

PROMOTION RECOMMENDATION
UNIVERSITY OF MICHIGAN MEDICAL SCHOOL
DEPARTMENT OF PSYCHIATRY

Stephen Thomas Chermack, Ph.D., Assistant Professor of Psychiatry, Department of Psychiatry, Medical School, is recommended for promotion to Associate Professor of Psychiatry, with tenure, Department of Psychiatry, Medical School.

Academic Degrees:

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| Ph.D. | 1994 | Kent State University |
| M.A. | 1990 | Kent State University |
| B.A. | 1987 | State University of New York, Buffalo |

Professional Record:

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| 2003-Present | Assistant Professor of Psychiatry, University of Michigan |
| 2000-2003 | Adjunct Assistant Research Scientist, Department of Psychiatry, University of Michigan |
| 1997-2003 | Clinical Assistant Professor, Department of Psychiatry and Behavioral Neurosciences, Wayne State University |

Summary of Evaluation:

Teaching: Dr. Chermack has participated in the training and supervision of clinical staff and trainees (psychology interns/postdoctoral fellows, residents, etc.) at the University of Michigan and the Veterans Administration Hospital, as well as training of community providers. Dr. Chermack is highly skilled as a clinical supervisor. A former postdoctoral research fellow states, "He is firmly committed to the use of evidence-based approaches in assessment and treatment (e.g., Cognitive Behavior Therapy (CBT), Motivational Interviewing (MI), and Interpersonal Therapy (IPT)). His interest in and respect for clinical research is evident in his clinical supervision in that he uses research as the cornerstone in his discussions concerning assessment and intervention. Dr. Chermack encourages clinical trainees to integrate clinical material within evidence based theoretical perspectives and is open to critical questions related to his theoretical positions and/or assessment approach."

Research: Dr. Chermack is nationally recognized for his primary research interests which involve the relationship between alcohol, drugs and violence. Dr. Chermack's current RO1 is designed to develop and pilot test through a randomized controlled trial an intervention targeting men and women in substance use disorder treatment reporting problems with interpersonal violence/aggression. The intervention (Integrated Violence Prevention Treatment – IVPT) is based on integrating principles of MI and CBT. Results from this study will be an important first step in the process of developing, testing and implementing interventions designed to prevent violence. This study will contribute to future NIH and VA grants/studies examining mediators and moderators of outcomes for therapies for aggression problems, translation of findings and interventions to new treatment populations and settings, and integrating such

behavioral therapies with pharmacological interventions. A secondary research area involves the impact of brief interventions for alcohol and drug problems on a number of targeted behaviors in different patient populations. He has collaborated on studies examining brief interventions (based on MI) targeting at-risk drinking among older adults, and alcohol use patterns and consequences among emergency department patients.

Dr. Chermack is principal investigator for a NIDA RO1 and co-investigator on several other NIH grants, including studies of interventions to link men and women with substance use problems to treatment; and interventions targeting adolescent samples with substance use problems or enhanced risk for violence/aggression.

Dr. Chermack has presented and published papers on other issues, including substance abuse assessment and outcome issues, predictors of health services utilization among individuals with substance use problems, and predictors of receipt of treatment for veterans with depression, and he is collaborating with University of Michigan and VA investigators on several additional studies (impact of spirituality in substance use disorder treatment, interventions for sleep disorders for substance abuse treatment, etc.)

Research contributions cross the clinical areas at the VA within the Mental Health Clinic, the Substance Abuse Clinic and the Hospital-Based Intensive Outpatient Treatment. His rigorous approach to optimizing clinical delivery includes institution of clinical outcome monitors and has resulted in successful performance on national and local VA performance monitors (access to care, improved retention of patients in substance use disorder treatment while also increasing the number of veterans served), successful JCAHO accreditation visits, and increased staff training in empirically-supported intervention approaches.

Recent and Significant Publications:

Chermack ST, Wryobeck JM, Walton MA, Blow FC: Distal and proximal factors related to aggression severity among patients in substance abuse treatment: family history, alcohol use and expectancies. *Addictive Behaviors* 31:845-858, 2006.

Walton MA, Blow FC, Bingham CR, Chermack ST: Individual and social/environmental predictors of alcohol and drug use two years following substance abuse treatment. *Addictive Behaviors* 28:627-642, 2003.

Chermack ST and Blow FC: Violence among individuals in substance abuse treatment: the role of alcohol and cocaine consumption. *Drug and Alcohol Dependence* 66(1):29-37, 2002.

Chermack ST, Fuller BE, Blow FC: Predictors of expressed partner and non-partner violence among patients in substance abuse treatment. *Drug and Alcohol Dependence* 58:43-54, 2000.

Chermack ST and Giancola P: The relationship between alcohol and aggression: An integrated biopsychosocial conceptualization. *Clinical Psychology Review* 17:621-649, 1997.

Service: Dr. Chermack serves on the VA VISN 11 Addictions Program Task Force on treatment of veterans with comorbid psychiatric and substance use disorders. He is also a member of the VA Ann Arbor JCAHO and VA Performance Monitors Work Group. He has been an active member of the Department of Psychiatry's Clinical Council and recent initiatives to increase integration between the VA and the University of Michigan. He has standardized and improved

the efficiency and reliability of clinical assessment and treatment planning approaches at the VA, expanded access to a variety of services, instituted procedures and services to facilitate rapid outpatient services following inpatient discharges, increased the use of empirically supported/informed interventions based on the needs of their patient population at the VA, and facilitated new research by VA research and clinical staff.

Professional Work: Dr. Chermack was appointed Chief of the Outpatient Mental Health Clinic at the VA Ann Arbor Healthcare System. He has been acting Chief of the partial hospital program (HIOT), and is now Chief of the Outpatient Substance Abuse Clinic (SAC). Dr. Chermack has written VA clinical proposals that have been funded to expand clinical services and/or address gaps in the continuum of care. One funded proposal expands housing, transportation assistance and clinical services for veterans with substance abuse problems (including funding for several new staff members). A more recently funded proposal resulted in additional staff members to work closely with inpatient and outpatient medical services in conducting targeted empirically supported brief interventions to link veterans to treatment for substance misuse. He has also assisted on other funded proposals to enhance case-management services at the Ann Arbor VA, and to hire additional staff at affiliated community-based outpatient clinics. These activities are part of an impressive and critical clinical administrative and research continuum of activities that identify him as an extremely talented clinician researcher

External Review:

Reviewer A: “With regard to the significance of his work and his productivity, Steve ranks highly among his peers in the field of substance abuse research...Dr. Chermack has made numerous important contributions in his scholarly work as well as his administrative, teaching, review, service and clinical activities.”

Reviewer B: “Dr. Chermack has an impressive research record, particularly, given the clinical responsibilities of the positions he has held. Dr. Chermack is nationally recognized as one of the few researchers who are consistently addressing the issue of substance abuse and violence...His ability to combine clinical and research endeavors should serve as a model for his students who are interested in a career in academic psychiatry...His broad experiences in treatment is of tremendous value in the context of teaching, and his experience with both highly controlled laboratory research as well as clinical and clinical trials research gives him a unique strength in developing ideas for future research.”

Reviewer C: “His scholarship has definitely impacted the field of alcohol-related aggression. The scholarship is diverse and includes experimental research on alcohol and aggressive behavior, correlational research with clinical populations, and theoretical reviews.”

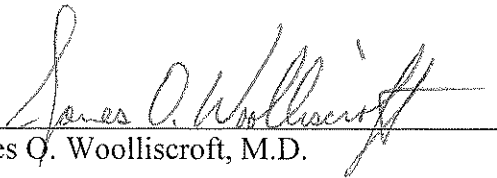
Reviewer D: “...Dr. Chermack is one of less than a handful of investigators who are making important contributions to the understanding of human aggression among substance abuse patients. He is arguably the most influential researcher developing and examining methods for reducing violence among these patients.”

Reviewer E: “He has clearly excelled in service to the local community...His role as Chief of Psychiatry stands out as a rarity to remain successful both as an administrator and researcher...I am very familiar with Steve’s teaching of motivational interviewing techniques for the management of substance abuse....Steve has become one of the premier teachers in this area...his scholarly credentials are exemplary.”

Reviewer F: “Given his scholarly and service record, I strongly recommend Dr. Chermack’s appointment to Associate Professor, tenure track, at the University of Michigan. This is based on his stature in the field, his high level of productivity, and the important research niche that he occupies. His work is innovative and addresses critical issues in the field.”

Summary of Recommendation:

Dr. Chermack is well respected as a teacher and has been successful in obtaining federal grants and initiating and administering clinical and research programs. He has performed exceedingly well as a productive faculty member while maintaining a large administrative and clinical role. I strongly support his promotion to Associate Professor, with tenure, in the Department of Psychiatry.



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

May 2008