

PROMOTION RECOMMENDATION  
 UNIVERSITY OF MICHIGAN MEDICAL SCHOOL  
 DEPARTMENT OF INTERNAL MEDICINE  
 DEPARTMENT OF MEDICAL EDUCATION

David T. Stern, M.D., Ph.D., Associate Professor of Internal Medicine, with tenure, Department of Internal Medicine, and Associate Professor of Medical Education, without tenure, Department of Medical Education, Medical School, is recommended for promotion to Professor of Internal Medicine, with tenure, Department of Internal Medicine, and Professor of Medical Education, without tenure, Department of Medical Education, Medical School. [Also being promoted to Research Professor, Center for Human Growth and Development.]

Academic Degrees:

Ph.D.	1996	Stanford University
M.D.	1989	Vanderbilt University
A.B.	1980	Harvard University

Professional Record:

2003-Present	Research Associate Professor, Center for Human Growth and Development, University of Michigan
2002-Present	Associate Professor of Internal Medicine, University of Michigan
2002-Present	Associate Professor of Medical Education, University of Michigan
1996-2002	Assistant Professor of Internal Medicine, University of Michigan
1994-1996	Lecturer, Department of Internal Medicine, University of Michigan

Summary of Evaluation:

Teaching: Dr. Stern's contributions to the educational mission of the University are numerous. He serves as Director of both the NIH T-37 Minority and Health Disparities International Research Training Program, and Global REACH (Research, Education, and Collaboration in Health). In addition to the extensive administrative duties that these positions entail, Dr. Stern is course director for "Societal Context in International Health" (an M4 elective) and also gives several lectures each year to medical students on global health and on professionalism. He also participates in resident teaching in the VA general medicine clinics and serves as a Clinical Advisor to M4 students. For the past two years, Dr. Stern has been a member of a small team of educators at the medical school (the "ENCORE" group) focused on designing an outcomes-based, flexible curriculum using modern educational technology. It is expected that the first cohort of students will be recruited for this program in 2008.

Research: Dr. Stern's major area of scholarly focus is the assessment of outcomes of medical education. He is widely regarded as a leader in the field of medical professionalism, and his textbook compiling 12 years of research, "Measuring Medical Professionalism," became the instant standard in the field when it was published in 2006. Dr. Stern was also a Core Committee member for the Institute for International Medical Education Global Competencies (IIME) project, which developed the first outcomes-based international standard set for the M.D. degree.

As Director of Assessment for IIME, he then designed and managed the assessment program for eight leading medical schools in China (Stern DT et al., *Medical Education* 2006; 40:166-172). Altogether, Dr. Stern has published 52 peer-reviewed articles, including 20 since his promotion to Associate Professor. His reputation as a leader in the field is evident in his frequent invitations to speak internationally on medical professionalism and educational outcomes assessment, his numerous visiting professorships at medical schools including Columbia, Cornell, Mt. Sinai, Einstein, Tufts, Tulane and the University of Washington, as well as his service on the NIH Review Panel for the Fogarty Bioethics Program, and as a reviewer for several academic journals.

#### Recent and Significant Publications:

Arnold L, Shue C, Kalishman S, Prislin M, Pohl C, Pohl M, Stern DT: Can there be a single system for peer assessment of professionalism among medical students? A multi-institutional study. *Academic Medicine* 82 (6):578-586, 2007.

Arnold L, Stern DT: Peer assessment of professionalism. Chapter 1, What is medical professionalism. Chapter 2. In Stern, DT (ed) *Measuring Medical Professionalism*. Oxford University Press, New York, (2006).

Stern DT, Papadakis M: The Developing physician: Becoming a professional. *New England Journal of Medicine* 355:1794-1799, 2006.

Stern DT, Friedman Ben-David M, Norcini J, Wojtczak A, Schwarz MR: Setting school-level outcome standards. *Medical Education* 40:166-172, 2006.

Papadakis MA, Teherani A, Banach M, Knettler T, Rattner S, Stern DT, Veloski JJ, Hodgson CS: Disciplinary action by medical boards and prior behavior in medical school. *New England Journal of Medicine* 353:2673-268, 2005.

Service: Dr. Stern devotes a considerable amount of his effort to curriculum development and educational program administration at the medical school through his work as a member of the "ENCORE" group, as well as Director of both the Minority and Health Disparities International Research Training Program and Global REACH. He serves as a reviewer for a number of journals, and is the deputy editor of *Medical Teacher* and also served in that capacity for the *Journal of General Internal Medicine* from 2003-2006. In addition to serving on the Core Evaluation Committee and the Task Force on Assessment for the Institute for International Medical Education, Dr. Stern was named President of IIME in 2005. He also serves on the AAMC Medical College Admissions Test Advisory Committee for Non-Cognitive Assessment, the Accreditation Commission for Graduate Medical Education Professionalism Advisory Committee, and the Arnold P. Gold Foundation Medical Professional Advisory Board.

#### External Review:

Reviewer A: "Dr. Stern's work on the assessment of professionalism among medical students has likewise contributed invaluable insights for this increasingly important aspect of medical education. The textbook he edited, *Measuring Medical Professionalism*, became the

instant standard in the field and is destined to have a profound impact on generations of future physicians....Dr. Stern's 'scholarly and professional niche' is best described...as innovative thinker and active change agent for improvement in medical education. In this regard, I would rank him among the top echelon of his peers."

Reviewer B: "Dr. Stern's work is groundbreaking and seminal....Dr. Stern is a star – and this is the first time I have used this word to characterize anyone in a P&T evaluation. He is the best at what he does....The University of Michigan has an outstanding opportunity to honor a brilliant scholar [of his cohort]. I strongly urge that you do so."

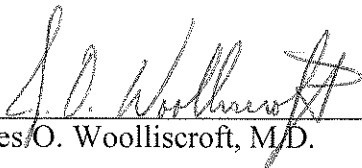
Reviewer C: "His contributions as a plenary speaker and discussant at meetings of the Association for Medical Education in Europe have been of the highest standard...His book on Professionalism is a classic and a major contribution to the literature."

Reviewer D: "It is the rare individual who can be said to have advanced not only the science of education, but also the practice. David is indeed one of these individuals....Overall, David has found an excellent integrative balance in his roles as knowledge producer, knowledge translator, educator and clinician. As such, he has been and, I am sure, will continue to be a powerful shaper of medical education theory and practice internationally."

Reviewer E: "He has written seminal and definitive pieces on the measurement and teaching of professionalism....In my view he is a national resource and very worthy of the proposed promotion."

Summary of Recommendation:

Dr. Stern is recognized internationally for his groundbreaking work on medical professionalism and educational outcomes assessment. In addition to his highly acclaimed book "Measuring Medical Professionalism," he has published extensively in top-tier journals such as the *New England Journal of Medicine*, and his work has been funded by a number of external grants. He has also made substantial contributions to our educational programs through his work on curriculum development and as Director of both the Minority and Health Disparities International Research Training Program and Global REACH. Thus, I enthusiastically recommend Dr. David Stern for promotion to Professor, with tenure, in the Department of Internal Medicine, and Professor, without tenure, in the Department of Medical Education.



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

May 2008