

PROMOTION RECOMMENDATION  
THE UNIVERSITY OF MICHIGAN  
MEDICAL SCHOOL  
DEPARTMENT OF PSYCHIATRY

Gregory W. Dalack, M.D., associate professor of psychiatry, with tenure, Department of Psychiatry, Medical School, is recommended for promotion to professor of psychiatry, with tenure, Department of Psychiatry, Medical School.

Academic Degrees:

M.D.	1985	College of Physicians and Surgeons, Columbia University
B.S.	1981	Yale University

Academic Appointments:

2000-present	Associate Professor of Psychiatry, University of Michigan
1992-2000	Assistant Professor of Psychiatry, University of Michigan
1989-1992	Instructor in Psychiatry, Columbia University

Summary of Evaluation:

Teaching: Dr. Dalack was appointed as the associate chair for education and academic affairs in the Department of Psychiatry in 2005, vice chair in 2006, interim chair in 2007 and chair in 2010. In all of his leadership roles, he has played a major role in the department's educational programs as teacher, mentor and in direct leadership. At the time of his appointment as the associate chair of education in 2005, he implemented and coordinated an Evidence-based Medicine (EBM) Seminar in Psychiatry. This seminar focused on helping psychiatry residents and other trainees learn the skills of developing a focused clinical question that perplexed them in clinical care, conducting a focused search of the evidence base available to address that question and make a decision based on the evidence, along with patient preference to recommend an intervention. The seminars were also used as an opportunity for faculty and staff to provide feedback to trainees about their presentation skills, helping to document the department's evaluation and efforts to improve trainee competence in the ACGME learning competencies of patient care, medical knowledge, interpersonal skills and communication, systems-based practice, and practice-based learning and improvement. Dr. Dalack initiated faculty and staff development grand rounds to help psychiatry teachers hone their own skill set in teaching and supervision of trainees of all disciplines. As the chair of the department, he initiated additional grand round slots specifically assigned for faculty and staff development surrounding educational issues. Recent topics include the mental health needs and treatment of the LGBTQ community, civility in the teaching environment, and the importance of diversity, equity and inclusion as it affects the training environment.

Research: Dr. Dalack's research and scholarship is highly clinically focused, with a more recent additional emphasis on scholarship in education and administration. As he transitioned from VA leadership roles into department leadership roles first as the associate chair for education and

academic affairs, he focused on a different clinical population outside of the VA. He continued his focus on screening for and management of health risks related to psychiatric illness and medication treatment, both in and outside of the VA. Other work began to look at special populations needing mental health services, and considering, from a population perspective, how best to engage such populations and provide cost-effective care. A major area of his current scholarly work is focused on the development and implementation of integrated behavioral health care programs in primary care settings. This work looks to improve mental health care in conjunction with physical health conditions managed by primary care clinicians in consultation with psychiatrists and other behavioral health specialists. He has been funded for this work as the PI or co-I through foundation and Medicaid Match grant funding. Most recently, Dr. Dalack and his team received funding from the Michigan Health Endowment Foundation to augment funding from the Medicaid Match Program to develop a consultation office to guide Federally Qualified Health Centers in Michigan to develop and implement Collaborative Care in their local settings. This scholarship is more focused on education, training and administrative issues related to the field. Importantly, some of these have been opportunities to mentor early career faculty or medical student trainees through the process of developing and publishing a focused scholarly project. Dr. Dalack's research and scholarship work is focused on implementing and improving cost-effective care, and mentoring the next generation of faculty and trainees to produce scholarship that comes out of their own major interests and academic duties.

#### Recent and Significant Publications:

Lambert BL, Cunningham FE, Miller DR, Dalack GW, Hur K: Diabetes risk associated with use of olanzapine, quetiapine, and risperidone in veterans health administration patients with schizophrenia. *Am J Epidemiol* 164:672-681, 2006.

Dalack GW, Blow AJ, Valenstein M, Gorman L, Spinner J, Marcus S, Kees M, McDonough S, Greden JF, Ames B, Francisco B, Anderson JR, Bartolacci J, Lagrou R: Public-academic partnerships: working together to meet the needs of army national guard soldiers: an academic-military partnership. *Psychiatr Serv* 61:1069-1071, 2010.

DelMonte MT, Bostwick JR, Bess JD, Dalack GW: Evaluation of a computer-based intervention to enhance metabolic monitoring in psychiatry inpatients treated with second-generation antipsychotics. *J Clin Pharm Ther* 37:668-673, 2012.

Jaber RM, Farroukh M, Ismail M, Najda J, Sobh H, Hammad A, Dalack GW: Measuring depression and stigma towards depression and mental health treatment among adolescents in an Arab-American community. *International Journal of Culture and Mental Health* 8:247-254, 2015.

Lee J, Dalack GW, Casher MI, Eappen SA, Bostwick JR: Persistence of metabolic monitoring for psychiatry inpatients treated with second-generation antipsychotics utilizing a computer-based intervention. *J Clin Pharm Ther* 41:209-213, 2016.

Service: Dr. Dalack was appointed as the vice chair and then interim chair of the Department of Psychiatry. In these roles, he led an effort to evaluate the department's clinical access challenges

and also was actively engaged in bringing psychiatry into the RVU based payment model proposed by Dr. Spahlinger and the FGP (now UMMG). Over the past five years, he has interlinked his research and scholarship interests in the integration of physical and behavioral health issues to develop and implement with grant and foundation funding, an integrated care behavioral health program, in selected safety net clinics in Washtenaw County (two of which are Michigan Medicine clinics). He was able to leverage this experience and the demonstrable positive outcomes from this work to propose, in conjunction with partners in Ambulatory Care, the implementation of an evidence-based model of integrated behavioral health care (Collaborative Care), which is now entering its second year of staged implementation in Michigan Medicine primary care clinics. The main driver for this, beyond the opportunity to conduct implementation science and gain new knowledge, was to try and more cost effectively address behavioral health needs throughout our healthcare system in a cost effective manner and from a population health perspective.

In 2014, Dr. Dalack was asked to chair a task force for the American Psychiatric Association (APA) to evaluate and articulate recommendations about the development of a psychiatric patient registry (to measure and monitor clinical outcomes, connect to research opportunities, etc.) by the APA at the national level. While other specialty societies have done this over the past 10-15 years, organized psychiatry has lagged behind in part because of concerns about the perceived “uniqueness” of psychiatric patients and their issues and the high prevalence of private practice, non-health system based, psychiatric care across the country. The task force made a strong recommendation to support the initial investment in developing a registry and business plan. At the culmination of this process, the registry was launched in 2016 (PsychPro, <https://www.psychiatry.org/psychiatrists/registry> ) and is enrolling practitioners and patients at a very brisk pace. This will facilitate the development of better management at a local, regional and even national level of psychiatric care, improve quality, and help standardized treatment approaches much the same as has been done in other specialty areas and medicine. Dr. Dalack is the past president, American Association of Chairs of Departments of Psychiatry (AACDP) 2015-2016.

#### External Reviewers:

Reviewer A: “His expertise in his field and his academic accomplishments are acknowledged by his peers and demonstrated by his publications and involvement in his professional societies. The strength of his CV alone with a solid number and quality of peer reviewed publications support his candidacy for promotion. In addition to all of these accomplishments, Dr. Dalack’s devotion to education and mentoring makes him a valuable member of the faculty.”

Reviewer B: “His leadership skills are exceptional and he is highly respected for his honesty, integrity, and diligence....It is not surprising in the least that he is frequently asked to be a reviewer, as well as a lecturer on the local, regional, and national level.”

Reviewer C: “Dr. Dalack is a leading and gifted educator and administrator. He has been a recognized leader in the field both at a national and international level. His scholarly publications are consistent and high quality but I would say pale when you examine his role at a national level in leading the field in terms of academic psychiatry education and administration. He excels as a

speaker and has helped guide the development of curricular design across a number of universities through his many presentations.”

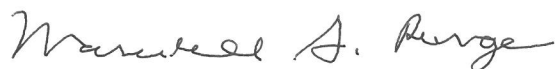
Reviewer D: “He has gone on to become an accomplished investigator and scholar, and an important leader in psychiatry, both at Michigan, and in the national context. His efforts in the arena of integrated and collaborative care have put him at the cutting edge of the movement towards population health. And his efforts to lead the development of a psychiatric registry for the nation have the potential to significantly improve both clinical care and research efforts in our field.”

Reviewer E: “His career demonstrates continuing achievement in the field of psychiatry with a national and international reputation for excellence in teaching clinical service, leadership, and scholarly activity....Dr. Dalack has made stellar contributions to the advancement of excellence in psychiatric care, particularly in the context of integration with primary care and community clinics.”

Reviewer F: “With regard to scholarly innovation and research, Dalack has made numerous in general psychiatry, particularly in areas of health services research where he has initiated novel programs and received PI grant funding. He has also actively and meaningfully collaborated with others in complex studies.”

Summary of Recommendation:

Dr. Dalack has had major administrative and leadership roles in the Department of Psychiatry. He has developed a line of scholarship which is more focused on education, training and administrative issues related to the field. He has successfully engaged faculty in clinical and research missions and the lives of patients, faculty, staff and trainees. He has improved the department’s ability to provide feedback bi-directionally between trainees and clinic-based teaching. He has facilitated and supported faculty to obtain highly competitive federal, non-federal and Foundation grant support. Over the past three years, the department has garnered two U awards and remains highly successful in obtaining Career Development awards (both VA and non-VA), with a very high through put to R01 level funding for those career development awardees. I am pleased to recommend Gregory W. Dalack, M.D. for promotion to professor of psychiatry, with tenure, Department of Psychiatry, Medical School.



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Marschall S. Runge, M.D., Ph.D.  
Executive Vice President for Medical Affairs  
Dean, Medical School

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