

May 17, 2007

PROMOTION RECOMMENDATION
UNIVERSITY OF MICHIGAN MEDICAL SCHOOL
DEPARTMENT OF PHYSICAL MEDICINE AND REHABILITATION

Andrew J. Haig, M.D., Associate Professor of Physical Medicine and Rehabilitation (PM&R), with tenure, Department of Physical Medicine and Rehabilitation, Medical School, is recommended for promotion to Professor of Physical Medicine and Rehabilitation, with tenure, Department of Physical Medicine and Rehabilitation, Medical School.

Academic Degrees:

1983	M.D.	Medical College of Wisconsin
1980	B.S.	University of Wisconsin-Milwaukee

Professional Record:

2000-Present	Associate Professor of Physical Medicine and Rehabilitation, University of Michigan
2000-2004	Associate Professor of Orthopaedic Surgery, University of Michigan
1996-2000	Assistant Professor of Physical Medicine and Rehabilitation and Surgery, University of Michigan
1989-1996	Volunteer Associate Professor, Medical College of Wisconsin
1986-1989	Assistant Professor of Orthopedics and Rehabilitation, University of Vermont

Summary of Evaluation:

Teaching: Dr. Haig is recognized within the University and internationally as a prolific, dedicated, and outstanding teacher. At Michigan Dr. Haig began the PM&R Spine/Pain fellowship which, under his leadership, became one of the most competitive and highly regarded fellowships in the country. He developed spine medicine rotations for residents and students and established the current Tuesday CME Spine conference, the Monday fellow conference, and the Friday Spine Research Conference. He has mentored over a dozen summer students. Undergraduates, medical students, or residents are first authors on fourteen of Dr. Haig's peer-reviewed papers, and have received six awards for their work. He has sat on four thesis defense committees.

Direct teaching hours per year at the University of Michigan have varied from 75 to 150 hours per year and supervised clinical experiences are approximately 800 hours per year. Outside of the University he is one of the most sought-after lecturers in the field of PM&R. With over 150 invited presentations, he has been a visiting professor at twelve different universities including all of the top American, European and Japanese programs. He has been a keynote speaker at the European Society of PM&R and the International Society for PM&R. His hands-on seminar on paraspinal EMG has been repeated twice at each of the last five American

Association of Neuromuscular and Electrodiagnostic Medicine (AANEM) meetings and is still typically sold out. Dr. Haig's popularity relates in part to the impact of his research in electromyography, back pain, and interdisciplinary teams in the field, and, in part, to his outstanding and engaging delivery style. The University of Medicine and Dentistry of New Jersey has awarded him with their national Outstanding Teacher in PM&R award. Dr. Haig is frequently interviewed by television, radio, newspapers, and magazines and is a consultant to ABC News. He edited the American College of Physicians' best selling text, Low Back Pain. He launched the Ford/U of M Global Health Partnership website, an extensive educational program for physicians around the world.

Research: Despite having spent seven years in a semi-rural private practice, Dr. Haig is one of the most prolific and recognized researchers in PM&R. His work, primarily in the areas of paraspinal muscle and of multidisciplinary teams, should be discussed in terms of productivity, impact, and focus. Dr. Haig has published over 100 articles with another eight accepted, and at least a dozen in review or revision. Dr. Haig initiated the process for a \$4,000,000 Rehabilitation Engineering Research Grant funded by the National Institute on Disability and Rehabilitation Research (NIDRR) and was co-principal investigator. He obtained the first NIH RO1 grant in recent Department history and has received numerous other smaller grants.

Dr. Haig devised a technique of inserting needles precisely into paraspinal muscles; a task that had been declared impossible by previous researchers. This work was duplicated by others and used in biomechanical work. Dr. Haig also devised a model for rapid, efficient, multidisciplinary half-day disability evaluation protocol in his private practice. At Michigan, he refined protocols for disabilities caused by severe neurological and orthopedic disorders, upper limb injury, low back pain, geriatric back pain, and pediatric disabilities and performed the first randomized, controlled trial of team assessment. Other work has codified the qualitative aspects of team decision making and measured transdisciplinary features of rehabilitation teams. The Spine Team Assessment, which was performed on over 1,000 persons at Michigan, has become a popular model in the United States, Japan, and Europe, and the subject of numerous keynote lectures, visiting professorships, and visitors to Michigan. Noel Tichy Ph.D., recognizing the similarities between this intricate teamwork and corporate governance, invited Dr. Haig to join his top international Global Leadership Program in the University of Michigan Business School.

Recent and Significant Publications:

Haig AJ: Developing world rehabilitation strategy: Find a different kind of hero. Disability and Rehabilitation, Invited Editorial [accepted for publication, August 2006].

Haig AJ, Yamakawa KSJ, Kendall R, Miner JA, Parres C, Harris M: Assessment of the validity of masking in electrodiagnostic research. Amer J Phys Med Rehabil 85:475-481, 2006.

Haig AJ, Tong HC, Yamakawa KSJ, Quint DJ, Hoff JT, Chiodo A, Miner JA, Choksi VR, Geisser ME: Spinal stenosis, back pain, or no symptoms at all? A masked study comparing radiologic and electrodiagnostic diagnoses to the clinical impression. Arch Phys Med Rehabil 87(6):897-903, 2006.

Haig AJ, Geisser M, Michel B, Theisen M, Yamakawa K, Buccholz R, Burke J, Lamphiear R, Legatski K, Smith C, Sacksteder J: The spine team assessment: Team decision making and a preliminary outcome study. *Disability and Rehabilitation* 28(17):1079-1086, 2006.

Haig AJ, Goodmurphy CW, Harris AR, Ruiz AP, Etemad J: The accuracy of needle placement in lower-limb muscles: a blinded study. *Arch Phys Med Rehabil* 84(6):877-882, 2003.

Service: Within the University Dr. Haig developed the Interdepartmental Spine Program into a nationally prominent model for spine care. He has sat on numerous departmental committees, acted on the advisory board of M-Works, and participated in the Medical School's Disease Management group under Dr. Thomas Carli. Throughout his career Dr. Haig has been active in leadership roles in professional organizations, on editorial boards, and in the community. His sabbatical—studying leadership and international rehabilitation needs—served as a major transition to an international leadership role. He subsequently was elected North American Board Member of the International Society for Physical Medicine and Rehabilitation and president of both the International Rehabilitation Special Interest Group and the Occupational Rehabilitation Special Interest Group of the American Academy of Physical Medicine and Rehabilitation. He formed the International Rehabilitation Leadership Program at Michigan; a consortium of 20 leading academic PM&R programs who agree to work together to develop the field; and established the International Rehabilitation Forum, a not-for-profit organization with the same mission. He holds monthly meetings of the Ghana Medical Rehabilitation Group, is working with Mercy Ships and the government of Liberia on a national rehabilitation plan, and has been asked by the World Health Organization to make Michigan an official Center of Excellence in medical rehabilitation.

Patient Care: Dr. Haig has consistently been listed in three or four of the national 'best doctors' compilations. His contribution to patient care is best summarized by development of the Spine Program. Under his leadership the Spine Program had the lowest cancel/no show rate in the Department and one of the highest patient satisfaction ratings in the Health System. By developing 'micro-teams' led by physicians and therapists, he grew a number of creative and successful protocols ranging from 'Pregnancy and Back Pain' evening classes to the Senior Restoration Spine Program. He developed a spine surgery triage clinic, a Partnership Health project to decrease costs and surgery, a triage process with the Department of Emergency Medicine, patient education tools for primary care, and a sophisticated "Functional Restoration" chronic pain rehabilitation program which doubled the six-month employment rate for chronically disabled persons.

External Review:

Reviewer A: "He is leading the initiative to establish a program to develop leaders to strengthen the field and carry this leadership into world regions where it does not currently exist....Dr. Haig is an outstanding teacher and mentor."

Reviewer B: "Both his clinical and experimental publications have a high degree of originality. The accuracy of his measuring techniques, especially in electrodiagnosis and the

assessment of validity in various situations, has significantly helped the research meet the criteria for evidence-based medicine.”

Reviewer C: “...Dr. Haig has been exceptionally productive of scholarly presentations and published work, has an international reputation as an expert in his areas of interest and has demonstrated strong interests in providing international service. His extramural teaching activities are extensive and well recognized.”

Reviewer D: “He is an enthusiastic speaker who easily maintained the attention of the audience. I also know Dr. Haig’s teaching work through the fellows he has trained...They have received excellent fellowship training in musculoskeletal care and speak very highly of the teaching experience with Dr. Haig...Dr. Haig has served as a mentor for a number of students and fellows. Such trainees are often drawn to his expertise, enthusiasm, and experience.”

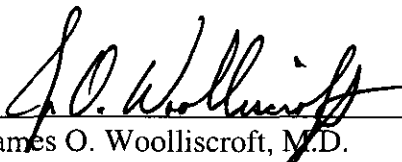
Reviewer E: “Dr. Haig is without a doubt one of the leading physiatrists in our field and one who richly deserves this academic recognition from his own institution.”

Reviewer F: “It is noteworthy that Dr. Haig has pursued a focused area of research for most of his professional career. His area of expertise has been to hone down on and continuously improve the methods of electromyographic evaluations...I have always admired Dr. Haig’s work in this area and frequently quoted it in lectures.”

Reviewer G: “I also can state unequivocally that we would like him as a member of our own faculty, as evidenced by the fact that I have made multiple attempts (unsuccessfully) to recruit him to our program. He is one of the most productive and prolific specialists in our field, and [he] has had a prodigious career in a relatively short period of time.”

Summary of Recommendation:

Dr. Haig truly enjoys and excels at teaching residents, fellows, and students alike. He has presented extensively at the national level and is well known in the field of physical medicine and rehabilitation and, in particular, electrodiagnostic medicine. He has shown leadership in many areas as evidenced by his participation on various committees within the institution, the Department, and his extensive work on committees of national and international organizations. I am pleased to recommend Dr. Haig for promotion to Professor of Physical Medicine and Rehabilitation.


James O. Woolliscroft, M.D.
Interim Dean
Lyle C. Roll Professor of Medicine

May 2007