

PROMOTION RECOMMENDATION
UNIVERSITY OF MICHIGAN MEDICAL SCHOOL
DEPARTMENT OF INTERNAL MEDICINE

Mary Ellen Michele Heisler, M.D., Assistant Professor of Internal Medicine, Department of Internal Medicine, Medical School, is recommended for promotion to Associate Professor of Internal Medicine, with tenure, Department of Internal Medicine, Medical School.

Academic Degrees:

M.D.	1997	Harvard University
M.P.A.	1987	Princeton University
B.A.	1983	Amherst College

Professional Record:

2004-Present	Assistant Professor of Internal Medicine, University of Michigan
2002-2004	Lecturer, Department of Internal Medicine, University of Michigan

Summary of Evaluation:

Teaching: Dr. Heisler has made important educational contributions through curriculum development, didactic teaching, and mentoring activities. Since 2002, she has served as a Family Centered Experience/Longitudinal Case (FCE/LC) faculty small group instructor, leading approximately 100 hours per year in small group discussion and instruction. Additionally, Dr. Heisler participated in the committee that designed this two-year curriculum for M1 and M2 students, and meets with M3 students to solicit feedback on their experience after completion of the curriculum. She has also developed materials for effective behavioral counseling that are now used as required 'skill-building' exercises in the M2 and M3 curriculum, as well as a similar module that is now formally part of the residency curriculum. Since 2003, Dr. Heisler has taught in the Robert Wood Johnson Clinical Scholars Program as a core faculty member, and has served as course director of the Community-Based Participatory Research (CBPR) sessions. In June, 2006, she was appointed as an Associate Director of the program, and assumed responsibility for coordinating the matching of first-year CSP Scholars with appropriate researchers and potential mentors. Dr. Heisler is also involved in clinical mentoring of trainees at all levels (medical students, residents, fellows, and nurse practitioners) in the outpatient general medicine clinic at the VA, and serves as research mentor to medical students, residents and fellows. Her teaching evaluations have been outstanding, and it is notable that she has devoted considerable effort to her own training in order to be an effective educator.

Research: Dr. Heisler's main research focus is on the development and testing of innovative interventions to help adults with chronic diseases (particularly diabetes) more effectively self-manage their conditions. She achieved national recognition early in her career when her 2002 article in the *Journal of General Internal Medicine* on the importance of physician communication, participatory decision-making, and patient understanding in diabetes self-

management was selected by *JGIM* as one of its three best research papers for 2002 and 2003. In 2003, she was the winner of the Milton W. Hamolsky Junior Faculty Award presented at the National Meeting of the Society of General Internal Medicine for her research presentation. Her 2004 publication on the health effects of cost-related medication restriction is considered a landmark study and received extensive press coverage. Dr. Heisler's work also extends to how racial and ethnic disparities in chronic disease outcomes are related to patient self-management. Altogether, she has 46 peer-reviewed papers either published or in press, with 24 of these as first or senior author. Dr. Heisler is also the recipient of a VA HSR&D Research Career Development Award and is the principal investigator or co-principal investigator on several NIH and VA HSR&D grants, including an R01 from NHLBI on which she is the principal investigator. Her reputation as a leader in the field is also evident in her numerous national and international presentations, and service on the editorial board of two journals as well as extensive service as a reviewer for several additional journals (she was named as one of *Annals of Internal Medicine*'s top 10% of reviewers in 2006).

Recent and Significant Publications:

Heisler M, Hayward RA, Langa K, Blaum C, Weir D: Mechanisms for racial and ethnic disparities in glycemic control among middle-aged and older Americans in the health and retirement study (HRS). *Archives of Internal Medicine*, September, 2007.

Heisler M, Piette JD, Spencer MS, Kieffer E, Vijan S: The relationship between knowledge of recent HbA_{1c} values and diabetes care understanding and self-management. *Diabetes Care* 28: 816-822, 2005.

Heisler M, Langa K, Eby EL, Fendrick AM, Kabeto, M, Piette JD: The health effects of restricting prescription medication use because of cost. *Med Care* 42:626-634, 2004.

• *With accompanying editorial by Arlene S. Bierman, MD, MS and Chaim Bell, MD, PhD*

Heisler M, Moreno A, DeMonner S, Keller A, Iacopino V: Assessment of torture and ill treatment of detainees in Mexico: Attitudes and experiences of forensic physicians. *JAMA* 289: 2135-2143, 2003.

Heisler M, Vijan S, Anderson RM, Ubel PA, Bernstein SJ, Hofer TP: When do patients and their physicians agree on diabetes treatment goals and strategies, and what difference does it make? *JGIM* 18: 893-902, 2003.

Service: At the University of Michigan, Dr. Heisler serves in a leadership role as an Associate Director for the Robert Wood Johnson Clinical Scholars Program, and is also a member of the Patient Education Oversight Committee and the Diabetes Quality Improvement Initiative. Externally, she serves on the editorial boards of *Diabetes Care* and *Journal of Clinical Outcomes*, as well as on the Society of General Internal Medicine's national Clinical Practice Task Force, the American College of Physicians' Diabetes Team-Based Care CME Curriculum Development Committee, and as Self-Management Consultant for the American Association of Medical College Academic Medical Center Collaborative working to improve diabetes care. Since 2004, Dr. Heisler has also served as an advisor to the California Health Care Foundation's Chronic Disease Program, and is continuing her international human rights work, serving on the

International Advisory Board of Physicians for Human Rights (PHR) and spearheading several PHR projects addressing health and human rights issues.

Professional Work: Dr. Heisler is an excellent clinician who serves as an attending in the General Medicine outpatient clinic at the Ann Arbor VA. Her commitment to patient care is also evident in her teaching, where she aims to instill in medical students sensitivity to and empathy with the multiple challenges that patients face, as well as ways that physicians and health systems can help patients address these challenges.

External Review:

Reviewer A: “She is clearly a national leader in the area of chronic disease management...Regarding national peer organizational service, she is well-recognized and highly regarded within the Society of General Internal Medicine, the leading general medicine society....She is clearly a rising star in general internal medicine.”

Reviewer B: “Dr. Heisler has one of the most impressive curriculum vitae I have ever seen for someone being considered for Associate Professor...I have been at three Schools of Medicine during my career...I am completely confident that she would sail through the promotion process at any of these institutions. More important for your consideration, I believe that Dr. Michele Heisler will contribute substantially to the University of Michigan’s academic mission in research, teaching, clinical care, and service.”

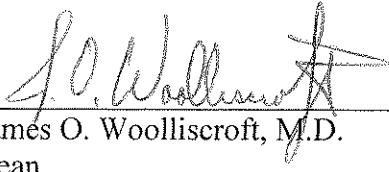
Reviewer C: “I would rank her as one of the most productive and influential researchers among her peers....Given her scholarly productivity, evidence of independence in funding and creativity, and her mentorship and teaching abilities, I can say with confidence that I believe she would achieve a similar faculty position and rank at my own institution...”

Reviewer D: “Dr. Heisler has established a strong national reputation for very high quality scholarship on care for diabetes mellitus....she is a star who would be promoted to Associate Professor in any medical school in the U.S....”

Reviewer E: “Dr. Heisler’s innovative research program in patient self-management is remarkable for its focus on important understudied elements within self-management, as well as its appreciation for the breadth of factors and contextual elements that affect patient management... Dr. Heisler is a national leader in the field of patient self-management in diabetes and chronic disease and it is highly likely that she will continue making a significant difference improving the care of patients with diabetes and other chronic diseases.”

Summary of Recommendation:

Dr. Heisler is considered a national leader for her work in the area of patient self-management. She has published extensively in top-tier journals and has an impressive track record of external funding. Dr. Heisler is also an exceptional clinician and educator who is renowned for her mentoring skills and her commitment to instilling humanistic values in trainees at all levels. Thus, I enthusiastically recommend Michele Heisler, M.D., for promotion to Associate Professor, with tenure, in the Department of Internal Medicine.

A handwritten signature in cursive script, appearing to read "J. O. Woolliscroft", written over a horizontal line.

James O. Woolliscroft, M.D.

Dean

Lyle C. Roll Professor of Medicine

May 2008