service line development, and the evolution of a tertiary and quaternary care referral network. Strengthen collaborations with hospital leadership, affiliated programs, community partners, and external stakeholders to advance the department's clinical, research, and educational missions. Ensure that departmental priorities are fully integrated into long-term institutional planning while expanding the department's regional and national reputation for excellence.

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Candidate Qualifications

Education/Certification

- M.D., D.O., M.D./Ph.D., or equivalent degree from an accredited institution.
- ACGME-accredited residency training in Surgery and current Board certification.
- Possess, or be eligible for, a California Medical License.
- Possess academic credentials and accomplishments for appointment at the rank of Associate Professor or higher at UC Davis School of Medicine.

Knowledge and Work Experience

- Progressive leadership experience in an academic medical center environment.
- Demonstrated success as a leader in a Department or Division of Surgery of an academic entity of comparable size and scope.
- A national reputation in the field and a distinguished record of scholarly research activity, teaching, and clinical care.
- Track record as a respected leader with strong business acumen and the ability to grow a department, make sound fiduciary decisions, measure and improve productivity and outcomes, develop others, work collaboratively, and take appropriate business risks to achieve goals.
- Excellence in teaching and a track record of developing the careers of faculty, staff, and students.
- Proven ability to build productive teams and collaborate across departmental and institutional lines.
- Demonstrated success advancing and managing a diverse workforce, including an outstanding track record of recruitment and development of faculty and trainees; one who leverages a national reputation to attract the highest level of talent.
- Experience supporting and advancing surgical education across all levels, including medical student clerkships, residency, and fellowship programs, with a commitment to educational innovation.
- Demonstrated record of academic achievement, including scholarship, research leadership, and/or program development, with the ability to grow research programs and support increased extramural funding.
- A track record as a creative and strategic thinker who is able to envision and manage the future. Experience in managing growth and change, resolving conflict, and building consensus, as well as a demonstrated willingness to seize opportunities while assuming responsibility for appropriate risks.

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Leadership Skills and Competencies

- A skilled negotiator who can advocate for resources and support for their team and Department in alignment with the goals and objectives of a broader organization.
- A visionary and transformational leader who can ideate and communicate a plan for the future and drive a group towards a set of goals over time.
- A mentor who can help individuals grow towards their strengths and interests and create synergies within a group to grow collectively.
- A competent businessperson with a grounding in financial principles and can deliver on ambitious goals in fast-changing environments.
- A calculated risk-taker who can lead effective change with sensitivity to its potential impact on the Department, its culture, and individual faculty and staff members.
- An enthusiastic and positive leader who is accessible and visible to faculty and staff and can act as a model for behavior and work ethic for those they lead.
- An effective communicator with strong interpersonal skills and an ability to facilitate communication in all settings and methods of communication.

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The Community

Sacramento, California



Sacramento and its surrounding region have a great deal to offer. From restaurants that pride themselves on farm-to-fork cuisine to a variety of outdoor recreation spots to family-friendly events, there's something for everyone.

It's also a great place to live, with a variety of housing options and neighborhoods. The cost of living in Sacramento is one of the lowest compared to all major California cities.

Sacramento lies at the intersection of two major rivers, the American River and the Sacramento River. It features the tree-lined American River Parkway, 32 miles of trails allowing joggers, walkers, and cyclists to enjoy one of the region's many natural attractions. Sacramento is near Lake Tahoe (a 90-minute drive), the Napa Valley wine region (a 1-hour drive), and San Francisco (a 2-hour drive).

For additional information, please visit:

- https://www.visitsacramento.com/
- https://www.cityofsacramento.org/Visitors
- https://www.saccounty.gov/Visitors/Pages/ActivitiesAttractionsInformation.aspx
- https://frontdoor.ucdavis.edu/

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Procedure for Candidacy

Confidential review of applications, nominations, and expressions of interest will begin immediately. Please direct all nominations and inquiries to the WittKieffer consultants assisting UC Davis School of Medicine with this recruitment (listed below), preferably via e-mail, to tporter@wittkieffer.com.

Aaron Mitra	Kim Smith	Tricia Porter
Principal & Practice Leader, Physician Leadership	Executive Partner, Academic Medicine	Senior Associate, Academic Medicine & Healthcare Market
(630) 575-6925	(781) 564-2625	(508) 369-0231
amitra@wittkieffer.com	Ksmith@wittkieffer.com	tporter@wittkieffer.com

Formal application materials must also be submitted via the UC Recruit system, located at https://recruit.ucdavis.edu/JPF07927, prior to formal review by the search committee. Document requirements include:

- Cover Letter/Letter of Interest
- Curriculum Vitae - Your most recently updated C.V.
- Names and contact information of 5 professional references. References will only be contacted regarding those candidates who advance to final consideration for the position. Candidates will be notified prior to the university initiating reference contact.
- Authorization to Release Information Form - This form is required for all applicants applying to academic recruitments. Please see the Employment Disclosure Requirements webpage for more information. Download, complete, sign, and upload the form.

Salary Range

The salary range for this position is $764,000 - $1,230,000 with the salary likely to fall closer to $1,000,000. This position includes membership in the Health Sciences Compensation plan (https://aadocs.ucdavis.edu/policies/apm/apm-670.pdf).

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from UC Davis School of Medicine documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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Appendix

The University of California, Davis

UC Davis was founded in 1908 to serve the state of California. We do and we always will. Today, that seed planted years ago has grown into one of the world's top universities.

UC Davis has a community of faculty and staff leading the way in teaching, research, public service, and patient care. As the second-largest employer in the region, our Davis and Sacramento campuses host more than 24,000 employees and more than 40,000 students - including undergraduates, graduate students, professional students, interns, and residents.

Our talented students are more likely to collaborate than compete, and our employees make creative connections from the obvious to the outlandish. This friendly approach has built a rich campus community that turns big ideas into real solutions.

We're ranked among the top 20 public universities in the nation with $1 billion in research funding. We're harnessing our power to find innovative solutions to the world's most daunting challenges - and preparing the next generation of leaders while we're at it.

UC Davis Health partners with UC Davis colleagues in the nation's best School of Veterinary Medicine, the nation's best School of Agriculture, one of the nation's best Colleges of Biological Sciences, and one of the nation's best Colleges of Engineering - all within one of the "Best Public Universities" in the U.S.

To learn more, visit: https://www.ucdavis.edu/about.

The University of California

The University of California is comprised of 10 regional campuses, and it is widely considered to be the best public university system in the world.

From UC Davis in the north to UC San Diego in the south, nine UC campuses house undergraduate and graduate education programs. The 10th, UC San Francisco, focuses only on health education and offers only graduate degrees. UC also oversees three National Laboratories for the U.S. Department of Energy, where cutting-edge science meets the curiosity and vibrancy of real life. The UC owns more than 20,000 active patents and is home to nearly 400 members of the National Academy of Sciences, more than 200 Nobel laureates, and more than 100 members of the Institute of Medicine.

The University of California has six academic health centers, which have made some of California's biggest breakthroughs in health research and treatments. With top-ranked specialized care and support for clinical teaching programs, this is the home for spectacular innovation.

To learn more, visit: https://health.universityofcalifornia.edu/.

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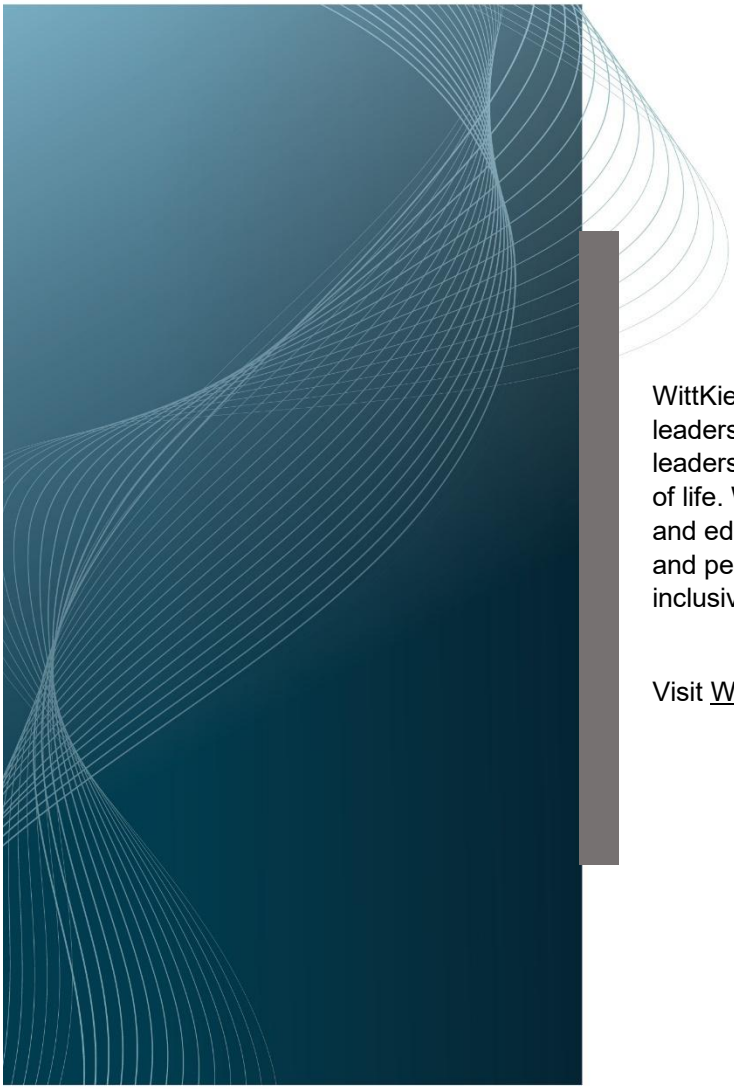

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