

Dear Colleagues:

I am thrilled to announce the appointments of Maria Noveler and Michael Chen as the Associate Chairs for Administration and for Finance, respectively, for the Department of Medicine. Both have been serving in these roles on an interim basis for the past 18 months.



As Associate Chair for Administration, Maria is responsible for human resources, academic affairs, space, IT, facilities, and communications, as well as for leadership of the central administration and division manager teams. Maria completed her undergraduate work in the Philippines and Japan, and went on to receive two Master's degrees: one in international affairs and finance from Columbia University and a second in public policy from Osaka University. Maria and I have worked together for the past decade in the Division of Hospital Medicine (DHM), where she has been central to DHM's efforts in quality, safety, value, and LEAN. She has effectively partnered with faculty and UCSF Health leadership in many ways, as evidenced by her co-chairmanship of many key committees, and the fact that she is a co-author on several published papers and abstracts. Maria has an amazing ability to create positive energy, to bring people together, and to catalyze action. As a leader, she is passionate about employee engagement and development, creative decision-making, and systems improvement.



As Associate Chair for Finance, Michael is responsible for departmental finances, clinical revenue, the faculty compensation plan, and research administration. Michael received his BA from Stanford and his JD from UC Berkeley's Boalt School of Law; he remains an active member of the California State Bar. Like Maria, he has a long history with the Department: he began his career at UCSF in the Department twenty years ago in 1997, managing clinical trial finances in the Division of Hematology/Oncology. His progressive advancement in the Department – from Division Manager of Hematology/Oncology, to Director of Finance for the Medical Service at ZSFG, to, most recently, Chief Financial Officer in the Department of Medicine – attests to his fantastic problem-solving skills. Most important, he never loses sight of the fact that there are real people behind the numbers he so ably crunches. He led the department's efforts to navigate the complexity of the clinical funds flow at UCSF Health over the past few years, and will continue to work with our divisions to optimize our finances and to invest wisely in our people and programs.

Our Department is at once a mission-driven enterprise and a fairly large business, with nearly 3,000 employees (including approximately 800 full-time faculty), a yearly budget that will soon top half-a-billion dollars, and an exceptionally broad agenda across all of our missions and sites. This only works because of our remarkable staff. We are very lucky to have Maria and Michael leading our team, and doing so with great wisdom, passion, creativity, and heart.

Please join me in thanking them and wishing them well in their crucial roles.
Sincerely,

-- Bob

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