

**UC DAVIS**  
**HEALTH**

**SCHOOL OF  
MEDICINE**

**Chair, Department of Radiation Oncology**

Leadership Profile

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**WittKieffer**

## Contents

<b>The Opportunity</b>	<b>01</b>
<b>Organization Overview</b>	<b>02</b>
<b>Position Summary</b>	<b>09</b>
<b>Goals and Objectives</b>	<b>10</b>
<b>Candidate Qualifications</b>	<b>11</b>
<b>The Community</b>	<b>12</b>
<b>Procedure for Candidacy</b>	<b>13</b>
<b>Salary Range</b>	<b>13</b>
<b>Organizational Charts</b>	<b>14</b>
<b>Appendix</b>	<b>16</b>

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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 Radiation Oncology. This is a rare opportunity to lead a department integral to the NCI-designated UC Davis Comprehensive Cancer Center—an institution distinguished for its scientific excellence, multidisciplinary collaboration, and commitment to advancing cancer care for diverse communities across Northern California and beyond.

The Department of Radiation Oncology is home to internationally recognized experts who deliver sophisticated, compassionate, and highly individualized radiation therapy. The Department's work is centered on excellence in high quality clinical services, research, and education. Faculty collaborate closely with specialists across the UC Davis Health system to provide comprehensive, patient-centered care using state-of-the-art technologies and subspecialized expertise.

The SOM is among the nation's leading medical schools committed to scholarly advancement and education - including a highly regarded, competitive, and fully accredited residency training program - 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 \$400 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 1.2 million outpatient and 40,000 inpatient visits each year across the 646-bed academic medical center, 32 ambulatory sites, and a 1,000-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 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, UC Davis Health, and the Cancer Center; 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, the Cancer Center Director, 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 cancer care landscape. The ideal individual will bring a record of advancing administrative leadership within radiation oncology in an integrated academic medical center and, preferably, within an NCI-designated cancer center. They will have risen to national distinction in research, education, and/or clinical excellence—credentials appropriate for appointment at the senior associate or full professor level in the SOM. Candidates must hold an M.D., M.D./Ph.D., or equivalent degrees, along with current board certification in radiation oncology, or equivalent, and possess the ability to obtain licensure in the state of California.

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## Organization Overview

### Department of Radiation Oncology

The Department of Radiation Oncology at UC Davis School of Medicine, located in the NCI-designated UC Davis Comprehensive Cancer Center, is made up of internationally recognized experts, offers sophisticated radiation therapy services, and provides exceptional clinical care. The Department's mission is to constantly improve so that we continue to be first in quality and safety in radiation oncology. We always seek to achieve excellence in patient-centered care, research, and education.

The Department's faculty is comprised of seven physicians and six medical physicists, and the Department employs 27 staff including one advanced practice provider. There are an additional 68 radiation oncology-dedicated Cancer Center staff supporting the Department. Faculty and radiation oncology staff work closely with other medical specialties to provide comprehensive care tailored to patient needs — with the ultimate goal of eradicating cancer and relieving symptoms. UC Davis radiation oncologists subspecialize in different tumor types and use state-of-the-art technology to provide compassionate care to patients. The Department has an operating budget of approximately \$7.7 million for 2026.

As leading experts in radiation oncology, Department faculty continually strive to advance the field through close collaboration with other oncologists, radiologists and pathologists to translate the latest medical discoveries into new treatment approaches. Dedication to advancing treatment of all cancers has led to improved outcomes.

### Clinical Operations

Radiation oncology services are provided by the Department in two locations on the UC Davis Medical Center main campus. Additional sites of service are currently being evaluated to expand the Department's clinical footprint and increase volumes. Annually, the Department sees nearly 1,800 patients (in- and outpatient), providing approximately 20,000 total treatments (not including special procedures), and provides 1,000 telehealth visits.

As members of the UC Davis cancer-care team, Department faculty have pioneered and safely implemented innovative technology such as:

- Intensity modulated radiation therapy (IMRT) with Image-guided radiation therapy (IGRT)
- TomoHDA System
- Prostate brachytherapy (Low dose rate, LDR) and High dose rate (HDR)
- Calypso 4-D Localization System
- Stereotactic body radiation therapy (SBRT)
- Stereotactic radiosurgery (SRS) with Leksell Gamma Knife®
- 4-D CT Simulation – Ambient Experience

The Department is at the forefront of providing the latest cancer treatment technologies, using the highest-quality equipment. The physicians, physicists and faculty at UC Davis Health are well-established experts in their field, and are recognized as experienced, national leaders in advanced technology and treatment. UC Davis Health is often one of the first facilities to offer the newest advances in the field, providing patients with the best opportunities in their fight against cancer.

UC Davis Health offers the following advanced treatment options for cancer patients:

- High Dose Rate (HDR) Brachytherapy Program
- Prostate Brachytherapy
- Gamma Knife Radiosurgery

- Intensity Modulated Radiation Therapy (IMRT)
- Image Guided Radiotherapy (IGRT)
- Stereotactic Body Radiation Therapy (SBRT)
- CT Simulation (CT SIM) — Ambient Experience
- Advanced Treatment Machines

### Technology

The Department utilizes the following machinery in serving its patients:

- 2 Elekta Versa HD linacs
- 1 Accuray Radixact linac
- 1 Elekta Gamma Knife
- (Future) Facilities, Planning and Development Construction Project to replace existing Gamma Knife with a Varian Edge linac
- 1 Philips CT-Simulation Big Bore RT
- 1 Samsung Neurologica BodyTom CT Scanner (Dedicated Brachytherapy Scanner)
- 1 Elekta Flexitron Brachytherapy afterloader
- VisionRT's AlignRT Surface Guided Radiation Therapy (SGRT)
- RayStation Treatment Planning System
- MIM Contour Protege

### Research

A cutting-edge research program ensures that the UC Davis Department of Radiation Oncology leads the way with the most up-to-date cancer treatment options and provides the best outcomes for patients. The nationally recognized faculty in the Department of Radiation Oncology focus their research on innovative treatment approaches to managing many cancer types. The Department faculty currently has \$5 million in external funding, including NIH R01 and Department of Defense grants. In 2024, the Department ranked 33rd on the Blue Ridge list of highest funded institutions in Radiation – Diagnostic/Oncology. Faculty participate collaboratively outside of the Department on other major grants such as UG1 and SPORE grants. UC Davis is a key, voting member of both SWOG and NRG clinical trials networks, in which the Department participates.

The Department's broad interests include clinical trials and translational research on a variety of subjects. Some of its focus is on low-dose radiation biology, 3-D conformal radiation therapy, intensity-modulated radiotherapy, stereotactic radiotherapy and radiosurgery, high-dose radiotherapy, chemoprevention, quality of life, image-guided radiotherapy, and translational research. Numerous departmental databases have been established that emphasize clinical outcomes and image-guided radiotherapy for performing high-quality, retrospective research.

### Education and Training

The Department of Radiation Oncology at UC Davis takes pride in its commitment to advancing the field through top-notch educational opportunities. The Department offers structured clinical training in radiation oncology for residents, fellows, and medical students:

- [Medical Residency](#)
- [Physics Residency; UC Davis Health – Primary](#)
- [Physics Residency; UC Davis Health – Sutter Affiliate](#)
- [Student Courses](#)

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## UC Davis Comprehensive Cancer Center

The UC Davis Comprehensive Cancer Center (UCDCCC) is one of the nation's top cancer centers, sitting amongst only 53 other NCI designated comprehensive cancer centers in the United States. This highest level of distinction is accompanied by a commitment to serve California's Central Valley and inland Northern California, a region of over six million people. The Cancer Center cares for more than 100,000 adults and children each year, bringing 200 clinical trials to the population and a full spectrum of care from prevention, diagnosis, treatment, and survivorship to end-of-life care. The Cancer Center is distinguished by robust programs in education, training and career development, community outreach and engagement.

With its deep commitment to clinical care, the Cancer Center pays equal focus to advancing scientific discovery, leading the way in innovative and high-impact cancer research. Across 43 departments and seven schools within the University, there are over 240 scientists working on 300 projects, accruing \$58 million (direct cost) in funding. The Cancer Center is nationally distinguished for its research programs in molecular oncology, comparative oncology, biomedical technology and imaging, cancer therapeutics, and population sciences/cancer health disparities. Significant areas of distinction include, but are not limited to, DNA repair and chromosomal biology, combinatorial chemistry, novel nanotherapeutics, radiotheranostics, developmental therapeutics, cancer immunology and immunotherapy, viral oncology, research on modifiable cancer risk factors, and investigator-initiated clinical trials, among many others.

## 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:

- \$400 million in external research funding for fiscal year 2023-2024
- Ranked 33rd in funding from the National Institutes of Health
- U.S. News & World Report ranks the School of Medicine:
  - Tier 1 in primary care training
  - 17<sup>th</sup> 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

Their 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 clinical research, 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/>.

## 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. The new mixed-use development encompasses research labs, classrooms, residential and public spaces. The first buildings opened in May 2025. Aggie Square is situated on 11 acres at the UC Davis Sacramento campus and will create 1.2 million square feet at buildout.

About 350 School of Medicine scientists and affiliated centers will conduct collaborative studies on public health, health policy, emerging technologies in neurosciences, cancer, surgical biomedical engineering, and musculoskeletal research. The medical school occupies about 300,000 square feet of collaborative research and education space in Aggie Square.

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

UC Davis offers 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.

### 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.

### 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.

## 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.

## Cell and Gene Therapy Center

The UC Davis 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.

## 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 with three hospitals, two schools of health, an extensive regional primary care network and virtual telehealth connections to more than two dozen rural hospitals around Northern California.

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

- Forbes Best In-State Employer (5<sup>th</sup> year in a row)
- Ranked 19<sup>th</sup> best in 2025 by Forbes for Best Large Employers
- Forbes Best Employer for Women 2024
- One of Newsweek's America's Greatest Workplaces for Job Starters 2024
- Perennially named an LGBTQ+ Healthcare Equality Leader in Healthcare Equality Index rankings, and a Newsweek America's Greatest Workplaces for LGBTQ+ 2024
- One of Newsweek's America's Greatest Workplaces for Parents and Families 2023

## 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 653-bed multispecialty academic medical center
- 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

## 48X Complex

The 48X Complex is an 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.

## 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.

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, 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 provides excellent care—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. Opening 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 for the Department of Radiation Oncology, charged with guiding its overall direction and growth. This individual will be responsible for cultivating and strengthening key relationships across the UC Davis School of Medicine, health system, and the Cancer Center, while providing strategic vision for the department's research and educational programs. Working in close collaboration with the Cancer Center Director and other health system leadership, the Chair will advance and expand the clinical enterprise and foster a strong sense of community that supports faculty, staff, students, and residents alike. In alignment with the School of Medicine's research mission and other goals set forth by the Dean, the Chair will expand opportunities for research with other disciplines and affiliated partners and promote scholarly activity. A deep appreciation for the collective good of UC Davis and the interconnected nature of a matrixed organization will be essential. The Chair will also continue to enhance the Department's highly regarded medical and physics residency programs.

Equally important, the Chair will ensure that research, education, clinical care, and community outreach are integrated to sustain a thriving, high-quality academic practice. This role presents an exceptional opportunity for a collaborative and forward-thinking leader to shape the long-term vision of a department with a distinguished tradition of delivering patient-centered care. By mentoring faculty and trainees and fostering an inclusive environment, the Chair will position the Department of Radiation Oncology to make a lasting impact on the UC Davis patient population and advance the field of radiation oncology on a national and international level.

## Reporting Relationships

The Chair, Department of Radiation Oncology, reports directly to the Dean of UC Davis School of Medicine, [Dr. Susan Murin](#).

*See the Appendix for Department organizational chart.*

## Key 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 clinical 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 clinical providers, fostering a culture rooted in trust, transparency, and accountability, and striving for excellence in clinical outcomes.
- 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

The following goals and objectives have been identified as priorities for the Chair over the next 18 to 24 months:

- Build strong, collaborative, mutually beneficial relationships with key stakeholders across the UC Davis Comprehensive Cancer Center, UC Davis Health, the School of Medicine, and the broader community,
- Create a comprehensive vision for growth of the Department to include a plan for expansion of clinical services into the community, upgrades and enhancements of technology, and recruitment of faculty to drive increased volume, decreased competitive pressures, and higher patient and provider satisfaction.
- Drive the regional growth of radiation oncology services by understanding the needs of the patient population, expanding the clinical footprint to fulfill market needs, and ensuring consistent, high-quality care across the system and affiliated community sites.
- Align Departmental goals and objectives in research, education, and clinical priorities with institutional goals and ensure that clinical growth of the Department occurs in lockstep with aligned clinical services across the Cancer Center and the health system.
- Leverage relationships and collaboration opportunities to drive the continued development of radiation oncology programs and integrating efforts with other health system initiatives.
- Expand the Department's research enterprise through strategic, multidisciplinary collaborations across the health system, the Cancer Center, and external constituents.
- Strengthen the clinical trials portfolio by advancing investigator-initiated studies and accelerating translational research.
- Recruit exceptional clinicians, scientists, and team members whose expertise and commitment will strengthen the Department and advance the institution's mission in cancer services.
- Cultivate a professional culture grounded in respect, equity, inclusion, and kindness by setting clear expectations, reinforcing shared values, and ensuring faculty and staff feel supported and empowered.
- Establish a robust framework for faculty development by embedding structured mentorship into onboarding processes for early career faculty and ensuring new recruits receive consistent guidance and support.
- Enhance community outreach efforts to better serve vulnerable and marginalized populations and improve access to cancer care across local and regional communities.
- Lead philanthropic engagement by strengthening relationships with regional partners, corporate stakeholders, donors, grateful patients, and grant funding organizations to support the Department's long-term academic mission.

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## Candidate Qualifications

### Education/Certification

- M.D. or M.D./Ph.D. or equivalent degrees from an accredited institution.
- ACGME accredited residency training in Radiation Oncology, or equivalent, and current American Board certification, or equivalent.
- Eligibility for licensure in California.
- Possess academic credentials and accomplishments for appointment at the rank of Associate Professor or higher at UC Davis School of Medicine.

### Professional Experience

- Progressive leadership experience in a department or division of radiation oncology in an academic medical center environment.
- A national reputation in the field and a distinguished record of scholarly activity.
- 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.

### Leadership Skills and Competencies

- A skilled negotiator who can advocate for resources and support for their team and Department in alignment with 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 who 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's population is approximately 536,000 and the greater metropolitan area has a population of over 2.4 million residents, with an approximate annual growth rate of 1.13%. It is the capital of California and the 6th largest city in the state.

Sacramento lies at the intersection of two major rivers, the American River and the Sacramento River, and 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).

As the state capital, Sacramento houses the California Legislature and the Governor's office. Thus, the City's economy has historically been dominated by the state and federal government and is currently home to more than 120,000 public sector employees. However, in recent years Sacramento has seen a diversification in its local economy, becoming the center of the region's extensive agricultural production - primarily dairy products, poultry, beef cattle, fruits and vegetables, wheat, rice, and corn. The city's traditional economic base of government and other services and agriculture has been expanded to include electronics manufacturing, computer software production, tourism, and the manufacture of metal products and scientific instruments. Other industries include food processing, printing and publishing, aerospace, and the manufacture of wood products. Sacramento has an international airport located just northwest of the city.

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 [khaddock@wittkieffer.com](mailto:khaddock@wittkieffer.com).

**Aaron Mitra**

Principal & Practice Leader,  
Physician Leadership  
630.575.6925  
[amitra@wittkieffer.com](mailto:amitra@wittkieffer.com)

**Kimberly A. Smith**

Executive Partner & Market  
Leader, Academic Medicine  
781.564.2625  
[ksmith@wittkieffer.com](mailto:ksmith@wittkieffer.com)

**Katie Haddock**

Senior Associate, Academic  
Medicine & Physician Leadership  
480.453.6971  
[khaddock@wittkieffer.com](mailto:khaddock@wittkieffer.com)

Formal application materials must also be submitted via the UC Recruit system, located at <https://recruit.ucdavis.edu/JPF07488> 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](#).

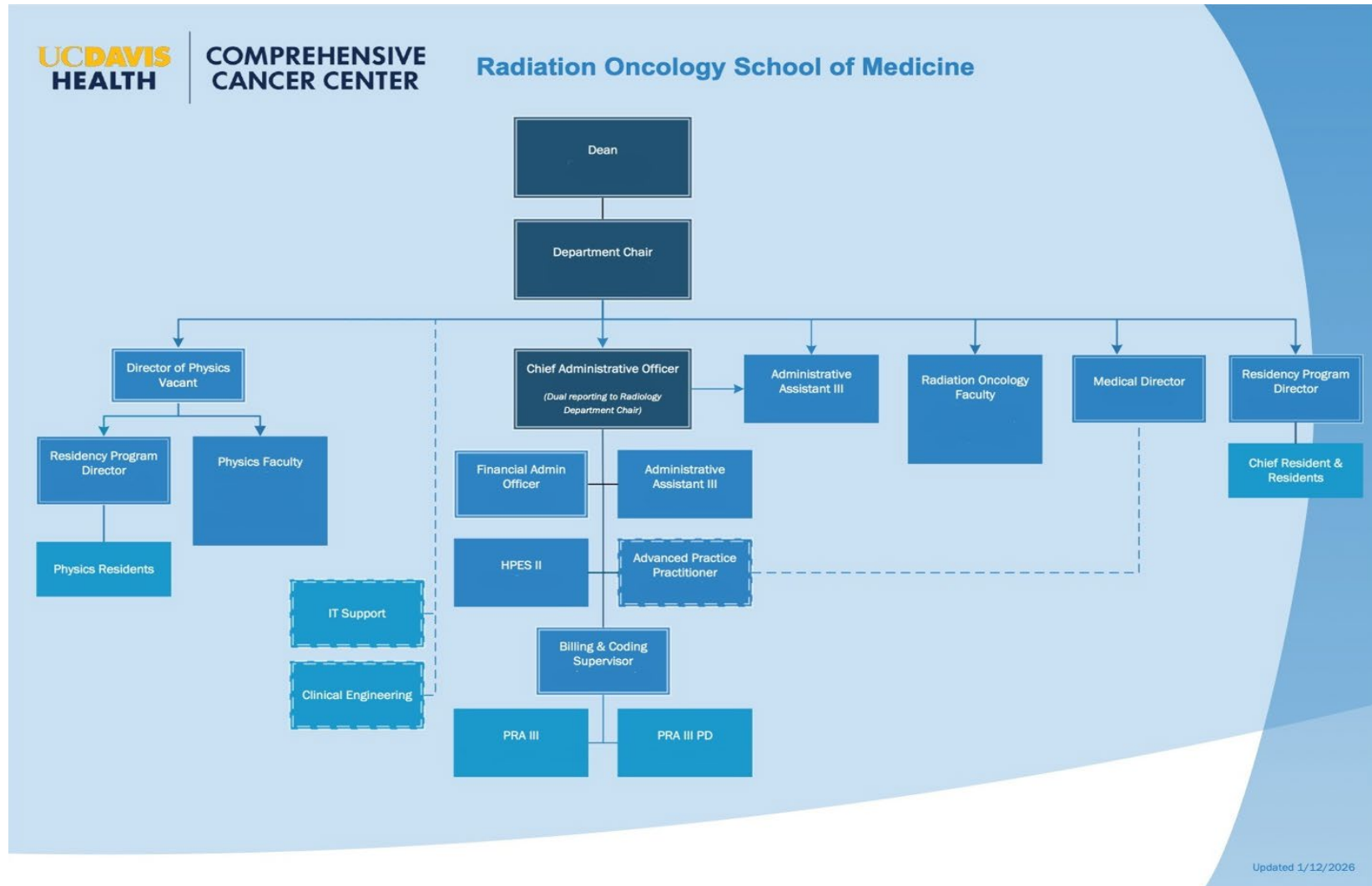
## Salary Range

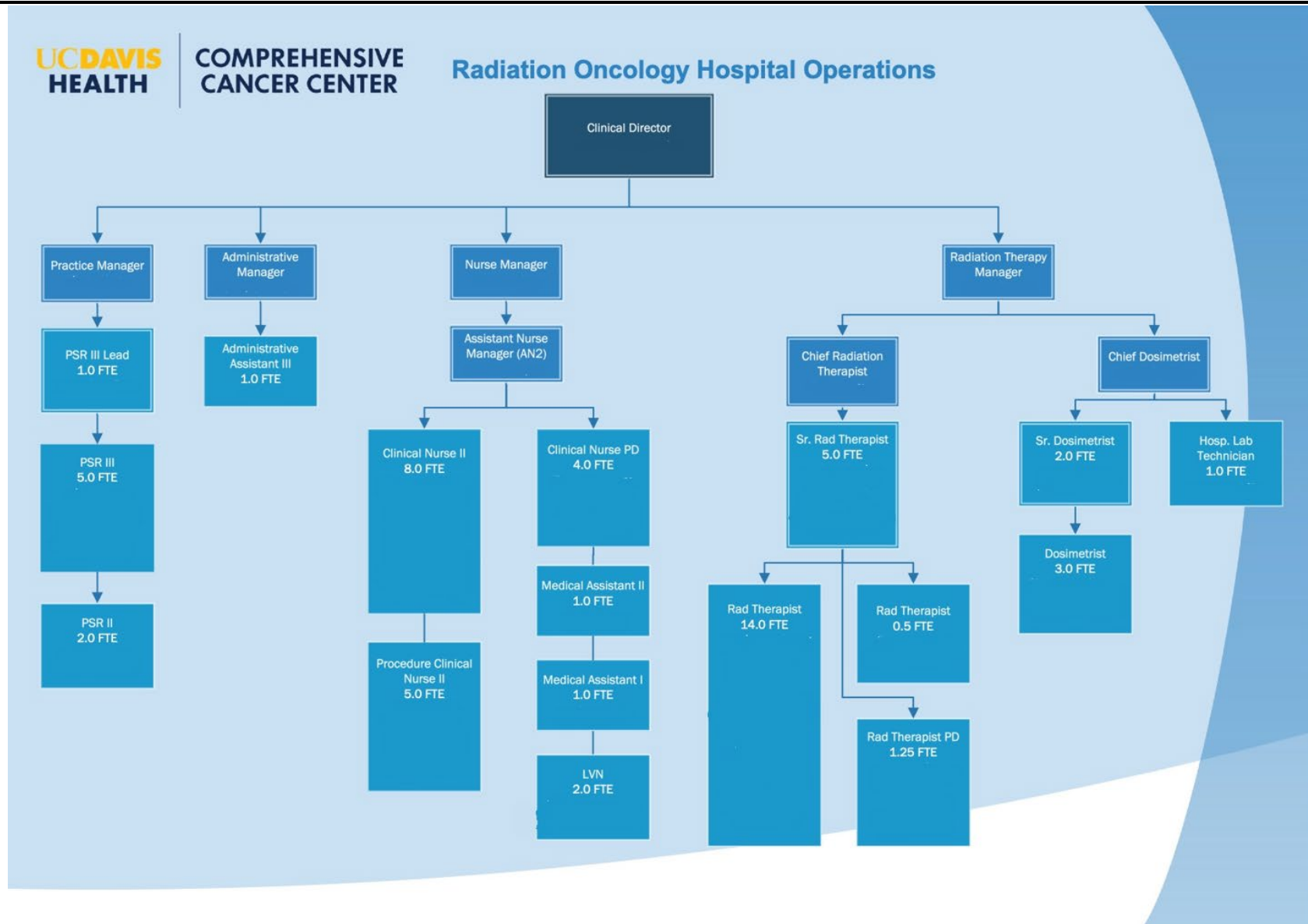
The salary range for this position is \$800,000 - \$1,025,000. This position includes membership in the Health Sciences Compensation plan (<https://aadocs.ucdavis.edu/policies/apm/apm-670.pdf>).

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.

All images and logos used in this leadership profile were attained from UC Davis School of Medicine and/or are owned by WittKieffer Inc. via Getty Images.

# Organizational Charts





## 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 the home of 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, support for clinical teaching programs, this is the home for spectacular innovation.

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



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