

PROMOTION RECOMMENDATION
 UNIVERSITY OF MICHIGAN
 MEDICAL SCHOOL
 DEPARTMENT OF MEDICAL EDUCATION

Tricia S. Tang, Ph.D., assistant professor of medical education, Department of Medical Education, Medical School, is recommended for promotion to associate professor of medical education, with tenure, Department of Medical Education, Medical School.

Academic Degrees:

Ph.D.	1999	University of Vermont
B.A.	1994	Duke University

Professional Record:

2001-present	Assistant Professor of Medical Education, University of Michigan
2000-present	Research Investigator, Department of Medical Education, University of Michigan
2000-2001	Lecturer, Department of Medical Education, University of Michigan

Summary of Evaluation:

Teaching: Much of Dr. Tang's teaching reflects her research interests in the areas of health care disparities and cultural competency. Since her appointment as assistant professor in 2001, her teaching activities have included, and continue to include, lectures and group discussions for both large and small groups for M1 through M4 medical students. Fifteen of these activities have ranged from 60-90 minute lectures once a year to one month electives for 15-55 students to 40 hour per week/eight week internships. Dr. Tang is also involved with house officer and fellow training, addressing the areas of diversity-focused challenges in clinical care, the role of spirituality in coping and recovery, addressing bias in clinical care and the physician's role in reducing healthcare disparities. Two of her most important contributions to teaching, however, have been her involvement in the development of objective structured clinical examinations (OSCE's) to evaluate cross-cultural communication skills for medical students and house officers, and the development and integration of a longitudinal and comprehensive sociocultural medicine curriculum into pediatric residency education at the University of Michigan. Dr. Tang served as co-principal investigator on two awards (2003 and 2005) from the George Washington Institute for Spirituality and Health's John Templeton Spirituality and Medicine Award for Primary Care Residency Training Programs, which provided additional support for developing the pediatric residency curriculum. Being selected for the Templeton Award not once, but twice, is recognition of the importance of her sociocultural curriculum development, not just at Michigan, but at the national level. Another area of scholarly activity that is important to Dr. Tang is her mentorship of medical students' interest in conducting research aimed at improving the health of high-risk and vulnerable populations. For the past eight years, she has mentored

students who will serve as future leaders in training the next generation of medical students and residents. Validation of her commitment to the students that she mentors is provided by their success in pursuing additional degrees and in the articles that have been published as a result of their research activities.

Research: Dr. Tang's research productivity has risen steadily over the past seven years. This is evidenced by the 31 peer-reviewed publications, three book chapters, 43 presentations at national/international meetings, and 11 invited presentations since 1995. Dr. Tang is currently principal investigator on three research grants. Prior to that she was involved in 13 research grants, including seven on which she was the principal investigator, and two the co-investigator. Of the three current grants, two highlight the area of research that she has identified as her focus, i.e., diabetes prevention and control among underserved minority populations. The first is a K23 award from the NIH entitled "Feasibility of Developing a Training Program for Peer Educators in Diabetes." This study presently accounts for 75% of Dr. Tang's effort and is designed to determine the feasibility of training peers in the community (e.g., peer educators) to provide patients with ongoing diabetes self-management and chronic illness support. The second is a grant from the International Diabetes Federation and Eli Lilly and Company entitled "Feasibility of Developing a Training Program for Peer Educators in Diabetes." This study expands on the K23 study and examines the feasibility of developing a "peer educator" training program. Dr. Tang has a clear plan for continuing her research and currently has two grants under review, one by the NIH and another by the American Academy of Family Physicians, which propose to evaluate the diabetes-related health impact of peer-led interventions in clinic-based and community-based settings. She also has seven publications in peer-reviewed journals, three book chapters, and eight national/international presentations, all related to her diabetes research. Additionally, Dr. Tang's scholarly accomplishments and leadership in this area are recognized at the national and international levels as attested to by her election as President-Elect of the Behavioral Research in Diabetes Group Exchange (a group of active behavioral diabetes researchers).

Although Dr. Tang is very active in diabetes research, her other area of research interest is in cultural competency education in physician training. Dr. Tang is also nationally known for her work in developing and evaluating sociocultural medicine curriculums and instruments to measure student, resident and faculty attitudes toward sociocultural issues in medicine. A significant number of her publications in peer-reviewed journals and national/international presentations are related to her sociocultural medicine research.

Recent and Significant Publications:

Tang TS, Fitzgerald JT, Stansfield B, Oh M, Anderson RM: Patient-provider perceptions of diabetes and its impact on self-management: A comparison of African-American and White patients. *Diabetic Medicine* 25:341-348, 2008.

Tang TS, Brown MB, Funnell MM, Anderson RM: Social support, quality of life, and self-care behaviors among African Americans with type 2 diabetes. *The Diabetes Educator* 34:266-276, 2008.

Tang TS, Gillard ML, Funnel MM, Nwankwo R, Parker E, Spurlock D, Anderson RM: Developing a new generation of ongoing diabetes self-management support interventions (DSMS): A preliminary report. *The Diabetes Educator* 31(1):91-97, 2005.

Tang TS, Bozynski MA, Mitchell J, Haftel H, Anderson RM, Vanston S: Are residents more comfortable than faculty in addressing sociocultural diversity in medicine? *Academic Medicine* 78:629-633, 2003.

Tang TS, Fantone JC, Bozynski MA, Adams BS: Implementation and evaluation of an undergraduate sociocultural medicine program. *Academic Medicine* 77:578-584, 2002.

Service: Dr. Tang is very active at the national level. She is currently a member of three professional societies, a reviewer for nine peer-reviewed journals, and an abstract reviewer for three national conferences. She holds the offices of secretary of the Association for the Behavioral Sciences and Medical Education and president-elect of the Behavioral Research in Diabetes Group Exchange. At the Medical School and department levels, Dr. Tang is a member of the Graduate Medical Education Clinical Skills Assessment Committee, the Diversity and Career Development Office Committee, faculty member for MEDSTART, and editor of the Department of Medical Education MedEd newsletter.

External Review:

Reviewer A: "Dr. Tang's most important early contribution was developing and evaluating a Sociocultural Medicine Program for medical students . . . Dr. Tang's course improved students' attitudes towards sociocultural issues in medicine. The study used the Sociocultural Attitudes in Medicine Inventory, an assessment tool developed by Dr. Tang. Dr. Tang has also performed some of the early work comparing student and faculty attitudes towards addressing sociocultural diversity in medicine, noting the importance of diversity training and prior experiences in relating to comfort with diversity."

Reviewer B: "Dr. Tang's behavioral research in diabetes examines the impact of empowerment-based self-management interventions designed to improve and sustain diabetes-related health gains among older African Americans with type 2 diabetes. Her body of work demonstrates an unusual commitment to diversity and a professional niche that generates educational and behavioral research initiatives to improve health, prevent illness and improve health services in underserved and low-resource communities. Dr. Tang's scholarship ranks in the top 10% among her peers in cultural competency in medical education."

Reviewer C: "She has been active as a participant in 16 funded research projects, mostly as principal investigator. She has been continuously involved in funded research since receiving her doctorate, with increasing responsibility and authority. She currently has over one million dollars in grant funding, including her recent NIH K award for which she is PI. This represents a key criterion for a professorial faculty position."

Reviewer D: "Dr. Tang's article in *Academic Medicine*, published in 2002, was among the first to highlight cultural competency as a critical component of patient care. This article also

introduced an instrument, developed by Dr. Tang, which measures students' attitudes and is now widely used by researchers throughout the United States. More recently Dr. Tang introduced an innovative model for long-term diabetes self-management support, providing a framework for a promising approach to improving and sustaining self-management, particularly for vulnerable patients living in low-resource settings."

Reviewer E: "Dr. Tang's line of research in diabetes care uses her educational skills and her knowledge of culturally appropriate care. However, in this context, she is blazing new trails in developing and delivering much needed interventions for underserved diabetic patients. She is again using her social and behavioral science expertise to better understand the phenomena that impact self-care, chronic care, and the frequent disconnect between patient and provider. This promising line of work really seems to be at the beginning of what will be a very long and productive research career."

Reviewer F: "Her educational scholarship has been leading edge, most notably in developing methods for teaching cultural competence to medical students and residents, and the critical role that faculty development has in the overall educational effectiveness. Even more significant, her body of work teaches others how to teach these critical core concepts."

Summary of Recommendation:

Dr. Tang is a dedicated medical educator and researcher who has developed a national and international reputation since her appointment as assistant professor. She has a clear vision of her future research endeavors and a promising record of receiving funding to support this vision. We are pleased to recommend her promotion to associate professor, with tenure, in the Department of Medical Education.



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

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