

PROMOTION RECOMMENDATION
UNIVERSITY OF MICHIGAN
MEDICAL SCHOOL
DEPARTMENT OF SURGERY
DEPARTMENT OF MEDICAL EDUCATION

Paul G. Gauger M.D., associate professor of surgery, with tenure, Department of Surgery, and associate professor of medical education, without tenure, Department of Medical Education, Medical School, is recommended for promotion to professor of surgery, with tenure, Department of Surgery, and professor of medical education, without tenure, Department of Medical Education, Medical School.

Academic Degrees:

M.D.	1991	University of Missouri
B.A.	1991	University of Missouri

Professional Record:

2005-present	Associate Professor of Surgery, University of Michigan
2005-present	Associate Professor of Medical Education, University of Michigan
2003-2005	Assistant Professor of Medical Education, University of Michigan
1999-2005	Assistant Professor of Surgery, University of Michigan

Summary of Evaluation:

Teaching: Teaching is a very important part of Dr. Gauger's career. He is the associate chair for education, associate program director for General Surgery, and surgical skills laboratory director. Dr. Gauger provides career mentoring to undergraduate and medical students, clinical research mentoring to residents and fellows, and education research mentoring to junior faculty. Dr. Gauger participated in the design and development of M4 Surgical Bootcamp, an elective focused around the core experiences of anatomic dissections and cadaveric operations, critical didactic components, proficiency-targeted skill curricula for open and basic laparoscopic skills, a simulation-based shock management curriculum, training and assessment for life-saving bedside procedures, and a mock page program for feedback on decision making and communication skills. He led a team of educators which developed a basic laparoscopic skills target-based curriculum using simulation technology and performed a validation study documenting improvement of skills in the operating room. Dr. Gauger currently administers and coordinates the proficiency target-based curricula for open surgical skills, and basic laparoscopic skills for approximately 20 residents per year and provides competency-based assessment for the program directors. He has daily contact with approximately 50 PGY1-5 surgical residents, 30-40 M3 and four to six M4 medical students each year to provide education in the clinical management of

endocrine surgery and general surgery problems and in technical skills in the operating room. Dr. Gauger is currently an accreditation surveyor for the *American College of Surgeons* Program for Accreditation of Education Institutes and a member of the Simulation Committee, Association of Surgical Education. He is an original member of ENCORE (Ensuring Competency through Outcomes and Research in Education) Medical Education Redesign Program that was appointed by the Dean with the charge of radically redesigning our medical student educational experience. Dr. Gauger received several teaching awards, recently from the University of Michigan Surgery Department, Arnold G. Coran Teaching Award, and Association for Surgical Education Philip J. Wolfson Outstanding Teacher Award. These awards are evidence of his important contribution to surgical education on a local and national level.

Research: Dr. Gauger has established himself academically in both basic science and surgical education. His basic science research concentrates on intraoperative measurement of parathyroid hormone levels, management of pancreaticoduodenal disease in Multiple Endocrine neoplasia Type 1, and also adrenal imaging and surgery. Dr. Gauger's surgical education interest is concentrated on the competency assessment in graduate medical education with a special interest in professionalism. He has 64 peer-reviewed publications, contributed to 10 textbook chapters, and presented 24 scientific presentations along with seven poster presentations at professional meetings. Dr. Gauger has received continuous grant support on an annual basis since 2004 for educational research, curricular design and evaluation. He has served as an ad hoc reviewer for 11 journals such as *Annals of Surgery*, *World Journal of Surgery*, and *Journal of Endocrinology*.

Recent and Significant Publications:

Miller BS, England BG, Nehs M, Burney RE, Doherty GM, Gauger PG: Interpretation of intraoperative parathyroid hormone monitoring in patients with baseline parathyroid hormone levels < 100 pg/ml. *Surgery* 140:883-890, 2006.

Hundley JC, Woodrum DT, Saunders BD, Doherty GM, Gauger PG: Revisiting lithium-associated hyperparathyroidism in the era of intraoperative parathyroid hormone monitoring. *Surgery* 138:1027-1032, 2005.

Gauger PG, Gruppen LD, Minter RM, Colletti LM, Stern DT: Initial use of a novel instrument to measure professionalism in surgical residents. *American Journal of Surgery* 189:479-487, 2005.

Woodrum DT, Saunders BD, England BG, Burney RE, Doherty GM, Gauger PG: The influence of sample site on intraoperative PTH monitoring during parathyroidectomy. *Surgery* 136:1169-1175, 2004.

Saunders BD, Wainess RM, Dimick JB, Upchurch GR, Doherty GM, Gauger PG: Trends in utilization of adrenalectomy in the United States: Have indications changed? *World Journal of Surgery* 28:1169-1175, 2004.

Service: Dr. Gauger's interest and dedication to improve the educational environment, processes, and outcomes for many different learner groups across our institution is apparent and evidenced by his involvement in numerous committees and organizations. He has received appointments to the following departmental committees: Education Advisory Committee (chair), Department of Surgery Advisory Committee, Associate Chairs Committee, General Surgery Graduate Medical Education Committee, and Surgical Training Strategic Planning Group (chair). He has received appointments to the following medical school committees: Clinical Simulation Center Steering Committee, Clinical Simulation Center Executive Committee (chair), Competency Assessment Committee (co-chair 2004-2007), ENCORE, Advisory Committee on Appointments, Promotions and Tenure, and Health Science Education Building Program Planning Committee–Technology Subgroup. He has received appointments to the following national committees: American College of Surgeons Program for Accreditation of Education Institutes (accreditation surveyor); Ethics Committee, American Association of Endocrine Surgeons; Education Research Committee, Association for Surgical Education; Simulation Committee, Association for Surgical Education; Committee on Surgical Education, Society of University Surgeons; and American Association of Endocrine Surgeons (councilor).

External Review:

Reviewer A: "Paul has also been extremely active in advancing the field of endocrine surgery and surgical education through his research efforts. Much of his work is often quoted and his presentations are well received on a national and international level. He has successfully carved out a special area of expertise in endocrine surgery and is clearly recognized as a national expert."

Reviewer B: "...Dr. Gauger has made significant contributions to the field of endocrine surgery and surgical education both at the University of Michigan and nationally. At the national level he is genuinely respected and brings great credit to the University of Michigan. He would clearly be recommended for the promotion under current consideration were he to be reviewed at this institution."

Reviewer C: "Dr. Gauger has one of the most unique CVs that clearly describes the tremendous contributions that this gifted academic surgeon has accomplished. To be academically productive in your clinical arena and in the area of medical education is extraordinarily difficult...He has not sacrificed in either area. His contributions have been meaningful in significant high-impact journals, and have changed and altered the way we practice endocrine surgery and the way we educate our young men and women surgical residents and students throughout the country."

Reviewer D: "Paul's educational skills are outstanding not only in endocrine and general surgery, but also with critical care medicine, and his curriculum vitae outlines his extensive participation in the University of Michigan Medical School curriculum. He is clearly a leader there, and his participation and interaction at the American College of Surgeons Consortium meetings of the Accredited Education Institutes in Chicago have been outstanding."

Reviewer E: "It is remarkable to see a surgeon who in less than ten years of professional career development has achieved such a distinguished bibliography as a surgical educator and clinical endocrine surgeon. This is all the more remarkable given the amount of time he spends in the clinical care of patients and contact hours in the classroom and simulation lab as a surgical educator of medical students and residents."

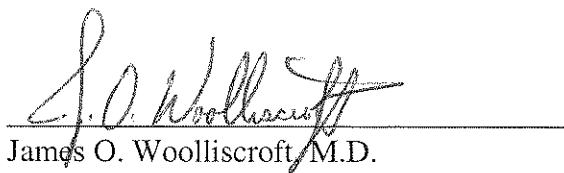
Reviewer F: "Dr. Gauger is a renowned educator and a talented clinician, surgeon and researcher who has distinguished himself as a leader in medical education and a nationally and internationally recognized expert in Endocrine Surgery."

Reviewer G: "Paul is responsible for the operational and funding model of the clinical simulator at the University of Michigan. This has allowed him to expand his educational interests in this newly developed area. Reading the description, this is quite a responsibility to juggle the operational funding and budget requirements of the clinical simulator on top of a busy clinical and academically productive practice. That, I believe, speaks volumes to Dr. Gauger's dedication and ability to be a productive academic surgeon."

Reviewer H: "This past year, the Nominating Committee of the American Association of Endocrine Surgeons nominated and confirmed Doctor Gauger as a Council Member...This is an extremely important leadership position in the most respected organization of endocrine surgeons in the United States and abroad."

Summary of Recommendation:

Dr. Paul Gauger is an outstanding clinician and educator with an excellent level of scholarly achievement. He has attained a national reputation for his teaching, clinical research, and clinical skills. I enthusiastically support Dr. Gauger for promotion to professor of surgery and professor of medical education.

A handwritten signature in dark ink, appearing to read "J. O. Woolliscroft", is written over a horizontal line.

James O. Woolliscroft, M.D.

Dean

Lyle C. Roll Professor of Medicine

May 2010