Making Your Packet: Preparing for Promotion and Tenure

Herbert Chen, MD
Professor and Chairman, Department of Surgery
Fay Fletcher Keener Endowed Chair
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
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
"Behind one door is tenure - behind the other is flipping burgers at McDonald's."
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

- 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

- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations
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: 5/12/03

Scale used:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>Very Satisfactory</td>
<td>Satisfactory</td>
<td>Needs Improvement</td>
<td>Unsatisfactory</td>
<td></td>
<td></td>
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</table>

AVERAGE SCORE – REFER TO SCALE ABOVE

<table>
<thead>
<tr>
<th>SCORE</th>
<th># of RESPONSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>7</td>
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<td>2</td>
<td>7</td>
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<td>3</td>
<td>7</td>
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<tr>
<td>4</td>
<td>7</td>
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<td>6</td>
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</tr>
<tr>
<td>7</td>
<td>7</td>
</tr>
</tbody>
</table>

Scale used for Question 9:

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Definitely Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maybe</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not at All</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SCORE</th>
<th># RESPONDING</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5</td>
</tr>
</tbody>
</table>

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 toward 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, 44668 CSC (614) 600 Highland Avenue, Madison, WI 53792
Teaching Documentation

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

Please check here if you are NOT a medical student: __________

Attended lecture: _13_

Returned eval: _13_

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>Agree</th>
<th>Somewhat Agree</th>
<th>Neither Agree or Disagree</th>
<th>Somewhat Disagree</th>
<th>Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>The session met the objectives based on the previously distributed outline.</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The subject matter is important to medical researchers.</td>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The speaker did a good job of presenting the material.</td>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The information shared was presented at a level appropriate for me.</td>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The information I learned will be useful during my summer research experience.</td>
<td>12</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The information I learned will be useful as I continue my career in medicine.</td>
<td>13</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I would recommend this seminar be repeated for future medical students.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

How would you rate this seminar overall? _13_

Please add any specific comments you may have below:

--Best one so far!
Teaching Documentation

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

<table>
<thead>
<tr>
<th></th>
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<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Clarity and organization</td>
<td>1.1</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Presented at student level of understanding</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Use of patient examples</td>
<td>1.1</td>
<td>1.1</td>
<td>1.2</td>
<td>1.2</td>
<td>1.1</td>
</tr>
<tr>
<td>Active involvement of students</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Overall evaluation</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Number of students evaluating</td>
<td>21</td>
<td>27</td>
<td>25</td>
<td>23</td>
<td>26</td>
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</tbody>
</table>
Teaching Documentation

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

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

- List of all courses taught with number of credits, number of students, grade distribution
- Peer review: CME evaluations
- Student evaluations
- Clerkship lectures (3rd and 4th year med students)
- Resident training (lectures, teaching rounds, mentoring)
- Research Mentoring
<table>
<thead>
<tr>
<th></th>
<th>Trainee Name</th>
<th>Training Level</th>
<th>Training Period</th>
<th>Prior Degree and Institution</th>
<th>Research Project Title</th>
<th>Current Position</th>
<th>Current Location</th>
<th>Source of Support (independent grant)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>David Foley, M.D.</td>
<td>Faculty</td>
<td>4/1/10- present</td>
<td>M.D., Boston University</td>
<td>NRF-2 in Hepatic Ischemia</td>
<td>Associate Professor</td>
<td>UW</td>
<td>(NIH KL2 grant)</td>
</tr>
<tr>
<td>2</td>
<td>Timothy King, M.D., PhD</td>
<td>Faculty</td>
<td>1/1/10- present</td>
<td>Ph.D., UT MD Anderson</td>
<td>Wound healing and Notch</td>
<td>Assistant Professor</td>
<td>UW</td>
<td>(AAPS grant) (ACS grant)</td>
</tr>
<tr>
<td>3</td>
<td>Stephen Rose, M.D.</td>
<td>Faculty</td>
<td>1/1/07-1/1/11</td>
<td>M.D., Indiana University</td>
<td>Notch signaling in ovarian cancer</td>
<td>Associate Professor</td>
<td>UW</td>
<td>(NIH K12 grant) (Ovarian Cancer Fund)</td>
</tr>
<tr>
<td>4</td>
<td>Megan Haymart, M.D.</td>
<td>Faculty</td>
<td>9/1/06-6/20/09</td>
<td>M.D., Johns Hopkins</td>
<td>GSK3B inhibitors and medullary thyroid cancer</td>
<td>Assistant Professor</td>
<td>University of Michigan</td>
<td>NIH K12 grant (NIH-K23 grant)</td>
</tr>
<tr>
<td>5</td>
<td>Haggi Maze, M.D.</td>
<td>Faculty/Fellow</td>
<td>7/1/10-6/30/12</td>
<td>M.D., Hadassah-Hebrew Univ</td>
<td>microRNA in NE cancers</td>
<td>Assistant Professor</td>
<td>Hadassah University</td>
<td>(NANETS grant)</td>
</tr>
<tr>
<td>6</td>
<td>Rebecca Sippel, M.D.</td>
<td>Post-doc</td>
<td>7/1/01-6/30/03</td>
<td>M.D., Washington University</td>
<td>GI Neuroendocrine Tumors</td>
<td>Associate Professor</td>
<td>UW</td>
<td>NIH-T32 grant (AAES grant)</td>
</tr>
<tr>
<td>7</td>
<td>David Y. Greenblatt, M.D., MPH</td>
<td>Post-doc</td>
<td>7/1/05-6/30/08</td>
<td>M.D., Comell University</td>
<td>Notch1 and NE phenotype</td>
<td>Endocrine Surgery Fellow</td>
<td>UC-San Francisco</td>
<td>NIH-T32 grant, (AAS research award)</td>
</tr>
<tr>
<td>8</td>
<td>Ning Li, M.D.</td>
<td>Post-doc</td>
<td>12/22/06-12/2/08</td>
<td>M.D., Peking Univ. Medical College</td>
<td>The Role of FAK in GI neuroendocrine cancer</td>
<td>Assistant Professor</td>
<td>Peking Univ. Medical College</td>
<td>American Cancer Society</td>
</tr>
</tbody>
</table>
Teaching Documentation

• Clinical teaching
  – Establish an area of expertise
  – Deliver local and regional talks in that area
# Teaching Documentation

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

- 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

Keywords: Chen, Herbert; General Surgery

Abstract:
Lisa marucco 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

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 frat] 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 1:8.4
Keywords: Chen, Herbert; General Surgery; Mahvi, David

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”.

![Google Alerts Image]
Scroll down to “Specialized Search” and click on “Alerts”.

- Alerts
  - Get email updates on the topics of your choice
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”.
Teaching Documentation

- 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
The Surgical Management of Graves’ Disease

Chris M. Schüssler-Fiorenza, M.D.,* Cristin M. Bruns, M.D.,† and Herbert Chen, M.D.*1

*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.
Research Funding

- 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

*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%


*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.
Service

- 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
Arms Length


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.
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 Reagents 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.
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 LeMairet
Letters of Evaluation

University of Wisconsin
School of Medicine and Public Health

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.

Justine Dimick

March 15, 2012

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

Dear Dean Golden:

The members of the Executive C of Caprice C. Greenberg, MD, N faculty members in our departmen, the Executive Committee members in the vote and 9 voted in favor of 1 affirmative votes from our non-receive a majority vote from Exe quinum for the Department of St...sider in our decision.

Caprice Greenberg

University of Wisconsin
School of Medicine and Public Health

September 22, 2011

K. Craig Kant, M.D.
A.B. Corrent Professor
Chairman, Department of Surgery
600 Highland Avenue
H4/7100 Clinical Science Center
Madison, WI 53792-7375

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

Dear Dr. Kant,

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

Becky Sippel

University of Wisconsin
School of Medicine and Public Health

June 20, 2013

David J. Cole, MD, FACS, McKay 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 re con sidered for appointment to the rank of Surgery at the Medical University of South during his career. Thus, I am in a position

Eric Kimchi

University of Wisconsin
School of Medicine and Public Health

January 25, 2010

Richard J. Andressy, M.D.
Denison A. Cooley, M.D. Chair in Surgery
Jack H. Mayfield Distinguished University Professor and Chairman

Dear Dr. Andressy,

It is my pleasure to write this letter of con sidered for tenure as an Associate Professor with Dr. Kao through several interactions at arm’s length over the last her academic performance.

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

Lillian Kao

University of Wisconsin
School of Medicine and Public Health

June 10, 2010

Membership Committee of the Society

Dear Fellow Membership Committee member:

It is my pleasure to write this letter of sup port for membership to the Society.

Melina received her B.A. from the Univer sional training at the University of Pitts bucolic and Northwestern and has been a faculty at Northwestern where she has excelled.

Melina Kibbe

September 15, 2009

F. Charles Brunicardi, M.D.
DeBakey Baird Chairman
Michael E. DeBakey Department of Surgery
Baylor College of Medicine
One Baylor Plaza, BCM 390
Houston, TX 77030

Dear Dr. Brunicardi,

It is my pleasure to write this letter of sup port. Dr. Lemaire, M.D. who is being proposed Professor (Tenured) in the Michael E. I AAS Association for Academic Surgery.

Scott LeMaire
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.
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)