



# Making Your Packet: Preparing for Promotion and Tenure

Herbert Chen, MD  
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University of Alabama at Birmingham  
Surgeon-in-Chief, UAB Medicine

# Disclosures

Please select the following as it pertains to the content of your presentation:

- I have no relevant financial relationships to disclose as it pertains to the content of my presentation.
- I have no relevant financial relationships with the manufacturer(s) of any commercial product(s) and/or provider(s) of commercial services discussed in this activity.
- I do not intend to discuss an unapproved/investigative use of a commercial product/device in my presentation.

I served on the University of Wisconsin Tenure  
Committee for Biological Sciences 2010-2013

I review all promotion packets for the University of  
Alabama at Birmingham Department of Surgery

# Promotion and Tenure

## **Faculty Appointment, Promotion and Tenure Award Guidelines**

**UAB School of Medicine**

**September 2014**

### **Departmental Appointment, Promotion and Tenure (APT) Committee Guidelines**

1. Committee members should be full-time faculty at the Associate Professor and Professor ranks.
2. The APT committee will consist of a minimum of three committee members.
3. Department Chairs may not serve on the departmental APT committee.
4. Chair of the departmental APT committee should be elected by the committee members in consultation with the Department Chair.
5. Members of the committee should rotate off on a regular basis if feasible.
6. The Departmental APT process will include an avenue of appeal.
7. Only the committee members at or above the rank of the faculty member being considered will be allowed to vote for promotion. Only tenured faculty may vote on the granting of tenure.
8. The Department Chair may invite faculty outside of the Department, but within the University of Alabama School of Medicine (SOM) to serve on the departmental APT committee if there are

# Promotion and Tenure

df1990-145  
**DOCTOR FUN** presents 1990



"Behind one door is tenure - behind the other  
is flipping burgers at McDonald's."

Copyright © 2003 David Farley, d-farley@ibiblio.org <http://ibiblio.org/Dave/drfun.html>

# Read the Requirements Early

## Appointment and Promotion Guidelines

Faculty member contributions to activities in the areas of research, teaching, and service are evaluated for promotion and tenure. All faculty members are expected to be engaged in scholarly activities that support the areas of research, teaching, and service in ways that are consistent with their unique roles. However, there is an expectation of excellence in these areas for those faculty members seeking tenure or promotion. This excellence is closely related to scholarship and includes peer review or recognition. Individuals appointed in the tenure-earning (TE) track are expected to demonstrate excellence or potential for excellence in at least two of these three areas; those in the non-tenure (NTE) track are expected to demonstrate excellence or potential for excellence in any one area. For promotion, individuals in the tenure-earning (TE) track are expected to demonstrate excellence in at least two of these three areas; those in the non-tenure earning (NTE) track are expected to demonstrate excellence in any one area. While promotion is based upon achieving excellence in two (TE) or one (NTE) area(s), faculty must show some evidence of scholarly activity and/or accomplishments in all areas, including the non-focus areas.

# Promotion Requirements

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- Tenure Track = Excellence in two areas
- Non-Tenure Track = Excellence in one area
- Areas at UAB
  - Research
  - Teaching
  - Service
- **NEED EXTENSIVE DOCUMENTATION FOR ALL**

# Teaching Documentation

## Teaching

1. Demonstration of mastery of content and method, documented by student and peer evaluation. All teaching activities should receive consideration.
2. Taking responsibility for the design, organization, coordination, and evaluation of an educational program.
3. Developing and/or presenting effective continuing education or other professional programs, including invited presentations.
4. Providing effective supervision, guidance, and/or counseling to trainees, including graduate students, postdoctoral fellows, and/or house officers.
5. Participation in educational program planning and general curricular activities.
6. Publication of papers and/or presentations at professional meetings on topics related to education.
7. Demonstration of innovation in teaching methods and production of texts, educational software or courseware.
8. Receipt of recognition as an exemplary scientist or clinician whose mentoring and teaching activities provide an outstanding role model for students.
9. Serving as principal investigator on grants or contracts for educational projects.

# Teaching Documentation

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- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations

# Teaching Documentation

Number of evaluations returned 7

UNIVERSITY OF WISCONSIN MEDICAL SCHOOL – OUTREACH CONTINUING MEDICAL EDUCATION

**ENDOCRINE GRAND ROUNDS  
CME ACTIVITY EVALUATION**

**TITLE:** "Radioguided Parathyroidectomy: an update"  
**PRESENTER:** Herbert Chen, MD  
**DATE:** 5/12/05

Scale used:

1	2	3	4	5	6	7
Excellent	Very Satisfactory	Satisfactory		Needs Improvement		Unsatisfactory

<u>AVERAGE SCORE – REFER TO SCALE ABOVE</u>	<u>SCORE</u>	<u># of RESPONSES</u>
1. Learning goals established (during presentation or via handouts)...	1	7
2. Organization of material.....	1	7
3. Content of material.....	1	7
4. Clarity of oral presentation.....	1	7
5. Quality/effectiveness of visual aids and/or handouts.....	1	7
6. Appropriate reference to current literature.....	1	7
7. Avoided Commercial Bias.....	1	7
8. Overall evaluation .....	1	7

Scale used for Question 9:

1	2	3	4	5	6	7
Definitely Yes			Maybe			Not at All

	<u>SCORE</u>	<u># RESPONDING</u>
9. Was this conference applicable to your professional life?	1	5

**SEE ATTACHED SHEET FOR COMMENT SUMMARY**

POSITION OF RESPONDENT: Staff MD/PhD 3; Staff NP, PA \_\_\_\_; Resident \_\_\_\_; Fellow 4;  
Other \_\_\_\_; Position not stated \_\_\_\_

*The University of Wisconsin Medical School is accredited by the Accreditation Council for Continuing Medical Education to provide continuing medical education for physicians.*

*The University of Wisconsin Medical School designates this educational activity for a maximum of one category 1 credit towards the AMA Physician's Recognition Award. Each Physician should claim only those credits that he/she actually spent in the educational activity.*

Summary compiled by Endocrine Section Office, H4/568 CSC (5148); 600 Highland Avenue, Madison, WI 53792

# Teaching Documentation

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- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations
- Student evaluations

# Teaching Documentation

Department of Surgery Medical Student Research Curriculum  
Evaluation Form  
Summer 2006

Seminar Title: Research Career Development

Presenter: Dr. Herb Chen

Date: June 15, 2006

Please check here if you are NOT in the Department of Surgery \_1

Please check here if you are NOT a medical student: \_\_\_\_\_

Attended lecture=33

Returned eval=13

Using the scale below, please check the appropriate rating for the following statements:

	Agree	Somewhat Agree	Neither Agree or Disagree	Somewhat Disagree	Disagree
The session met the objectives based on the previously distributed outline.	12		1		
The subject matter is important to medical researchers.	13				
The speaker did a good job of presenting the material.	13				
The information shared was presented at a level appropriate for me.	13				
The information I learned will be useful during my summer research experience.	12				
<b>No response=1</b>					
The information I learned will be useful as I continue my career in medicine.	13				
I would recommend this seminar be repeated for future medical students.	13				

	Excellent	Very Good	Good	Average	Poor
How would you rate this seminar overall?	13				

Please add any specific comments you may have below:

--Best one so far!

# Teaching Documentation

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- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations
- Student evaluations
- Clerkship lectures (3<sup>rd</sup> and 4<sup>th</sup> year med students)

# Teaching Documentation

## Medical Student Core Lecture Series Evals (averages)

### Topic: Thyroid/Parathyroid

*Scale since 7/1/05*

1 = excellent    2 = good    3 = adequate    4 = poor    5 = unacceptable

	4/6/2006	2/26/2006	12/14/2005	10/6/2005	8/4/2005
<b>Clarity and organization</b>	1.1	1.0	1.0	1.0	1.0
<b>Presented at student level of understanding</b>	1.0	1.0	1.0	1.0	1.0
<b>Use of patient examples</b>	1.1	1.1	1.2	1.2	1.1
<b>Active involvement of students</b>	1.0	1.0	1.0	1.0	1.0
<b>Overall evaluation</b>	1.0	1.0	1.0	1.0	1.0
<b>Number of students evaluating</b>	21	27	25	23	26

# Teaching Documentation

- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations
- Student evaluations
- Clerkship lectures (3<sup>rd</sup> and 4<sup>th</sup> year med students)
- Resident training (lectures, teaching rounds, mentoring)

# Teaching Documentation

Years	Teaching Activity	Role	Students
2000-present	Consult service	Attending Physician	Team of clinical trainees, fellows, residents, and medical students (4 days/month)
2000-present	Medical student career mentoring	Faculty Advisor	Medical students ( <u>Srinevas Reddy</u> , <u>Charlie Galanis</u> , <u>Jeremy Juern</u> , <u>Karen Peterson</u> , <u>Sandeepa Musunuru</u> , <u>Andy Kastenmeier</u> , <u>Sharon Martinez</u> , <u>Ben Miranpuri</u> , <u>Janice Yeung</u> , <u>Harvey Pollack</u> , <u>Eric Culbertson</u> , <u>Sara Olson</u> , <u>Amber Shada</u> , <u>Eric Stanelle</u> , <u>Ashley Kappes</u> )
2002-2005	“Advice from the Perspective of a Residency Program Director”; presentation at UW medical student core day.	Panelist	Medical students (100-150)
2006	UW-Health Occupations Students of America All-Campus HealthCare Symposium	Panelist	Undergraduates (150)
2000-2006	YEPSA	Faculty Instructor	6-8 students/session

# Teaching Documentation

- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations
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- Clerkship lectures (3<sup>rd</sup> and 4<sup>th</sup> year med students)
- Resident training (lectures, teaching rounds, mentoring)
- Research Mentoring

# Teaching Documentation

	Trainee Name	Training Level	Training Period	Prior Degree and Institution	Research Project Title	Current Position	Current Location	Source of Support (independent grant)
1	David Foley, M.D.	Faculty	4/1/10-present	M.D., Boston University	NRF-2 in Hepatic Ischemia	Associate Professor	UW	(NIH KL2 grant)
2	Timothy King, M.D., PhD	Faculty	1/1/10-present	Ph.D., UT MD Anderson	Wound healing and Notch	Assistant Professor	UW	(AAPS grant) (ACS grant)
3	Stephen Rose, M.D.	Faculty	1/1/07-1/1/11	M.D., Indiana University	Notch signaling in ovarian cancer	Associate Professor	UW	(NIH K12 grant) (Ovarian Cancer Fund)
4	Megan Haymart, M.D.	Faculty	9/1/06-6/20/09	M.D., Johns Hopkins	GSK3B inhibitors and medullary thyroid cancer	Assistant Professor	University of Michigan	NIH K12 grant (NIH-K23 grant)
5	Haggi Mazeh, M.D.	Faculty/ Fellow	7/1/10-6/30/12	M.D., Hadassah-Hebrew Univ	microRNA in NE cancers	Assistant Professor	Hadassah University	(NANETS grant)
6	Rebecca Sippel, M.D.	Post-doc	7/1/01-6/30/03	M.D., Washington University	GI Neuroendocrine Tumors	Associate Professor	UW	NIH-T32 grant (AAES grant)
7	David Y. Greenblatt, M.D., MPH	Post-doc	7/1/05-6/30/08	M.D., Cornell University	Notch1 and NE phenotype	Endocrine Surgery Fellow	UC-San Francisco	NIH-T32 grant, (AAS research award)
8	Ning Li, M.D.	Post-doc	12/22/06-12/2/08	M.D., Peking Univ. Medical College	The Role of FAK in GI neuroendocrine cancer	Assistant Professor	Peking Univ Medical College	American Cancer Society

- Clinical teaching
  - Establish an area of expertise
  - Deliver local and regional talks in that area

# Teaching Documentation

Date	Postgraduate and CME Courses	Topic	Location
May 2002	Society for Surgery of the Alimentary Tract Post-Graduate Course	"Unresolved Issues in the Management of <del>Hepatobiliary and Pancreatic Disease</del> "	San Francisco, CA
November 2003	Association for Academic Surgery	Education Workshop	Sacramento, CA
March 2004	Society of Surgical Oncology seminar	"Minimally Invasive Procedures in Surgical Oncology"	New York, NY
April 2004	American College of Surgeons Spring Meeting	"Minimally Invasive Endocrine Surgery"	Boston, MA
October 2004	American College of Surgeons Post-Graduate Course	"Endocrine Surgery"	New Orleans, LA
October 2004	American College of Surgeons Post-Graduate Course	"Diseases of the Liver, Biliary Tract, and Pancreas"	New Orleans, LA
March 2005	Society of Surgical Oncology Meet the Professor Session	"Radioguided Parathyroidectomy"	Atlanta, GA
May 2005	Society for Surgery of the Alimentary Tract State of the Art Conference	"Pancreatic Neuroendocrine Tumors"	Chicago, IL
October 2005	Association for Academic Surgery	16th Annual Fundamentals of Surgical Research Course	San Francisco, CA

- Clinical teaching
  - Establish an area of expertise
  - Deliver local and regional talks in that area
  - Do interviews for newspapers, radio, and TV on clinical matters

# Teaching Documentation

## Chen's cancer crusade helps put UW at top

By Felicia Hudson  
For the State Journal

Dr. Herbert Chen has a vision of changing the lives of those living with endocrine cancers.

The University of Wisconsin Medical School shares that vision, and Chen was a star surgeon that it had to have. David Mahvi, chief of surgical oncology, said that when the school recruited Chen in 2000 it didn't even need another endocrine surgeon.

"We actually didn't need anybody doing what he did, but he was the best person finishing training ... in the country that year," Mahvi said.

Attracting the best and the brightest has helped the University of Wisconsin Comprehensive Cancer Center earn its distinction throughout the Midwest and the nation as one of the leading innovators in cancer research. In July, for the 13th year in a row, U.S. News and World Report ranked University Hospital in the top 50, out of 2,000, of the nation's major teaching hospitals in its 2002 edition of

what we call metastasize," said Chen.

Unfortunately, Chen said, that unlike breast cancer or colon cancer, where screening can be done, there is no screening program available for this cancer, which is not a common. These cancers are usually found incidentally — meaning that they were diagnosed because doctors were looking for something else. Sometimes they can be discovered as a nodule if a doctor were feeling a patient's thyroid gland, but typically when they are diagnosed, the cancers have spread.

"The goal of our research is, because these cancers have already spread at the time of the diagnosis, the best treatment. The only curative treatment available right now is to surgically remove them, but clearly if they have spread anywhere, that's not really possible," said Chen. "As a surgeon you find that very frustrating, so the goal of our lab is to find new therapies to try to control the growth and spread of these neuroendocrine cancers, but also to see

(1) **Book investigates surgical safeguards.** *The Sunday Patriot - News* 2005 Nov 13:J.03

Keywords: Chen, Herbert; General Surgery

ProQuest Newspapers Full Text Link:

<http://proquest.umi.com/pqdweb?did=925720281&Fmt=7&clientId=65345&RQT=309&VName=PQD>

Abstract:

[Lisa marcucci] collaborated with drs. michael J. moritz of allentown and herbert chen of madison, wis., to edit "avoiding common surgical errors" (lippincott williams & wilkins, \$39.95). the 496-page book features short essays about 186 surgical errors and tips on signs, symptoms and procedures to avoid them.

(2) Fauber J. **Thyroid cancer very treatable, or it's a killer.** *Milwaukee Journal Sentinel* 2004 Oct 26:10

Keywords: Chen, Herbert; General Surgery

ProQuest Newspapers Full Text Link:

<http://proquest.umi.com/pqdweb?did=724043951&Fmt=7&clientId=65345&RQT=309&VName=PQD>

Abstract:

The most common form of thyroid cancer, 70% of the cases, is papillary cancer, which has a 10-year survival rate of 92% to 95%, said herbert chen, chief of endocrine surgery at the university of wisconsin hospital and clinics. the fact that [william rehnquist] is 80 "makes you more worried that it could be more aggressive than a normal thyroid cancer," chen said. both chen and [selim firat] said that even though rehnquist is 80 and required a tracheotomy, it still is possible that rehnquist has a less aggressive form of thyroid cancer.

(3) Journal, Felicia Hudson For the State. **Chen's Cancer Crusade Helps Put Uw at Top.** *Wisconsin State Journal* 2005 Aug 1:B.4

Keywords: Chen, Herbert; General Surgery; Mahvi, David

ProQuest Newspapers Full Text Link:

<http://proquest.umi.com/pqdweb?did=876153461&Fmt=7&clientId=65345&RQT=309&VName=PQD>

Abstract:

The university of wisconsin medical school shares that vision, and [herbert chen] was a star surgeon that it had to have. david mahvi, chief of surgical oncology, said that when the school recruited chen in 2000 it didn't even need another endocrine surgeon. "the goal of our research is, because these cancers have already spread at the time of the diagnosis, the best treatment. the only curative treatment available right now is to surgically remove them, but clearly if they have spread anywhere, that's not really possible," said chen. "as a surgeon you find that very frustrating, so the goal of our lab is to find new therapies to try to control the growth and spread of these neuroendocrine cancers, but also to control the hormone

# Teaching Documentation

## Google Alerts:

Google Alerts are email updates of the latest relevant Google results (web, news, etc.) based on your queries.

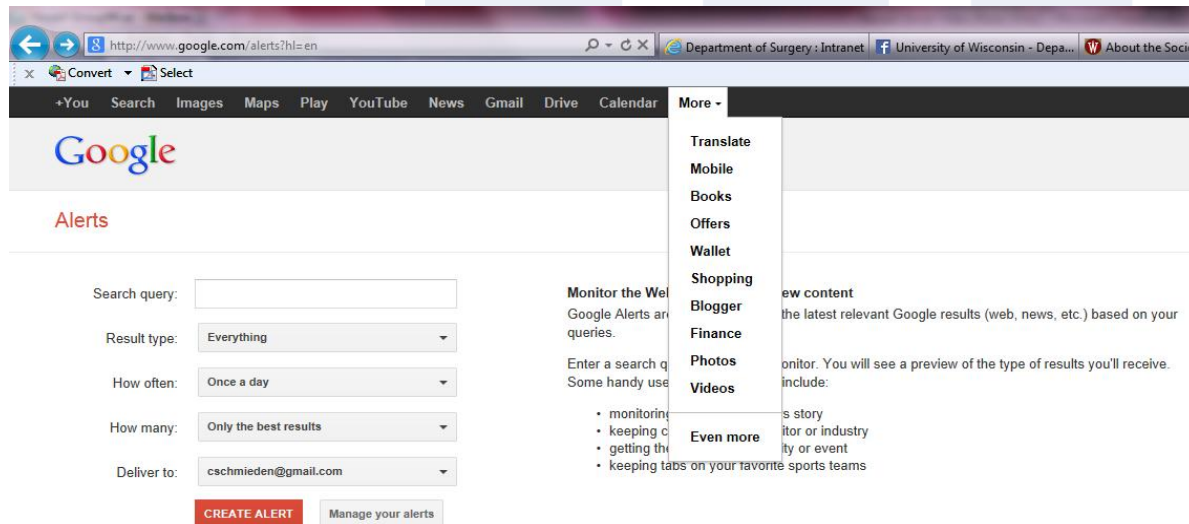
## Getting Started:

Go to <http://www.google.com/alerts>

Sign in with your Google account (this means you must have an existing google account, or establish one).

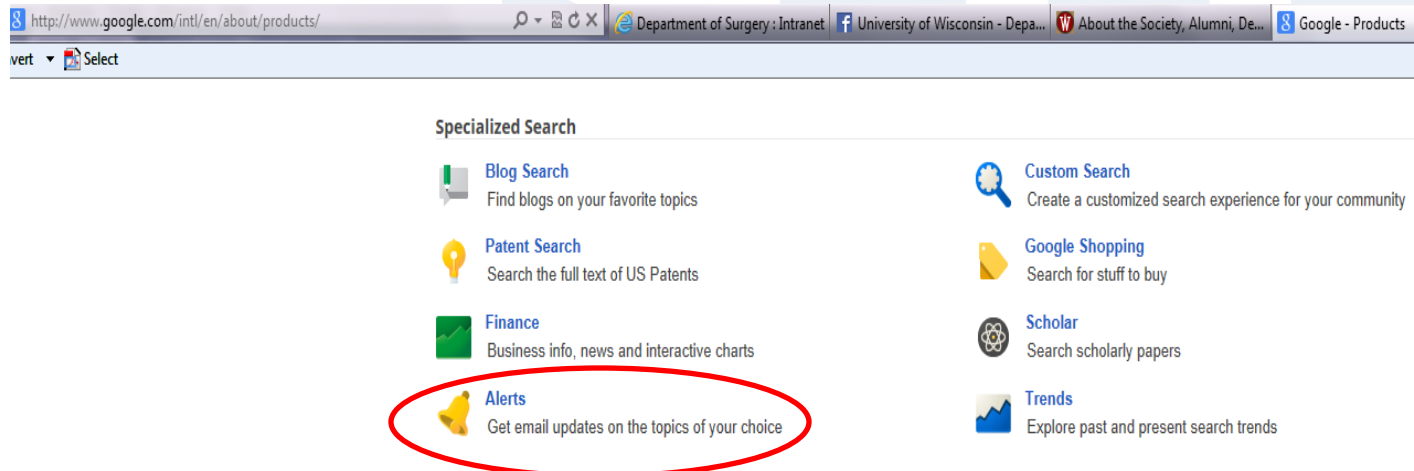
Click on “More” in black menu bar.

Scroll down dropdown menu and click on “Even More”.



# Teaching Documentation

Scroll down to “Specialized Search” and click on “Alerts”.

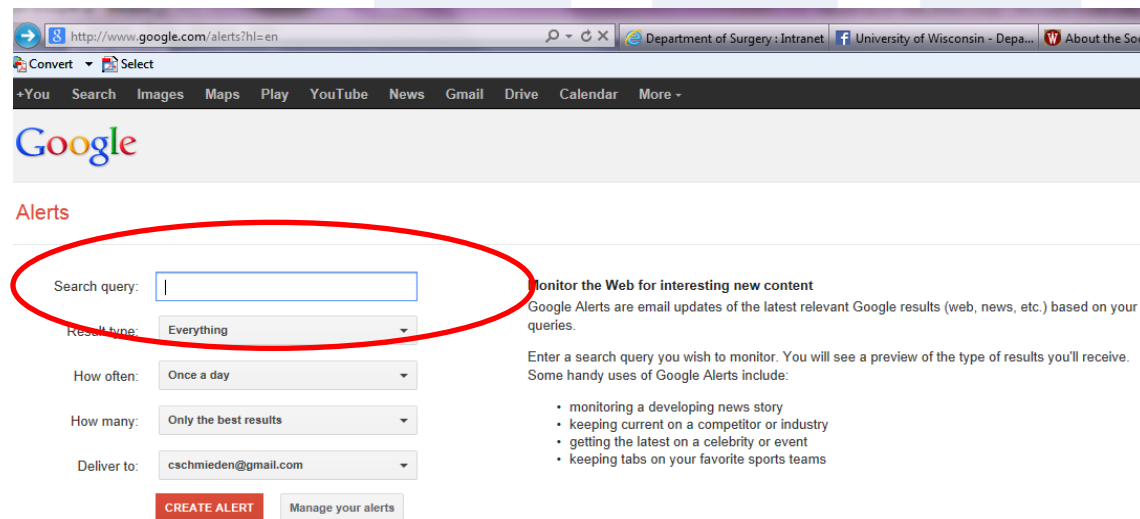


# Teaching Documentation

Create your query or search. (I used my current alert query for Herb Chen as example)

Ex: "herbert chen" OR "herb chen" AND MD OR UW OR WI OR madison OR wisconsin OR endocrine OR surgery OR surgeon OR madison OR wisconsin OR surgery OR endocrine surgery OR thyroid OR parathyroid OR adrenal OR surgeon

Additionally, in the dropdowns that follow, select the who, what, when and how you wish to receive your information and “Create Alert”.



The screenshot shows the Google Alerts interface. The search query field is circled in red. The interface includes a search bar, a dropdown for result type (set to 'Everything'), a dropdown for how often (set to 'Once a day'), a dropdown for how many (set to 'Only the best results'), and a dropdown for deliver to (set to 'cschmieden@gmail.com'). There are buttons for 'CREATE ALERT' and 'Manage your alerts'.

Search query:

Result type:

How often:

How many:

Deliver to:

[CREATE ALERT](#) [Manage your alerts](#)

**Monitor the Web for interesting new content**  
Google Alerts are email updates of the latest relevant Google results (web, news, etc.) based on your queries.  
Enter a search query you wish to monitor. You will see a preview of the type of results you'll receive.  
Some handy uses of Google Alerts include:

- monitoring a developing news story
- keeping current on a competitor or industry
- getting the latest on a celebrity or event
- keeping tabs on your favorite sports teams

- Clinical teaching
  - Establish an area of expertise
  - Deliver local and regional talks in that area
  - Do interviews for newspapers, radio, and TV on clinical matters
  - Write review articles:
    - Journal of Surgical Research

Journal of Surgical Research 133, 207–214 (2006)  
doi:10.1016/j.jss.2005.12.014

## The Surgical Management of Graves' Disease

Chris M. Schüssler-Fiorenza, M.D.,\* Cristin M. Bruns, M.D.,† and Herbert Chen, M.D.\*,<sup>1</sup>

*\*Department of Surgery, Section of Endocrine Surgery, †Department of Medicine, Division of Endocrinology, University of Wisconsin, Madison, Wisconsin*

Submitted for publication October 6, 2005

**Background.** The historical aspects of the pathophysiology and treatment of Graves' disease are briefly discussed in this paper.

**Materials and methods.** The three treatment modalities of Graves' disease are anti-thyroid drug therapy, radioactive iodine therapy, and surgery. Although the majority of patients with Graves' disease in the U.S. are treated with radioactive iodine, surgery still plays an important role when patients cannot tolerate anti-

near Leipzig, independently published his observation of the disease triad. Hence, Graves' disease is often referred to as Basedow's disease in Europe. The disease was officially named after Graves in 1862 at the meetings of the French Academy [1].

The etiology of Graves' disease was not known until the late 1950s. The landmark work of McKenzie in 1958 was instrumental to the understanding of the pathophysiology of the disease [2]. McKenzie's work, which proved

## Research

1. Demonstration of initiative and independence in research activities in basic or translational science, clinical, outcomes, quality improvement or population-based research.
2. Publication of independent research findings and scholarly papers in peer-reviewed journals.
3. Obtaining grants and/or contracts for support of research.
4. Participation as a member of large research team(s), providing documented critical scientific contribution(s) or serving in a leadership role in directing the research.
5. Presentation of research and other scholarly findings at scientific and professional meetings.
6. Service on thesis or dissertation committees.

# Research Funding

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- Peer-review and independent
- NIH RO1, R21 (non-mentored grants)
- VA Merit
- American Cancer Society
- American Heart Association
- Society grants
- Useful to save “pink” sheets

# Research Publications

- ?? Number required
- Authorship
  - first or last author
- Role
  - Need to document % contribution to design, data, writing
- Respected research journals or high impact journals

# Research Publications

41. \* Sippel RS, Carpenter JE, Kunnimalaivaan M, Lagerholm S, **Chen H.** Raf-1 Activation Suppresses Neuroendocrine Marker and Hormone Levels in Human Gastrointestinal Carcinoid Cells. *American Journal of Physiology-GI and Liver* 2003; 285: G245-G254.

*The majority of this work was done by Dr. Sippel with the help of the other co-authors who were members of our lab at the time. I wrote the majority of the manuscript.*

Concept development and design: 90%

Data acquisition: 0%

Analysis: 5%

Writing: 80%

42. Nichol PF, Mack E, Bianco J, Hayman A, Starling JR, **Chen H.** Radioguided Parathyroidectomy in Patients with Secondary and Tertiary Hyperparathyroidism. *Surgery*. 2003; 134: 713-717.

*I operated on all of these patients with collected data in a prospective manner.*

Concept development and design: 100%

Data acquisition: 75%

Analysis: 5%

Writing: 10%

## Service

1. Providing measurably excellent clinical productivity and exemplary patient care.
2. Providing demonstrable leadership or initiative in administrative or committee roles that augment the missions of the Department and/or SOM in clinical care, research, and/or education such as originality in problem solving, authorship of guidelines or quality reports and policies.
3. Providing staff responsibility for a service or specific area of patient care.
4. Providing demonstrable leadership in quality improvement/assurance or patient safety initiatives.
5. Serving as critical member or director of a research core laboratory.
6. Serving on committees with the department, school, university and/or affiliated institutions.
7. Engaging in mentoring junior faculty colleagues.
8. Serving on committees to develop clinical practice guidelines or to formulate healthcare policies.
9. Providing service to the professional or lay community through education, consultation or other roles.

- Clinical programs, RVUs, patient care
- National and regional organizational committees
- Institutional and departmental committees
- Community outreach and service
- Mentoring

# Letters of Evaluation

- “Arms Length”
- Need to become recognized in your field
  - Presenting your work at meetings
  - Participating in discussion at meetings
  - Networking
- Possible letter writers
  - Chairman
  - Division Heads
  - Established investigators
  - Journal Editors
  - AAS officers

# Letters of Evaluation

## Arms Length

1. Wiley W. Souba, Jr., M.D., Sc.D., M.B.A., John A. and Marian T. Waldhausen Professor and Chair of Surgery, Penn State University. Notes: Editor, Journal of Surgical Research (I am an associate editor for him), Candidate for Dean of UW medical school, Internationally known surgical oncologist and researcher.
2. Orlo H. Clark, M.D., Professor of Surgery, UCSF, and Chair, Department of Surgery, Mt. Zion/USCF. Notes: Most well-known endocrine surgeon in the world and regarded as the most accomplished endocrine surgeon today. Has trained more leaders in the field of endocrine surgery than any other person.
3. Michael Sarr, M.D., Professor of Surgery, Mayo Clinic, and Chair, Division of General and Gastroenterologic Surgery. Notes: Past president of the SSAT (I am the current chair of the SSAT research committee), NIH funded GI investigator
4. Jeffrey Moley, M.D., Associate Director of Translational and Clinical Investigation, Alvin J. Siteman Cancer Center; Professor of Surgery; and Chief, Section of Endocrine and Oncologic Surgery, Washington University School of Medicine. Notes: One of the world's experts in medullary thyroid cancer (one of my research fields) and multiple endocrine neoplasia type II.

# Letters of Evaluation

5. Barbara Bass, M.D., Carolyn and John F. Bookout Chair, Department of Surgery, Methodist Hospital, Houston, TX, and Professor of Surgery, Weill Medical College, Cornell University. Note: Past president of the SSAT, Board of Regents of the American College of Surgeons.
6. Douglas Evans, M.D., Hamill Distinguished Professor, M.D. Anderson Cancer Center. Notes: Internationally well-known surgical oncologist and endocrine surgeon. One of the world's experts in pancreatic neuroendocrine tumors (one of my research fields).
7. Charles Brunicardi, M.D., DeBakey/Bard Professor and Chairman of the Michael E. DeBakey Department of Surgery at Baylor College of Medicine. Notes: Nationally recognized expert in pancreatic tumors and islet cell physiology (overlap with my research field)
8. Christopher McHenry, M.D., Professor, Case Western Reserve University, and Vice-Chairman, Department of Surgery, and Chair, Division of General Surgery, MetroHealth Medical Center, Cleveland, OH. Notes: Current president of the American Association of Endocrine Surgeons, Internationally known endocrine surgeon.
9. John Hanks, M.D., Professor of Surgery, and Chief, Division of General Surgery, University of Virginia, President of the Clinical Staff University of Virginia Health System. Notes: National recognized endocrine surgeon and research interest in pancreatic physiology.

# Letters of Evaluation

## Other supporting letters

1. Keith Lillemoe, M.D., Jay L. Grosfeld Professor and Chairman, Department of Surgery, Indiana University
2. John Cameron, M.D., Alfred Blalock Distinguished Service Professor of Surgery, Johns Hopkins University School of Medicine, and former Chief of Surgery
3. Norman Drinkwater, Ph.D., research mentor at UW
4. John Niederhuber, M.D., National Cancer Institute
5. Marc Drezner, M.D., chief of endocrinology, UW

# Letters of Evaluation



Justin Dimick



Caprice Greenberg



Becky Sippel



Eric Kimchi



Lillian Kao



Melina Kibbe



Scott LeMaire

# Letters of Evaluation



May 23, 2014

Hasan B. Alam, M.D.  
Norman W. Thompson Professor &  
Section Head, General Surgery

Re: *Justin B. Dimick, MD, MPH*

Dear Dr. Alam:

It is my pleasure to write this letter of  
**Justin Dimick**

March 15, 2012

Robert Golden, M.D.  
Dean, UW School of Medicine &  
4129 Health Sciences Learning C  
750 Highland Avenue  
Madison, WI 53705

Dear Dean Golden:

The members of the Executive C  
of Caprice C. Greenberg, MD, M  
faculty members in our departme  
Executive Committee, non-tenur  
Executive Committee members i  
the vote and 9 voted in favor of I  
affirmative votes from our non-t  
receive a majority vote from Exe  
quorum for the Department of St  
who attend an open meeting. The

**Caprice Greenberg**



September 22, 2011

K. Craig Kent, M.D.  
A.R. Curreri Professor  
Chairman, Department of Surgery  
600 Highland Avenue  
H4/710D Clinical Science Center  
Madison, WI 53792-7375

Re: *Rebecca Sippel, M.D., FACS.*

Dear Dr. Kent,

It is my pleasure to write this letter of c  
consideration for appointment to Assoc  
known Dr. Sippel for over a decade a  
contributions in the area of research a  
is based upon these evaluations that I

**Becky Sippel**



June 20, 2013

David J. Cole, MD, FACS, McKoy Rose  
Department of Surgery  
Medical University of South Carolina  
96 Jonathan Lucas Street  
MSC 613 / CSB 420  
Charleston, SC 29425

Re: *Eric. T. Kimchi, MD*

Dear Dr. Cole:

It is my pleasure to write this letter of rec  
considered for appointment to the rank of  
Surgery at the Medical University of Sou  
during his career. Thus, I am in a positio

**Eric Kimchi**



January 25, 2010

Richard J. Andrassy, M.D.  
Denton A. Cooley, M.D. Chair in Surger  
Jack H. Mayfield Distinguished Univers  
Professor and Chairman

Dear Dr. Andrassy,

It is my pleasure to write this letter of ev  
considered for tenure as an Associate Pr  
interacted with Dr. Kao through several  
interactions at arm's length over the last  
her academic performance.

Dr. Kao has made numerous contributi  
in the Association for Academic Surgery  
world. As the immediate past President

**Lillian Kao**



June 10, 2010

Membership Committee of the Society of  
Dear Fellow Membership Committee me

It is my pleasure to write this letter of sup  
nomination for membership to the Societ  
American Surgery and a demonstrated le  
membership in our organization.

Melina received her B.A. from the Unive  
surgical training at the University of Pitts  
Northwestern. After completing her Fello  
faculty at Northwestern where she has ex

**Melina Kibbe**

September 15, 2009

F. Charles Brunicaudi, M.D.  
DeBakey/Bard Chairman  
Michael E. DeBakey Department of Sur  
Baylor College of Medicine  
One Baylor Plaza, BCM 390  
Houston, TX 77030

Dear Dr. Brunicaudi,

It is my pleasure to write this letter of e  
LeMaire, M.D. who is being proposed f  
Professor (Tenured) in the Michael E. L  
of Medicine. I have known Dr. LeMaire  
interaction with him at national meeting  
he exceeds the criteria to be promoted to

In a relatively short period of time Dr. I

**Scott LeMaire**  
t

# Letters of Evaluation-DOs

Hasan B. Alam, M.D.  
Norman W. Thompson Professor of Surgery  
Section Head, General Surgery

Re: *Justin B. Dimick, MD, MPH*

Dear Dr. Alam:

It is my pleasure to write this letter on behalf of Dr. Justin Dimick, who is being considered for promotion to Professor with tenure (Instructional Track) in the Department of Surgery - General Surgery at the University of Michigan Medical School. I have interacted with Dr. Dimick through many professional organizations in excess over 15 years. I have not trained with nor collaborated with Dr. Dimick on any research and therefore, I am able to provide an "arm's length" evaluation of his achievement. It is based upon this evaluation that I believe he exceeds the criteria for promotion to Professor with tenure.

I have observed Dr. Dimick over the last 15 years excel as a surgeon-scientist, taking one of the steepest trajectories I have seen. He has become a rising star in American surgery and certainly one of the most well-recognized surgeons in the field of health services research and in surgical quality. He is a well-known international and national leader in surgical outcomes research. Dr.

# Letters of Evaluation-DOs

In summary, Dr. Dimick is one of the most accomplished surgeon-scientists in the country. He is one of those rare individuals who has been able to excel in research, clinical care, and teaching. I have served on the Promotions and Tenure Committee at the University of Wisconsin. It is based on my evaluation that Dr. Dimick would definitely be promoted to Professor with tenure at the University of Wisconsin and I suspect at all institutions across the country.

Please also feel free to contact me should you require any additional information.

With very best wishes.

Yours Sincerely,

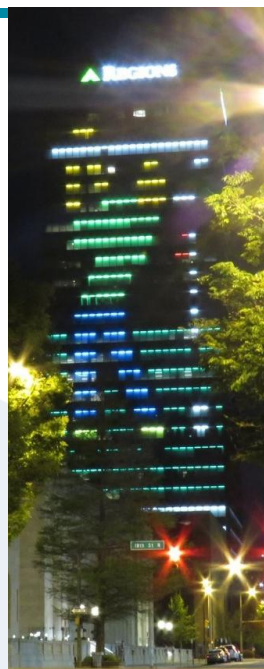


Herbert Chen, M.D., F.A.C.S.  
Chairman, Division of General Surgery  
Layton F. Rikkers, M.D. Chair in Surgical Leadership  
Vice-Chair for Research, Department of Surgery  
Professor of Surgery

Leader, Endocrine Cancer Disease Group  
University of Wisconsin Carbone Cancer Center

# What You Can Do Now

- Read the tenure requirements right away
- Track teaching, mentoring, and service routinely
  - Monthly
- Save everything (evaluations, newspaper, programs)
- Network
  - Serve on committees (AAS!)
  - Present your work (Academic Surgical Congress)



**UAB MEDICINE**  
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