PROMOTION RECOMMENDATION
The University of Michigan
School of Public Health
Department of Health Management and Policy

Shou-Yih Daniel Lee, associate professor of health management and policy, with tenure, Department of Health Management and Policy, School of Public Health, is recommended for promotion to professor of health management and policy, with tenure, Department of Health Management and Policy, School of Public Health.

Academic Degrees:
PhD 1997 University of Michigan
MS 1988 National Taiwan University
BS 1984 National Taiwan University

Professional Record:
2011-present Faculty Affiliate, Health Informatics Program, University of Michigan
2011-present Co-director, RWJF Scholars in Health Policy Research Program, University of Michigan
2010-2014 Fixed Term Graduate Faculty, School of Nursing, University of North Carolina, Chapel Hill
2010-present Associate Professor, Department of Health Management and Policy, University of Michigan
2010 Adjunct Professor, Institute of Hospital and Health Care Administration, National Yang-Ming University, Taiwan
2010 Adjunct Associate Professor, School of Nursing, University of North Carolina, Chapel Hill
2009-2010 Faculty Affiliate, Curriculum in International and Area Studies (CIAS), University of North Carolina, Chapel Hill
2009-2012 Research Associate, National Center for Health Promotion & Disease Prevention, Department of Veterans Affairs
2007 Visiting Professor, School of Medicine, Wake Forest University of North Carolina, Chapel Hill
2008-2010 Senior Fellow in Clinical Health Policy, Duke University Medical Center
2006-2010 Associate Professor, Department of Health Policy and Management, University
2001-2010 Research Fellow, Sheps Center for Health Services Research, University of North Carolina, Chapel Hill
2001-2006 Assistant Professor, Department of Health Policy and Administration, University of North Carolina, Chapel Hill
2000-2001 Assistant Professor, Institute of Government and Public Affairs, University of Illinois, Chicago
1998-2001 Faculty Affiliate, Health Research and Policy Centers, University of Illinois, Chicago
1997-2001 Assistant Professor, Sociology Department, University of Illinois, Chicago
Summary of Evaluation:
Teaching: Professor Lee is an excellent educator, in and out of the classroom. Since joining the University of Michigan as a tenured faculty member, he has taught several core courses, including one course on managing people in healthcare organizations, open to master’s students across campus, and one required doctoral course on the fundamentals of research design in the field of health services research. His evaluations have been high, with the scores for questions 1 (overall, this was an excellent course), ranging from 3.75 – 4.83, and 2 (overall, the instructor was an excellent teacher) ranging from 4.00 to 4.83. In terms of doctoral mentoring, he has mentored three doctoral students since joining the HMP faculty. Of his 30 peer-reviewed publications since 2010, Professor Lee has co-authored 14 of them with current or former students or post-doctoral fellows.

Research: Professor Lee’s research focuses on factors that drive organizational and individual decisions and health behaviors. His research addresses a number of crucial areas in health management and policy. At the organizational and health systems level these include: 1) hospital closure and merger, 2) maldistribution of physicians, 3) service integration in substance abuse treatment, and 4) organizational transformation and implementation of evidence-based practices. Issues at the individual level include: 1) social inequalities in health care access and utilization, and 2) health literacy and social support. Professor Lee’s research has been funded by the Robert Wood Johnson Foundation, the Pfizer Foundation, the Agency for Healthcare Research and Quality, the National Institute for Dental and Craniofacial Research, as well as local foundations and intramural programs.

The overarching theme of Professor Lee’s work is how the social context influences the behavior of individuals and healthcare organizations, and subsequently the distribution and utilization of health services. He applies sociological and organizational theories to health care problems at three levels of analysis – the macro-level (community and industry), the meso-level (organizations), and the micro-level (inter-persons and individuals). He examines the ways the three levels of analysis interact to shape health care delivery and health care access and outcomes of the public. Professor Lee has successfully established a research agenda that contributes to advancing understanding of health care problems and their solutions.

Professor Lee has published in some of the top journals in his field, including Health Services Research, Social Science and Medicine, Medical Care Research and Review, and Health Education & Behavior (all as first author). He has also published collaboratively in other top journals in his field, including the Milbank Quarterly, Human Relations, and New England Journal of Medicine.

Professor Lee has published 90 peer-reviewed articles, book chapters and conference proceedings. Of these, 22 are first authored, 37 are second authored, and 19 are senior authored. In terms of when he published these papers, 51 have been published since 2006 (after his tenure-promotion at UNC-Chapel Hill), and 31 since 2010, the year he joined the University of Michigan faculty. Professor Lee has made numerous presentations at conferences and annual meetings.
Recent and Significant Publications:


Service: Professor Lee’s service has been very strong and appropriate for his rank. At the university, he has served on three major committees at the school, including the Executive Committee (2011 - 2013) and the Research Council (2010 - 2011), and has been a member of four committees within HMP, including the Residential Master’s Committee (2011), Griffith Leadership Center Steering Committee (2010 – 2013), and HSOP Doctoral Committee (2010 – 2013). He has been an active participant on numerous committees at the AcademyHealth and the Academy of Management. Since 2002, he has been a member of study sections and special emphasis panels at, for example, the NIH, CDC, and Agency for Health Care Research and Quality. He has been a member of the editorial boards of three major journals in his professional field.

External Reviewers:
Reviewer (A): “Dr. Lee is an extremely talented health services researcher with substantial recognition of his work both nationally and internationally. Overall, Dr. Lee has demonstrated
substantial abilities and leadership that would be expected of a full Professor at any highly rated university.”

Reviewer (B): “In summary, Dr. Lee has made major contributions to the field of health services research at both the individual/meso-level as well as the population level through his scholarly contributions .... Based on my review, I believe he would be promoted to Full Professor at my institution.”

Reviewer (C): “His publications, presentations and other teaching would indicate that his work is known internationally. His approach to teaching demonstrates both a high personal commitment and a well planned and organized method.”

Reviewer (D): “Daniel has produced an impressive record of scholarship. His research examines a range of important problems in the organization and management of health care services. I do not hesitate to rank Dr. Lee among the very few top scholars in the field of healthcare organization and management across the nation.”

Reviewer (E): “Dr. Lee is in the upper flight of health services researchers and has been for an extended period.... Professor Lee’s academic career thus far can be described as remarkably prolific.”

Reviewer (F): “Dr. Lee is recognized as one of the handful of ‘go-to’ scholars who is extraordinarily competent in health services research and the application of that research to practical and important questions for practitioners in the field.”

Reviewer (G): “I would gauge that Dr. Lee’s dossier would yield a promotion to Professor with tenure in virtually any other top-flights universities (and I place UM Ann Arbor in that category).”

**Summary of Recommendation**
Professor Lee has an excellent national reputation as a health services scholar. His research record focuses on factors that drive organizational and individual decisions and health behaviors. He has a solid external funding record and a strong teaching and service record. It is with the support of the School of Public Health Executive Committee that I recommend Shou-Yih Daniel Lee for promotion to professor of health management and policy, with tenure, Department of Health Management and Policy, School of Public Health.

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Martin A. Philbert, Ph.D.
Dean, School of Public Health

May 2014