



Chief Physician, Community Physicians Group

Leadership Profile

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The Opportunity

UC Davis Health and the UC Davis Medical Group seek a distinguished physician executive to serve as Chief Physician, Community Physicians Group (CPG). This highly visible leadership opportunity offers the chance to shape the future of primary care for one of the nation's premier academic health systems while leading a rapidly growing community-based network across Northern California.

As the senior physician leader for CPG, the Chief Physician will provide strategic, operational, and clinical leadership for nearly 120 primary care physicians, advanced practice providers, and clinic medical directors across 12 primary care sites. Partnering closely with ambulatory operations leadership in a dyad model, this executive will drive enterprise priorities related to quality, patient safety, access, physician engagement, growth, and performance while strengthening integration between community-based practices and UC Davis Health's academic medical center.

UC Davis Health is a multi-billion-dollar academic health enterprise and one of the University of California system's leading health organizations. The health system includes a 660-bed academic medical center, 32 ambulatory locations, and a 1,250-member medical group serving more than 1.2 million outpatient visits annually. Nationally recognized for excellence in clinical care, research, education, and innovation, UC Davis Health is home to an NCI-Designated Comprehensive Cancer Center, nationally prominent neuroscience and translational research programs, a top-ranked children's hospital, and one of the nation's most advanced telehealth programs.

A cornerstone of the organization, the UC Davis Medical Group is a large, multidisciplinary network of physicians and delivering comprehensive, patient-centered care throughout the region. Bringing together primary care and specialty clinicians across community and academic settings, the Medical Group is a key driver of UC Davis Health's clinical, educational, and strategic missions. Providers play a vital role in training future physicians, advancing innovative care models, and expanding access through telehealth and community-based services that improve health outcomes across Northern California.

Reporting to the Chief Physician Executive and Chief Medical Officer for Ambulatory Care, the Chief Physician will play a pivotal role in advancing UC Davis Health's ambulatory growth strategy and evolving care delivery model. This executive will help shape the future of primary care, strengthen alignment across the Medical Group, and ensure CPG remains a high-performing, physician-led network capable of meeting the changing needs of patients and communities.

The successful candidate will be a highly respected physician leader with demonstrated success leading large, complex medical groups, improving performance across quality and access measures, and building highly engaged physician teams within matrixed healthcare environments. A deep understanding of healthcare operations, physician alignment, strategic growth, quality improvement, and value-based care is essential.

Candidates must possess an M.D. or D.O. degree, current board certification, and eligibility for medical licensure in California. Advanced training in healthcare administration, business, public health, or a related field is preferred.

Organization Overview

UC Davis Health

As home to the region's only academic health center, UC Davis Health is focused on discovering new treatments, sharing knowledge, providing the highest quality of care, and supporting a network of nearly three dozen rural and community hospitals across California with its telehealth virtual care network and nationally renowned faculty physicians. UC Davis Health is improving lives and transforming health care across Northern California by providing excellent patient care, conducting groundbreaking research, fostering innovative, inter-professional education, and creating dynamic, productive partnerships with the community. UC Davis Health is a major driver of economic prosperity in Sacramento and across Northern California, and its most recent annual economic report shows a total economic impact of \$13.2 billion statewide.



UC Davis Health has an annual budget of \$6.3 billion and more than 20,000 employees. The health system is anchored by the nationally ranked UC Davis Medical Center and UC Davis Children's Hospital, the new and not-yet-ranked UC Davis Rehabilitation Hospital, more than 20 regional outpatient clinics, and dozens of regional care delivery partnerships across Northern and Central California. Other integral parts of the health system are the UC Davis School of Medicine (ranked among the country's top 50 medical schools for both research and clinical care by *U.S. News & World Report*); the Betty Irene Moore School of Nursing (ranked in the top 25 nationally); and the UC Davis Medical Group, a 1,250-member physician's practice group.

UC Davis Health is widely recognized as an employer of choice, consistently earning national accolades for workplace excellence, diversity, and inclusion. Honors from *Forbes* and *Newsweek* highlight its commitment to supporting women, early-career professionals, LGBTQ+ employees, and families, reinforcing its reputation as an inclusive and supportive workplace environment.

Ambulatory Care 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 1.2 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 Medical Care Complex opened, 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 outstanding quality of its ambulatory care in the outpatient clinics and the emergency department, by Vizient, which measures outcomes for academic medical

centers. It was also recently recognized by *U.S. News & World Report* with a Community Access Badge, indicating it is one of only 76 hospitals noted nationwide for exceptional outpatient and regional access for underserved populations.

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 patients.

UC Davis Medical Group

The UC Davis Medical Group represents all organized medical group practices of UC Davis Health's primary and specialty care faculty and staff physicians. The group's purpose is to serve UC Davis Health's missions through the delivery of high-quality, cost-effective care. By delegation from the Vice Chancellor and CEO, the Medical Group has shared responsibility for the clinical operations of the health system's professional practice activities.

The Medical Group operates within a complex matrix organization with significantly expanding scope and responsibility, overseeing a \$1.6 billion annual revenue stream, 1.8 million patient visits, and strategic planning for over 1,250 physicians across primary and specialty care. As a strategic partner to UC Davis Health System leadership, the Medical Group develops long-term financial models, programmatic initiatives, and operational strategies that align with broader organizational goals while driving cross-functional collaboration with Ambulatory Operations, the School of Medicine, and the office of Strategy and Growth.

The Medical Group continues to evolve amidst strategic transformation, with the organizational structure developing toward its ultimate configuration to support unprecedented expansion, integration of new service lines, and strategic renewal across its network. Its primary goal is to maintain a clinical practice that distinguishes UC Davis Health as a leading academic health center while achieving specific objectives, including financial stewardship, reducing silos, and improving integration, improving quality of care, and aligning incentives across the Health System's professional practice activities.

For more information about UC Davis Medical Group, please visit: <https://health.ucdavis.edu/medical-group/>

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.
- A 65,000-square-mile service area that 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 Children's Hospital

The UC Davis Children's Hospital, located inside the UC Davis Medical Center, is the Sacramento region's only comprehensive hospital for children, serving infants, children, adolescents, and young adults with primary, subspecialty, and critical-care services. It is home to the Central Valley's only pediatric emergency department and Level I pediatric trauma center. This 110-bed hospital within a hospital includes a 49-bed, state-of-the-art neonatal intensive care unit. The UC Davis Children's Hospital also has a separate pre-operative and operative area for children, the UC Davis Children's Surgery Center.

- **Level 1 Regional Trauma Center:** Dedicated pediatric Emergency Department, Level IV NICU, and telehealth connections to dozens of regional community hospitals to support pediatric care in local communities.
- **U.S. News & World Report** named the UC Davis Children's Hospital among the **nation's best children's hospitals** for 2025-2026, and also ranked among the nation's 50 best in nephrology (#33); orthopedics, in collaboration with longstanding partner Shriners Children's (23rd); and pulmonology and lung surgery (#41)
- **Ranked 7th in California** and 8th in the Pacific Region (Alaska, California, Hawaii, Oregon, and Washington).
- **Newsweek** named UC Davis Children's Hospital as one of **America's Best Children's Hospitals**, ranked in the top 50 nationally in the pediatric neonatology (#33) and pediatric neurology and neurosurgery (#29).
- **Level 1 Children's Surgery Center:** The first level I Children's Surgery Center on the West Coast and fourth in the nation, as verified by the American College of Surgeons.
- **Fetal Care and Treatment Center:** First comprehensive, multidisciplinary fetal diagnosis and therapy center in inland Northern California.
- **World-Leading Pediatric Research:** The UC Davis Children's Hospital is home to research leading to successful treatments for spina bifida, Duchenne Muscular Dystrophy and pediatric cancers.
- **Silver-level Beacon Award for Excellence:** From the American Association of Critical Care Nurses (AACN).

UC Davis Rehabilitation Hospital

The UC Davis Rehabilitation Hospital, a joint venture with Lifepoint Health, includes a state-of-the-art, 58,000 square foot, 52-bed inpatient acute rehabilitation hospital dedicated to the treatment and recovery of individuals who have experienced the debilitating effects of a severe injury or illness. It is equipped with leading-edge amenities and adaptive units where patients can practice activities of daily living. The rehabilitation hospital also includes a 12-bed brain injury unit and four private rooms for bariatric patients. The UC Davis School of Medicine's Department of Physical Medicine and Rehabilitation leads rehabilitation care at the facility, providing compassionate delivery of the highest quality patient care, state-of-the-art education for students and physicians, and working with clinical investigators to help patients achieve the best function possible as they recover from a serious injury. Rehabilitation programs provide specialized treatments to patients with customized, intense physical rehabilitation tailored to the individual needs of patients recovering from stroke, brain injury, neurological conditions, trauma, spinal cord injury, amputation, and orthopedic injury.

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.



UC Davis School of Medicine

UC Davis School of Medicine (UCDSOM) 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:

- \$332.8 million in external research funding for fiscal year 2024-2025.
- Ranked 31st in funding from the National Institutes of Health.
- *U.S. News & World Report* ranks the School of Medicine as:
 - 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.
- The SOM includes more than 3,500 faculty and staff, 900 residents and fellows, and 600 students.

The 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.

UC Davis Health is home to several prominent research centers led by internationally recognized experts, each advancing innovation in patient care, science, and health equity. These include programs focused on Alzheimer's disease, telehealth and digital innovation, healthcare policy, precision medicine, and reducing health disparities, all working to improve outcomes through interdisciplinary collaboration and community engagement. Additional centers such as the Clinical and Translational Science Center, the MIND Institute, and the Cell and Gene Therapy Center support cutting-edge research in areas like neurodevelopmental disorders, regenerative medicine, and the translation of scientific discoveries into real-world clinical applications, reinforcing UC Davis Health's leadership in advancing modern healthcare.

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, and 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.

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

Position Summary

The Chief Physician will have broad accountability for operational and regulatory infrastructure, including provider compensation design, work standards, credentialing and licensure compliance, and readiness for accreditation reviews. The Chief Physician plays a key leadership role in the comprehensive oversight of provider recruitment, engagement and performance within the Community Physicians Group. This includes leading recruiting efforts, evaluating physician practices for potential integration, negotiating and managing provider contracts, and supporting onboarding and orientation. The Chief Physician also oversees ongoing provider performance management, including reviews, discipline, and grievance resolution, while ensuring alignment with organizational goals, schedules, and resource needs. Close collaboration with ambulatory operations leadership is essential to support both provider efficiency and patient care delivery, as well as to foster continuous feedback between clinic leadership and operational teams.

In addition, the Chief Physician is responsible for managed care activities, advising on contracts, overseeing utilization review processes, and educating team members on evolving payer requirements—while also driving clinical quality improvement initiatives in partnership with system quality leadership. Responsibilities extend to patient experience and risk management, including addressing patient concerns, monitoring satisfaction, ensuring compliance with safety protocols, and reviewing risk data and claims to mitigate liability.

The Chief Physician contributes to the strategic and financial health of the Community Physicians Group through budget planning, participation in EMR implementation, fee-setting, and provider education on coding and billing. They support communication and relationship-building across the health system, School of Medicine, and external stakeholders, while promoting community engagement. They also will ensure appropriate oversight of allied health personnel and help advance educational initiatives by developing training and precepting opportunities within community-based physician practices.

Reporting Relationships

The Chief Physician for the Community Physician Group reports directly to the Chief Physician Executive, UC Davis Medical Group and Chief Medical Officer for Ambulatory Care, UC Davis Health, [Dr. Debbie Aizenberg](#).

Responsibilities

The incoming Chief Physician is responsible for:

Recruitment and Provider Management

- Lead physician workforce strategy, including recruitment, onboarding, engagement, retention, and leadership development.
- Evaluate physician practices considered for employment in the UCDH Community Physician Group.
- Negotiation of new contracts and renegotiation of existing contracts with Community Physician providers.
- Participate in the successful orientation and onboarding of new providers.
- Provide performance reviews of UCDH community regional medical directors and clinic medical directors; participate in the reviews of other providers as necessary.
- Advocate for provider needs to the Ambulatory Operations.
- Oversee provider performance issues and grievance resolution.
- Physician Management - establish and monitor compliance with Community Physician goals, coordinate provision of specialty needs and resources, and establish and monitor compliance with work and call schedules.
- Coordinate with and support the Executive Director of Operations of UCDH Clinics in meeting the needs of the patients and providers.

- Coach and mentor physicians to optimize clinical performance, professional development, patient experience, and physician well-being.
- Provide mechanisms for the Clinic Medical Director to evaluate performance and offer feedback on Ambulatory operations.

Work Standards and Compensation

- Establish and effectively communicate work unit standards for community physicians.
- Develop and implement Community Physician compensation plans and retention programs.

Credentialing/Licensure and Accreditation

- In cooperation with the UC Davis Medical Center Credentials Unit, ensure the organization and providers comply with credentialing and medically relevant licensing and regulatory requirements.
- Coordinate with the UC Davis Medical Center Licensure and Accreditation Unit to ensure the Community Physicians are prepared for and in compliance with regulatory/accreditation standards and site visits.

Community Managed Care

- Nominate members to serve on utilization review and clinical resource management committees.
- Attend and participate in appropriate meetings sponsored by payors to represent University of California, Davis Health.
- Stay abreast of managed care issues and educate providers in this field.
- Provide medical advice to UCDH Community contracts administrator regarding managed care contracts.
- Oversee all aspects of physician review for prior authorization and concurrent review and retrospective review of managed care cases.
- Coordinate Community Physicians programs with the UCDMG Medical Director of Managed Care.

Clinical Quality Improvement

- In collaboration with the Chief Quality Officer, develop, implement, and review Clinical Quality Improvement (CQI) activities/programs.
- Participate in CQI studies for the managed care payors.
- Nominate members to the UCDH Ambulatory CQI Committee.
- Coordinate with appropriate personnel regarding needed policy changes identified by the CQI Committee.

Guest Assistance and Customer Service

- Meet regularly with Patient Relations personnel to review all concerns regarding patient/customer interactions and resolve problems as necessary.
- Evaluate patient dismissal requests.
- Assist in development of patient satisfaction surveys and educate providers about customers' needs.

Risk Management

- Coordinate periodic on-site reviews with UC Davis Medical Center Risk Management to review compliance with professional liability and occupational health and safety procedures.
- Educate providers and staff regarding Risk Management issues.
- Ensure participation by Community Physicians in the UC Davis Medical Center Risk Management early notification system.
- Review Risk Management data, claims, and settlements.

Communications, Marketing, and Public Relations

- Participate in communications from the UCDH Community Physicians to the Medical Staff and public.
- Facilitate and improve interactions between UC Davis School of Medicine physicians and Community Physicians.
- Promote interactions with local medical group leaders, hospital leaders, and committees. Be knowledgeable regarding local community issues.

Financial Planning

- Participate in preparation of the annual budget for the Community Physicians.
- Take part in planning and implementing electronic medical record systems.
- Participate in fee-setting decisions and help educate providers with regard to coding and level of service.

Allied Health Personnel (AHP)

- Ensure the practice guidelines and protocols are in place for AHP members as required. Coordinate with the UC Davis Medical Center Interdisciplinary Practices Committee.

Education in Community Physician Group

- In collaboration with the UCDSOM & Betty Irene Moore School of Nursing (BIMSOM), coordinate and develop precepting opportunities in the Community Physician Practices.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Provide strategic and operational leadership for the growth and development of community-based primary care practices, ensuring a coordinated continuum of care services aligned with system priorities and community needs.
- Establish credibility and serve as a visible, collaborative leader. Build trust across leadership, physicians, advanced practice providers (APPs), and staff while fostering a culture of accountability, engagement, and high performance.
- Lead cultural transformation and team development, cultivating an environment of optimism, professional growth, and empowerment, while mentoring and strengthening the management team and medical leadership pipeline
- Develop strategies demonstrating the value proposition of CPG to primary care physicians in the region. CPG will become an entity where physicians want to practice. Advance CPG as a career destination site demonstrated by engagement scores and depth of talent in physicians, caregivers, and leaders.
- Drive clinical, operational, and financial performance improvement through optimized referral patterns, staffing models, coverage, and cost-management strategies.
- Enhance ambulatory access and operational efficiency, including implementing innovative scheduling practices, urgent care, virtual care, and technologies to augment provider workflow to reduce wait times and improve patient throughput.
- Partner with medical directors and ambulatory leadership to advance a comprehensive ambulatory strategy, including growth of specialty services, expansion across clinic locations, and alignment with enterprise goals.
- Advance quality, value-based care, and population health initiatives, developing robust ambulatory quality programs with measurable outcomes and consistent care delivery across the system. Establish best practices to rank with the strongest primary care groups on a national scale, with documented productivity, cost containment, utilization, and provider and patient satisfaction.
- Ensure seamless, coordinated patient care across all access points by promoting an enterprise-wide, patient-centered approach to support system alignment and multidisciplinary care centered on the patient.
- Optimize care delivery and the integration of APPs, expanding their role, ensuring their practice at top of licensure and impact within ambulatory practices.
- Use data strategically to inform clinical decision-making, monitor performance, and guide change management initiatives. Build a culture of transparency and accountability by sharing actionable insights with physician leaders and frontline teams. Enable data-driven improvements in quality, efficiency, and engagement across primary care.
- Foster innovation in care delivery models, enhancing both patient experience and provider well-being through creative and forward-thinking solutions.
- Strengthen recruitment, retention, and succession planning, particularly for primary care and ambulatory medical leadership, to ensure sustained access and organizational stability.
- Promote a high-performing, communicative work environment, supporting change management, accountability, collaboration, and ongoing professional development across the organization.

Candidate Qualifications

Education/Certification

- An M.D. or D.O. from an accredited institution with board certification in a subspecialty.
- An advanced degree in healthcare or business-related field is highly desirable.
- Possess qualifications for appointment at UC Davis School of Medicine.
- Eligible for licensure California.

Knowledge and Work Experience

- Demonstrated track record of successfully operating a physician group in a competitive market, including operations, finances, physician relations, and current knowledge of the trends and challenges in ambulatory care.
- Demonstrated experience working in a highly collaborative, matrixed environment.
- A distinguished practicing primary care physician with an ambulatory clinical practice. Capacity and desire to maintain an active, medical practice as part of UC Davis Health-
- Experience working effectively with both academically based and community-based physicians.
- Outstanding interpersonal, negotiation, and verbal/written communication skills. Ability to build consensus among key stakeholders, including physicians, employees, and community leaders within the health system and community. Well-developed presentation skills are required.
- Experience evaluating trends in health care and local market conditions and able to suggest strategies to respond, including payers and payer strategies.
- Demonstrated commitment to the patient experience by providing opportunities for consumer input, monitoring, evaluation, and feedback, and successfully incorporating that feedback into an improved patient experience.
- In-depth knowledge and experience with physician and APP employment contracts and compensation models.
- A track record of advancing quality, safety, physician satisfaction, and performance improvement in a medical group setting.
- Understands the importance of being focused on patient care and has significant experience and documented success in running a physician-led group practice.
- Contemporary knowledge of related laws, state and federal regulations, Joint Commission standards, and relevant payer requirements related to medical practice.

Leadership Skills and Competencies

- *Communicates Effectively.* Is an active listener who seeks ideas and input from others; encourages open, timely, and transparent communication and the dynamic exchange of ideas; is adept at representing the organization with any audience.
- *Focuses on Quality, Safety, and Patient Satisfaction.* Demonstrates a commitment to high-quality clinical care, and the tireless and consistent pursuit of clinical excellence.
- *Inspires and Motivates.* Serves as an aspirational guidepost of the organization; finds a way to connect and provide personal leadership to a distributed, diverse, and committed organization; has demonstrated abilities to mobilize an organization around focused goals and objectives, while improving team member experience and engagement.
- *Advances Innovation and Transformation.* Creates and fosters an environment that encourages innovation, transformation, and calculated risk-taking; demonstrates unwavering commitment to improvement.

- *Leverages Strong Financial Acumen.* Understands and appreciates financial planning and management; capable of thinking strategically about financial implications and alternatives as it relates to business planning and strategies.
- *Drives Results.* Consistently achieves desired results, even under challenging circumstances; leads and drives high performance (financial operations, quality/safety, satisfaction, etc.), change, and innovation through people and accountability structures.
- *Collaborates and Integrates.* Recognizes the importance of partnerships, builds relationships (internally and externally), and works collaboratively with others (individuals and organizations) to meet shared goals.
- *Builds Strong Teams.* Demonstrates a track record and passion for developing organizational capacity through the attraction, engagement, and development of top talent; builds teams that apply their diverse skills and perspectives to achieve desired goals.
- *Instills Trust.* Gains the confidence and trust of others through honesty, integrity, authenticity, and consistency of actions; acts in ways that others experience as forthright, genuine, and authentic; is a credible and visible leader at all levels of UC Davis Health.

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, a variety of outdoor recreation spots, and 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. In addition, the city's traditional economic base of agriculture, government, and other services and has 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/>

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
Principal
630.575.6925
amitra@wittkieffer.com

Vinny Gossain
Principal
517.881.5153
vgossain@wittkieffer.com

Tricia Porter
Senior Associate
508.369.0231
tporter@wittkieffer.com

Salary Range

The salary range for this position is \$375,000-\$475,000. This leader also will be eligible for an annual incentive bonus.

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 Health 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, the Davis and Sacramento campuses host more than 24,000 employees and more than 40,000 students—including undergraduate, graduate, and 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.

Ranked among the top 20 public universities in the nation with \$1 billion in research funding. UC Davis is harnessing the 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/>



WittKieffer is the premier executive search and advisory firm developing inclusive, impactful leadership teams for organizations that improve quality of life. For more than 50 years, we have operated exclusively at the intersection of not-for-profit and for-profit healthcare delivery, science, and education – the Quality of Life Ecosystem. Through our expert executive search services as well as our Professional Search, Interim Leadership, and Leadership Advisory solutions, we strengthen organizations that make the world better.

Visit [WittKieffer.com](https://www.WittKieffer.com) to learn more.

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