

Dear Colleagues:

I am pleased to announce the appointment of Beth Harleman, MD, as the new Associate Chair for Faculty Experience for the Department of Medicine.

Beth, a general internist and clinician-educator who practices at ZSFG, has been Associate Chair for Strategic Planning for the past four years. In addition to this work, Beth co-created and ran the highly rated UCSF School of Medicine capstone course, Coda, for nine years. She also serves as Associate Program Director for the Internal Medicine Residency Program; in that role, she oversees the formal curriculum and is responsible for program evaluation and improvement. She has mentored hundreds of residents and students and has won several teaching awards.



In her previous role as Associate Chair for Strategic Planning, Beth led many initiatives, including efforts to promote integration and collaboration across our department and to improve leadership. She has brought great passion, superb follow-through, and an amazing ability to bring people together for common purpose to everything she has touched.

In thinking about the needs of our department, I have come to believe that we can best use Beth's talents by asking her to focus on the experience of our faculty. In this new role, she will help develop and implement programs, events, and resources that will support and enhance faculty success, well-being, development, diversity, recruitment, and retention. Among her areas of concentration will be:

- Leading programs designed to support our faculty in all stages of their careers
- Expanding and re-envisioning the Department's faculty development and leadership training programs
- Leading efforts to recruit and retain exceptional faculty
- Enhancing the sense of community for all of our faculty
- Making recommendations and identifying resources to promote faculty well-being and joy in practice
- Overseeing our efforts to promote a diverse workplace, including among our faculty and trainees (in this effort, she will be assisted by a Director of Diversity, a faculty position that is being crafted now and that will be searched for later this year)
- Working with a to-be-named Staff and Faculty Experience Specialist to promote satisfaction and engagement for all the people in our department

Beth received her B.A. from the University of California, Santa Cruz and her MD from UCSF. She completed her residency and chief residency at UCSF before joining our faculty in 2002. A mother of three, she is a widely recognized advocate for women in medicine.

As Beth transitions from her work in strategic planning to this new role, she will continue to pursue some of the same areas, while other parts of her strategy work will be carried out by me and the other Associate Chairs and Vice Chairs. I'd like to thank Suzanne Kawahara, who has been Beth's partner in her strategy work and an important contributor to the program's successes. Suzanne will continue working for the DOM part-time for the remainder of this academic year, focusing particularly on diversity initiatives. She will then transition to a role in the Division of Geriatrics.

Please join us in welcoming Beth Harleman to this exciting and important new role.

A handwritten signature in black ink, appearing to read "Bob" with a horizontal line underneath.

Robert M. Wachter, MD  
Chair, Department of Medicine