

UC DAVIS HEALTH

Ambulatory Associate Chief Operating Officer (Ambulatory ACOO)

Leadership Profile

October 2024

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WittKieffer

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Organization Overview



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

The organization is a major driver of economic prosperity in the Sacramento region and Northern California, and the second largest employer in Sacramento, behind the State of California. The health system generates more than \$3 billion in annual economic output and more than 20,000 jobs. For every employee or dollar of output directly supported by UC Davis

Health's operations, the Northern California economy gains an additional 1.1 jobs or \$1.10 of output, respectively.

The University of California, Davis (UC Davis) is a top five 'Best Public University' in the country. UC Davis Health harnesses the power of the university's nationally ranked resources and research to tackle the most pressing health care issues facing the world today. UC Davis Health clinicians and researchers include partners from world-renowned schools including the School of Veterinary Medicine, School of Agriculture and Environmental Sciences, College of Biological Sciences and College of Engineering.

UC Davis Health is highly technologically engaged and has numerous partnerships with tech organizations like Amazon, Milo, Node Health, and CHIME. UC Davis Health is currently at Level 9 for EPIC Gold Stars (Level 10 expected in 2023), Level 5 for MyChart Diamonds and has launched multiple digital health programs as part of building out a robust platform for expanded patient engagement.

As the region's only academic health center, UC Davis Health focuses on discovering and sharing knowledge and providing the highest quality of care. UC Davis Health is a hub of innovation that encompasses UC Davis Medical Center, UC Davis School of Medicine, the Betty Irene Moore School of Nursing at UC Davis, and UC Davis Medical Group. UC Davis Health's overall approach to the marketplace to is "complete and not compete" with other regional health systems.

Faculty, Staff and Student Figures

Faculty and academic personnel, full and part-time	1,526
Residents and Fellows	933
Students	1,009
Staff, full and part-time	14,310

UC Davis Medical Center

UC Davis Medical Center, based in Sacramento, California, is a nationally renowned academic medical center where clinical practice, teaching and research converge to advance human health.

A few highlights about the medical center:

- A 646-bed multispecialty academic medical center

- Serves 33 counties covering a 65,000-square-mile area north to the Oregon border and east to Nevada
- Recognized as one of the “Most Wired” hospitals in the U.S. by CHIME
- Ranked Sacramento's top hospital by U.S. News & World Report and among the nation's best in eight adult and pediatric medical specialties



UC Davis Ambulatory Services

Ambulatory Services will be the key driver for growth and further evolution for UC Davis Health. Today, the ambulatory footprint extends to 32 sites and over 74 clinical practices in the greater Sacramento area, with over 1.7M provider visits annually in primary and specialty care, lab, imaging, dietary, social work, therapies, and other ambulatory ancillary providers. The System offers top caliber primary and specialty care, with 700,000 additional outpatient encounters with lab, imaging, dietary, social work, therapies, and other ambulatory ancillary services.

In addition to growth through additional sites, significant expansion and enhancement is planned on campus and across Northern California through care delivery partnerships which will bring additional clinical services and clinicians to urban and rural communities. Future plans also include the expansion of the UC Davis Health Patient Contact Center (PCC) that will further enhance the experience for patients, physicians and staff and will optimize efforts around access excellence as well as development of a 'digital front door' that will engage directly with patients at home before and after their care. PCC team members will provide support to UC Davis Health physician practices for appointment scheduling, referral processing and scheduling template management amongst other essential support services. UC Davis Health is also developing ways to reduce low-value physician work through greater expansion of technology and advanced practice providers.

UC Davis Health was recently ranked in the top 10 nationally by Vizient for the outstanding quality of its ambulatory care in the outpatient clinics and emergency department. The Vizient Ambulatory Care Quality and Accountability Awards measure the quality of outpatient care in five areas: access to care, capacity and throughput, quality and efficiency, continuum of care, and equity.

UC Davis School of Medicine

UC Davis School of Medicine is one of the nation's leading medical schools, recognized for its research and primary care programs. Securing over \$390 million in NIH funding, the school is ranked in the top 20 percent of institutions in the country for research funding from the National Institutes of Health (NIH) and is home to one of the nation's inaugural Clinical Translational Science Centers.

- A national reputation for life-changing biomedical discoveries
- A passion for clinical care and a commitment to engaging people from underserved communities and advancing rural health
- Fully accredited master's degree programs in public health and in informatics
- Ranked in the national Top 10 for primary care, diversity, and family medicine and among the Top 50 for research
- A combined M.D.- Ph.D. program that is training the next generation of physician-scientists to conduct high-impact research and translate discoveries into better clinical care

Betty Irene Moore School of Nursing at UC Davis

The Betty Irene Moore School of Nursing at UC Davis prepares successful leaders in health care. As one of the only graduate nursing schools committed to activating change where it's needed the most, the school goes beyond clinical education with programs that provide graduates with the skills, confidence, and vision to be change agents on many levels and with many different titles.

The Betty Irene Moore School of Nursing at UC Davis was established in March 2009 through a \$100 million commitment from the Gordon and Betty Moore Foundation. The School of Nursing admitted its first classes in fall 2010. Currently, it offers four graduate degree programs:

- Doctor of Philosophy
- Doctor of Nursing Practice — Family Nurse Practitioner
- Master of Health Services — Physician Assistant Studies
- Master's Entry Program in Nursing

The graduate degree programs are led by the Nursing Science and Health-Care Leadership Graduate Group, an inter-professional team of more than 55 faculty members from disciplines including nursing, medicine, health informatics, nutrition, biostatistics, pharmacy, sociology, and public health.

The school is ranked seventh in the nation by U.S. News & World Report for its master's-degree family nurse practitioner program and 23rd in the nation for its master's degree nursing program.

Research at the Betty Irene Moore School of Nursing at UC Davis is the engine that drives new solutions that put individuals, as well as families and communities, at the center of care. The research interests of our professors are diverse and involve robust collaborations across UC Davis Health and beyond. Researchers focus on family caregiving, healthy aging, technology to support health and reducing health disparities.

Health system leaders aspire for a fully integrated academic health system in this next evolution of UC Davis Health. The synergy of strategic plans and proximity of the Betty Irene Moore Hall—just across the street from UC Davis Medical Center—offer a new opportunity to create new models for nursing care and contribute to better health outcomes. The School of Nursing collaborates throughout the system in education, clinical practice, and research. Faculty at both the medical and nursing schools work together to develop innovative education to prepare future professionals to deliver excellent care team experiences. The school also partners with multiple units to lead the Healthy Aging initiative with a vision to create the healthiest and highest-functioning older adult population in Northern California. The school's Family Caregiving Institute brings researchers from multiple disciplines across UC Davis to support the nation's more than 40 million caregivers.

UC Davis Medical Group

UC Davis Medical Group is a 1,000-member physician group offering nationally renowned primary care and specialty expertise in more than 150 areas of health care. The Community Physicians Network operates 17 primary care clinics around the area, with some locations also offering specialty care services as well.

- Physician offices in Sacramento and in nine other communities around the region, from Auburn to Elk Grove to Davis
- Accepts most major health plans
- Same- and next-day appointments for urgent care

- Many offices offer on-site or telehealth consultation with UC Davis Medical Center specialists
- Ranked 9 Gold Stars (out of 10) by EPIC for use of electronic communications between providers and patients

UC Davis Rehabilitation Hospital

UC Davis Rehabilitation Hospital is a state-of-the-art, 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.

Their rehabilitation programs provide ongoing care and specialized treatment to patients throughout their recovery journey. They offer customized, intense rehabilitation tailored to the individual needs of those recovering from stroke, brain injury, neurological conditions, trauma, spinal cord injury, amputation, and orthopedic injury. [Learn More »](#)

The UC Davis Health Clinical Strategic Plan: 2022-2027

UC Davis Health is set on a journey of transformation that has been catalyzed by the COVID-19 pandemic. Healthcare delivery is focused on a personalized level, from complex gene therapies to the integration of care into the population's daily lives and schedules. UC Davis Health is transforming health in the region and beyond. The System is making investments to address these challenges, expanding the physical capacity, and moving to value-based models of care delivery and reimbursement.

The vision, mission, values, and patient promise set the course for UC Davis Health's exciting journey over the coming years and are the guideposts for the investments and activities of the Clinical Strategic Plan:

Our Mission

Grounded in equity, we provide unparalleled care across California, transforming lives and communities. Their teams research and develop trailblazing therapies and technologies, educate, and prepare a future-ready workforce and drive excellence into all they do.

Our Vision

Tomorrow's Health Care Today.

Our Values

Kindness, Trust, Inclusion.

Our Patient Promise

Patients are at the center of everything they do.

Four Pillars & Transformational Catalysts

UC Davis Health has set an ambitious agenda that incorporates development, investment, and growth. This rapid evolution requires that structures and processes are in place to form "One UC Davis Health," which enables aligned funds flow, operating models, and decision-making structures. These collaborative efforts will guide a synergized mission to fulfill the four pillars:

Four Pillars

- **Develop a Regional System of Care** by developing a robust network of partners and ensuring that they can meet patients wherever they are.
- **Deliver Exceptional Patient and Care Team Experiences** by centering activities and processes around making patients' and care teams' experiences with UC Davis Health outstanding.
- **Advance Health Equity and Address Disparities** by actively engaging the community, ensuring care delivery models and strategic initiatives advance equity, and serving patients as whole people – including addressing social drivers of health.
- **Define and Grow Integrated Service Lines** by organizing care teams, patient flow processes, clinical assets, and back-end systems around the patient's journey.

Four Transformation Catalysts

The transformation catalysts work in synchronization with the four pillars. These catalysts include:

- **Investing in the future of medicine**, which will create funding opportunities to support innovators and entrepreneurs to design and test new models of care delivery, diagnosis, and treatment.
- **“Digital Davis,”** which will expand the ability to connect with and care for patients wherever they are, provide enhanced convenience and ensure the best data and analytics informs every care decision.
- **Integrated Research and Innovation**, which will link world-class research directly to clinical programs and provide unparalleled access to clinical trials for patients and partners, ensuring discoveries are rapidly translated from bench to bedside.
- **Operational excellence and business process innovation**, which will drive efficiency, access and throughput while alleviating capacity constraints to allow then to always deliver exceptional, efficient care.

UC Davis Health - Facts and Figures

Patient Care

The nationally ranked UC Davis Medical Center is a leading referral center for the most seriously injured or ill patients and the most medically complex cases. Selected highlights:

- UC Davis Medical Center operates the only level 1 trauma center for both adult and pediatric emergencies in inland Northern California.
- U.S. News & World Report ranked UC Davis Medical Center among the nation's best in nine specialties and the top-ranking hospital in the Sacramento area for 2022-23.
- U.S. News & World Report has also ranked UC Davis Children's Hospital among the nation's best in five specialties for 2022-23, including two in conjunction with partner Shriners Hospitals for Children – Northern California.
- In U.S. News & World Report ratings for common types of care, UC Davis Medical Center rated high performing in more than a dozen procedures in 2022-23.
- All UC Davis Health primary care clinics are recognized by the National Committee for Quality Assurance as Patient-Centered Medical Homes, a designation that rewards primary care providers for quality, efficiency, and innovation.

- UC Davis Medical Center is one of the top hospitals in California, as ranked by U.S. News & World Report.
- UC Davis Medical Center has been rated among the World's Best Hospitals in 2021 according to Newsweek. UC Davis ranked 27th out of more than 300 hospitals and was the only hospital in the Sacramento region to earn this recognition.
- UC Davis Medical Center was granted Magnet® recognition by the American Nurses Credentialing Center (ANCC), considered the nation's highest form of recognition for nursing excellence.
- In fall 2018, the new UC Davis Children's Surgery Center opened – the state-of-the art pediatric facility includes seven larger and more effectively designed operating rooms, a technologically advanced fleet of surgical equipment, and 24 pre- and post-op bays.
- For the ninth consecutive year, UC Davis Medical Center was recognized as a Leader in LGBT Healthcare Equality in 2019, in the Healthcare Equality Index, an annual survey conducted by the Human Rights Campaign Foundation.
- The Medical Center was also recognized as a “Top Hospital for Diversity” and a “Top Hospital for Latinos” in 2018 by BlackDoctors.org and Latino Leaders Magazine respectively.
- UC Davis is committed to supporting a diverse and inclusive community of faculty, staff and learners and is regularly recognized among America's “Best Employers for Diversity” by Forbes Magazine.
- UC Davis received a perfect score of 100 from the Human Rights Campaign (the nation's largest civil rights organization) as an LGBTQ+ Healthcare Equality Leader, the 11th consecutive year the group has recognized the medical center for advancing LGBTQ+ equity among its patients and employees.

Research

UC Davis Health research includes clinical, translational, and basic-science studies, with an emphasis on collaboration and on improving health for individuals, communities, and populations. Selected highlights:

- Of the nation's 1,400-plus cancer centers, UC Davis' NCI-designated Comprehensive Cancer Center is one of only eight California cancer centers designated “comprehensive” by the National Cancer Institute.
- The UC Davis MIND Institute includes one of 15 Intellectual and Developmental Disabilities Research Centers (IDDRCs) funded through the Eunice Kennedy Shriver National Institute of Child Health and Human Development. The Institute is one of only 10 centers nationally that is home to an IDDRC and the other two major federal grants focused on developmental disabilities. MIND Institute faculty are currently leading or participating in extramurally funded projects that include more than \$200 million (total costs) and more than \$14 million annually.
- The UC Davis Alzheimer's Disease Center actively supports research with over \$170M in NIH funding.
- The UC Davis Institute for Regenerative Cures has more than 40 clinical trials using stem cells ongoing or planned and the institute is part of the new Alpha Stem Cell Clinics Network, a top-tier consortium to accelerate stem cell therapies for humans.
- UC Davis researchers developed EXPLORER, the world's first total-body medical scanner, which delivers complete head-to-toe images with far less radiation exposure than typical imagine.
- Units such as the Center for Reducing Health Disparities, Center for Healthcare Policy and Research, Institute for Population Health Improvement and Center for Health and Technology help drive their work to improve health for all.

- Nearly 1,300 studies are underway in basic-science, translational and clinical research areas, funded by federal and state governments, the pharmaceutical and biotechnology industries, private foundations, and philanthropy, with over \$396M in total extramural funding in FY2022.
- UC Davis Health departments ranked in the top 30 nationwide for National Institutes of Health funding in 2021 with over \$194 million in external research funding.
- A new National Center for Interventional Biophotonic Technologies is advancing two optical imaging technologies developed at UC Davis — interventional fluorescence lifetime imaging, or iFLIM, and interferometric diffuse optical spectroscopy, or iDOS — and combining them with an AI-deep learning platform to provide real-time guidance for decision-making during medical and surgical procedures.

Education

- Innovative UC Davis inter-professional education gives the health care workforce of tomorrow the skills and values needed to lead change and improve health for all.
- U.S. News & World Report consistently ranks UC Davis School of Medicine among the nation's best for primary care and research, including the top 10 for primary care training.
- U.S. News & World Report also ranks the Betty Irene Moore School of Nursing at UC Davis among the nation's best for master's-degree nursing programs.
- The School of Nursing launched its first online course in 2019 with a family caregiving course for health professionals.
- Faculty, alumni, and community mentors prepare tomorrow's primary care physicians to help the underserved through special programs and tailored educational tracks such as Rural-PRIME, SJV-PRIME/REACH, TEACH-MS, Prep Médico and ACE-PC – ACE-PC and Prep Medico are partnerships with The Permanente Medical Group.
- For more than 40 years, UC Davis' diverse student body has volunteered hundreds of hours a year in free community clinics delivering care for diverse and underserved populations.
- The Center for Health and Technology provides medical and nursing students, clinicians, and health professionals a broad spectrum of opportunities for leading-edge telehealth practice, simulation education and distance learning access.

Principles of Community

The **Principles of Community** affirm the inherent dignity in all of us, the right of freedom of expression, the responsibility to reject discrimination and the need to build a community of mutual respect and caring. The **Principles of Community** are stated below:

"The University of California, Davis, is first and foremost an institution of learning and teaching, committed to serving the needs of society. Our campus community reflects and is a part of a society comprising all races, creeds and social circumstances. The successful conduct of the university's affairs requires that every member of the university community acknowledge and practice the following basic principles:

We affirm the inherent dignity in all of us, and we strive to maintain a climate of justice marked by respect for each other. We acknowledge that our society carries within it historical and deep-rooted misunderstandings and biases, and therefore we will endeavor to foster mutual understanding among the many parts of our whole.

We affirm the right of freedom of expression within our community and affirm our commitment to the highest standards of civility and decency towards all. We recognize the right of every individual to think and speak as

dictated by personal belief, to express any idea, and to disagree with or counter another's point of view, limited only by university regulations governing time, place and manner. We promote open expression of our individuality and our diversity within the bounds of courtesy, sensitivity and respect.

We confront and reject all manifestations of discrimination, including those based on race, ethnicity, gender, age, disability, sexual orientation, religious or political beliefs, status within or outside the university, or any of the other differences among people which have been excuses for misunderstanding, dissension or hatred. We recognize and cherish the richness contributed to our lives by our diversity. We take pride in our various achievements, and we celebrate our differences.

We recognize that each of us has an obligation to the community of which we have chosen to be a part. We will strive to build a true community of spirit and purpose based on mutual respect and caring.”

The **National Standards for Culturally and Linguistically Appropriate Health Care Services (CLAS)** affirms the responsibility of health care workers to provide understandable, effective and respectful care in a manner compatible with a patient’s cultural health beliefs and practices and preferred language. UCDHS supports CLAS and the Principles of Community by recruiting, retaining and promoting a diverse employee population while proudly serving a diverse patient population.

The fourteen CLAS Standards can be reviewed at: http://www.ucdmc.ucdavis.edu/hr/hrdepts/eod/clas_1_14.html

For more information, please visit:

<https://health.ucdavis.edu/about/>

<https://diversity.ucdavis.edu/principles-community>

Position Summary

The Ambulatory Associate Chief Operating Officer (Ambulatory ACOO) is responsible for providing strategic direction, executive-level leadership, and operational oversight for UC Davis Health, Ambulatory Care Services. Reporting to the Chief Administrator/Chief Operating Officer (CA/COO), the Ambulatory ACOO is delegated management and operational leadership to a rapidly growing ambulatory clinical enterprise that is part of a progressive integrated health system. Responsibilities include establishing and achieving short-term and long-range strategic and business goals and objectives; monitoring and improving financial performance; ensuring efficient, data-driven operations; strategic leadership to ensure seamless and integrated care with the intent of executing high patient satisfaction; low cost in clinical operations; ensuring that the provision of quality patient care and services supports the teaching and research mission of UC Davis Health while working to improve patient experience rating and overall hospital rankings; and ensuring the institution maintains competent staff, cohesive workplace, engaged employees, and a strong patient safety culture; and driving the adoption of new innovative technology to improve efficiency, staff experience, and patient experience and outcomes.

The ACOO works with Ambulatory Leaders and Department Chairs to direct, supervise, and coordinate the activities of Ambulatory Care Services; assists in evaluation and prioritization of equipment, supplies, space, staff and personnel needs; leads budget development and operational decisions; ensures that Ambulatory Care Services' policies and procedures are carried out effectively; ensures compliance with CMS, CDPH, and The Joint Commission regulations; develops optimal performance of ambulatory operational and clinical management; participates on leadership and multidisciplinary committees as assigned; represents UC Davis Ambulatory Care Services at professional meetings and/or community events. The Ambulatory ACOO may also serve as the acting Chief Administrator/Chief Operating Officer, as needed, in the absence of the CA/COO. This Ambulatory ACOO actively supports and implements UC Davis Health diversity, equity, and inclusion goals and objectives including efforts to diversify staff in all selection and promotional opportunities; communicating program objectives to staff; establishing and maintaining a bias free work environment; and providing opportunities for staff to obtain further training and expertise which will enhance the likelihood of upward mobility.

Reporting Relationships

Reporting to Michael Condrin, Chief Administrator – UC Davis Medical Center/Chief Operating Officer – UC Davis Health.

Responsibilities

The successful Ambulatory Associate Chief Operating Officer (Ambulatory ACOO) candidate will:

- Responsible for all operational aspects of the assigned hospital departments/divisions and medical practices with an emphasis on quality of patient care, patient engagement/satisfaction, performance improvement, productivity, and financial performance.
- As part of UC Davis Health's executive team, model servant leadership and communicate/collaborate with leaders throughout the health system to develop strategies, operating policies, business plans, and capital allocation plans. Provide updates to the CA/COO of all substantive or pressing issues.
- Integrating the strategic plan of the organization with all operations within Ambulatory Services.
- Overseeing the medical group's ambulatory practice for 950 practicing physicians.
- Providing visionary leadership that unifies and aligns the medical group and the ambulatory management, clinical care teams, and administrative staff.

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- Executing the Ambulatory Service strategy of accessible, affordable, and tailored healthcare, and leading initiatives in population health and value-based care.
 - Communicating a customer-oriented patient-centered vision, positioning the value proposition to customers, developing deep insight capabilities in healthcare consumerism, integrating customer insights in decision making, and leveraging data analytics.
 - Overseeing the delivery system programs and services, financial positioning, and business growth of Ambulatory Services.
 - In conjunction with other UC Davis Health division directors, overseeing ambulatory revenue cycle, health plan contracting, information technology, and facilities.
 - In partnership with other UC Davis Health division directors, manage the outpatient ancillary services including outpatient pharmacy, imaging, laboratories, therapies, and ambulatory surgery centers.
 - Collaborating with UC System, Medical Center, and Physician leadership to identify, develop and oversee implementation of UC Digital Health strategies and initiatives aligned with UC major strategic goals.
 - Leading the development of ongoing services and expansion of UC Digital Health locally, regionally, and nationally, and overseeing all clinical, technical, business, and regulatory activities around the UC Digital Health in access to care and new models of digital health provided across the continuum of care for digital health.
 - Minimizing clinical practice variation and increasing physician accountability.
 - Providing the clinical leadership for fostering relationships with payers, technology companies, and clinical partners.
 - Manage a growing portfolio of comprehensive ambulatory services including hospital-based clinics, a network of multispecialty off-campus clinics, clinics within UCDH Centers of Excellence, ambulatory surgery centers, and outpatient clinical affiliations.
 - Partner with the School of Medicine and the Betty Irene Moore School of Nursing to advance the clinical, research, and education missions in the ambulatory setting.
 - Develop strategy and alignment for physician compensation, incentives and recognition.
 - Maintain effective working relationships with the medical staff and other professionals across all of UC Davis Health.
 - Integrate the organizational units and functions to reconcile goals and assign priority to a large number of competing programs aligned with the overall strategy of UC Davis Health.
 - Ensure compliance with all legal and statutory requirements, including those of the Joint Commission, Title 22 of the California Administrative Code, California Department of Public Health, Office of Statewide Health Planning and Development, Center for Medicare and Medicaid Services Conditions of Participation, California Department of Health and Human Services, and the State Board of Pharmacy. Work with relevant regulatory bodies to forward the Ambulatory Care objectives, and to ensure current feedback concerning the latest regulations, laws and encumbrances involved with managing UC Davis Hospital.
 - Improve clinical care and optimal utilization of personnel by developing a sound management organization providing optimal human resource allocations. Develop people and systems to provide a talented, caring and highly competent staff committed to the University's vision and values, striving to make UC Davis Health an employer of choice.

- Contribute to/develop Ambulatory Care Services long-range planning; implement policies and programs; help oversee programming as replacement facilities are required.
- Collaborate with all members of the CAO/COO's executive team to develop and implement the organization's strategic plan.
- Serve on committees, work groups and advisory groups that have a direct impact on Ambulatory Care operations. Represent Ambulatory Care Services at professional meetings and community events. Work in partnership with the ambulatory leadership at all UC campuses to leverage strengths, resources, and best practices.
- Actively support and implement UC Davis Health's Affirmative Action program to diversify staff in all selection and promotional opportunities; communicate program objectives to staff; establish and maintain a bias-free work environment; provide opportunities for staff to-obtain further training and expertise so as to enhance the likelihood of upward mobility.
- Support the UC Davis Principles of Community.

Ambulatory Care Services Division

The Ambulatory ACOO will be responsible for operation of the University of California Davis Ambulatory Care Services division, providing leadership and direction to the ambulatory enterprise. This role includes overseeing all ambulatory care practices, including more than 75 clinics at 32 locations in Sacramento and throughout Northern California. UC Davis Hospital serves as a major tertiary and quaternary care referral medical center for a 33-county, 65,000-square-mile service area with a population of more than six million. UC Davis Hospital services range from heart and vascular surgery to transplant and neurological surgery and include level 1 adult and pediatric trauma care, the region's only nationally ranked comprehensive children's hospital and a National Cancer Institute-designated comprehensive cancer center.

The departments and divisions this position is responsible for represent budgeted gross revenue of \$2.06B and budgeted expense of \$640.8M for fiscal year 2024/2025. Current budgeted FTE total 1,471, consisting of a wide range of specialized technical and nursing classifications as well as clinical, and administrative support personnel. Reporting directly to the incumbent are 7 FTEs (MSP level managers). The departments reporting to this position represent several multi-million dollar equipment and/or facility projects at any given time.

Candidate Qualifications

Education/Certification

- Master's Degree in Health Administration or related fields and/or equivalent experience and training.

Knowledge and Work Experience

- A minimum of five years of experience in a significant management position within a physician group practice setting is required.
- Strong experience developing and implementing operating plans and analyzing financial and quality data are required.
- Knowledge of legal principles, compliance standards, regulatory agency requirements, state and federal laws, University policies and contracts and ethical business practices.
- Experience working in a highly complex unionized environment, preferred.

Leadership Skills and Competencies

- Excellent communication skills, experience dealing with complex issues, an understanding of physician revenue cycle management, financial accounting, and operations are also required.
- Ability to lead by influence with an unwavering commitment to patient-centered care.
- Able to create a dynamic vision and be an inspirational leader while achieving that vision. Extensive, proven management experience, advanced level, with the full scope of operations in an academic medical center.
- Comprehensive and thorough understanding of all elements of health care delivery, including strategy, business planning, operations, and financial conditions. Broad-based knowledge of financial practices and capital planning.
- Able to effectively respond to factors that drive competitive advantage under dynamic conditions, such as health care industry changes, competitor actions, legal/regulatory changes, and technological trends.
- Able to identify and address patient and community needs, as well as the scope and level of care required by patients served. Become a community partner and a supporter of governmental alliances to support the mission of the University.
- Experience in organizational management skills at the executive level and demonstrated commitment to meeting affirmative action goals in recruitment, selection, and development of staff.
- Effective communication to interact with all members of the organization in order to enhance understanding, respect, cooperation, and problem-solving and to communicate organizational goals and objectives.
- Effective communication to interact with all members of the organization in order to enhance understanding, respect, cooperation, and problem-solving and to communicate organizational goals and objectives.
- Ability to build and maintain a strong management team to achieve success on organizational goals.
- Demonstrate and set high standards of behavior, performance, quality, credibility and integrity. Raise performance to levels that would not otherwise be achieved.
- Demonstrate a commitment to enhancing diversity of staff, faculty and volunteers. Assure cultural competency in the delivery of patient care.

The Community

Sacramento, California



As California's state capital, US News reports Sacramento is the third most diverse city in America. It is the core cultural and economic engine of a four-county (El Dorado, Placer, Sacramento, and Yolo counties) metropolitan area exceeding 2.4 million residents – the fourth largest metropolitan area in the state.

The Sacramento area is the 19th largest media market in the US, and it is regularly listed as one of the most livable regions in America. It 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 located in close proximity to the resort communities in Lake Tahoe (a 90-minute drive), the Napa Valley wine region (a 1-hour drive) and San Francisco (a 2-hour drive).

The area offers a year-round pleasant, Mediterranean climate with many outdoor recreation, cultural and sports opportunities. Sacramento is home to the Sacramento Kings, a National Basketball Association team, the league-champion Sacramento Republic FC soccer team, and league champion Sacramento River Cats minor league baseball team (an affiliate of the San Francisco Giants). The region is also home to a robust theater community with multiple performing arts centers, including the UC Davis Health Pavilion in downtown Sacramento and the Mondavi Center for the Performing Arts on the Davis Campus. In terms of the arts, Sacramento is home to the Sacramento Ballet, Sacramento Philharmonic Orchestra, and the largest concentration of community theatres in the country. Sacramento's restaurant scene has attracted national notoriety, centered around its Farm to Fork local-sourced cuisine movement.

The city's economy is broadly based, although government is by far the largest employer in the region. Healthcare is a large business sector along with information technology, leisure and hospitality, professional and business services, education, transportation, and construction. Housing options in Sacramento are some of the most affordable and diverse in California.

Greater Sacramento is regularly listed as one of the best places to live in America and is considered a great community for raising families. The Sacramento area provides a wide variety of housing and there is tremendous choice in determining the type of community and neighborhood one lives in, with options including downtown lifestyles, rural country living (within a 30-minute drive of the downtown core) and everything in-between. The region hosts a wide variety of higher education institutions including California State University, Sacramento, four junior colleges, and the University of California, Davis.

For additional information, please visit:

<https://www.visitsacramento.com/>

<https://www.cityofsacramento.org/Visitors>

<https://www.saccounty.gov/Visitors/Pages/ActivitiesAttractionsInformation.aspx>

Procedure for Candidacy

Please direct all nominations and applications to the WittKieffer consultants assisting UC Davis Health with this recruitment, through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and selecting the "Become a Candidate" button.

The salary range for the role is anticipated to be between \$363,100 - \$427,900. The final hiring salary is commensurate with experience.

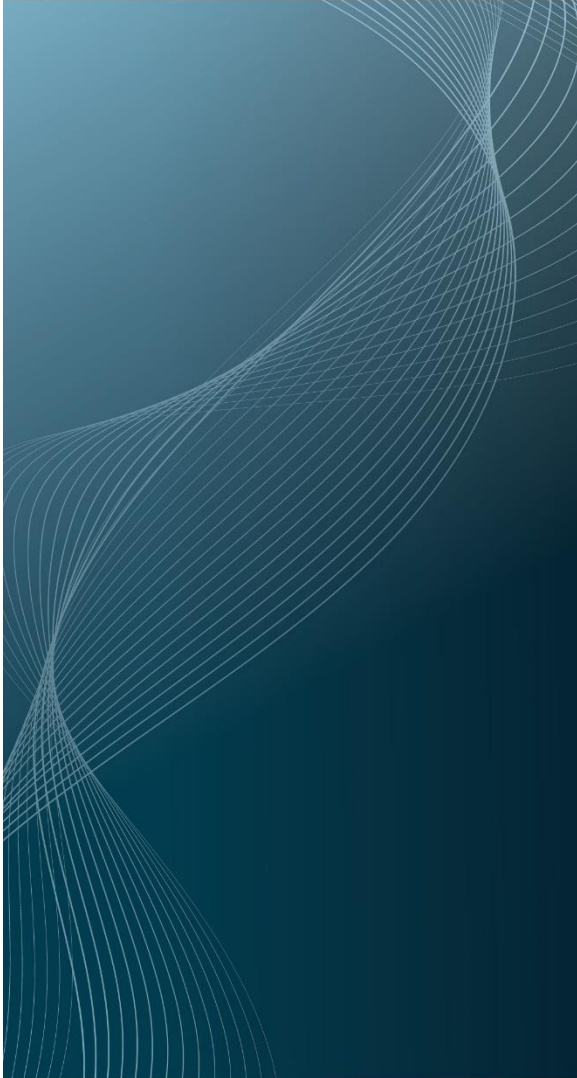
If have trouble logging into the portal or have additional questions, please contact April Allen, Ben Haden, and Eleanor Vogelsang directly preferably via e-mail at: UCDHAmbulatoryACOO@wittkieffer.com

<p>April Allen Principal (502) 426-2841</p>	<p>Ben Haden Senior Partner (541) 414-6660</p>	<p>Eleanor Vogelsang Associate (240) 644-6021</p>
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The [University of California is an Equal Opportunity/Affirmative Action Employer](#) advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy.

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