

PROMOTION RECOMMENDATION
THE UNIVERSITY OF MICHIGAN
MEDICAL SCHOOL
DEPARTMENT OF SURGERY

Lesly A. Dossett, M.D., M.P.H., assistant professor of surgery, Department of Surgery, Medical School, is recommended for promotion to associate professor of surgery, with tenure, Department of Surgery, Medical School.

Academic Degrees:

M.P.H.	2008	Vanderbilt University
M.D.	2003	Vanderbilt University
B.S.	1999	Western Kentucky University

Professional Record:

2016-present	Assistant Professor of Surgery, University of Michigan
2014-2016	Instructor of Surgery, H. Lee Moffitt Cancer Center, Tampa, Florida
2010-2014	Lieutenant Commander and General Surgeon, United States Navy

Summary of Evaluation:

Teaching: Dr. Dossett has excelled in teaching activities in various settings directed at multiple levels of learners. Her two areas of greatest impact are in the mentorship of post-doctoral research fellows and in the clinical teaching of residents in the general surgery program. She is a core faculty member of the Center for Health Outcomes and Policy where she serves as the primary research mentor for post-doctoral fellows and students. Her mentees have demonstrated significant achievement with first authored publications in high impact journals such as the *Journal of Clinical Oncology*, *JAMA Surgery* and *JAMA Oncology*, individual awards for excellence in research, and successful attainment of post-fellowship positions. She is further recognized for excellence in teaching in the clinical setting with consistently outstanding evaluations. In 2019, she was awarded the William W. Coon Award, which is presented by the residents annually to the general surgery faculty who best demonstrates a combination of clinical skill, concern for patients, and commitment to the education and well-being of residents.

Research: Dr. Dossett's research focuses on cancer care quality across health systems, with a particular emphasis in provider behavior. She is funded by the Agency for Healthcare Research and Quality, is a mentor for an institutional National Cancer Institute funded T32, and is the primary investigator or co-investigator on five proposals submitted to the National Institutes of Health. She has published 88 peer-reviewed articles, and has been invited to present her research nationally and internationally. Dr. Dossett is a reviewer for 16 journals, including the *Journal of Clinical Oncology*, *JAMA Open*, *JAMA Surgery* and *Annals of Surgery*. She is an editorial board member of *The American Journal of Surgery*, and the *Journal of Surgical Research*. Her expertise as a health services researcher is demonstrated by regular invitations to provide grant review for the Department of Surgery, MICHR and the Rogel Cancer Center, national organizations, including the Association for Academic Surgeons, and the federal government, including the Patient Centered Outcomes Research Institute.

Recent and Significant Publications:

Wang T, Baskin A and Dossett LA: De-implementation of the Choosing Wisely recommendation for low value breast cancer surgery: a systematic review. *JAMA Surgery*, Jun 3, 2020 [Epub ahead of print].

Berlin N, Skolarus TA, Kerr EA and Dossett LA: Too much surgery: overcoming barriers to deimplementation of low-value surgery. *Annals of Surgery* Jun, 2020;271(6):1020-1022.

Dossett LA, Mulholland MW and Newman EN: Building high performing teams in academic surgery—opportunities and challenges of inclusive recruitment strategies. *Academic Medicine*, Aug, 2019;94(8):1142-1145.

Lee, JS, Hu HM, Edelman AL, Brummett CM, Englesbe MJ, Waljee JF, Smerage JB, Griggs JJ, Nathan H, Jeruss JS, Dossett LA: New persistent opioid use among patients with cancer after curative-intent surgery. *Journal of Clinical Oncology* Dec 2017, 20;35(36):4042-4049.

Dossett LA, Hudson JN, Morris AM, Lee MC, Roetzheim RG, Feters MD and Quinn GP. The primary care provider (PCP)-cancer specialist relationship: a systematic review and mixed methods meta-synthesis. *CA Cancer Journal for Clinicians*, Mar 2017;67(2):156-169.

Service: Dr. Dossett holds several important administrative roles in the department and institution. She is the current the vice chair for Faculty Life in the Department of Surgery, and in this role oversees the administration of the Michigan Promise, a comprehensive portfolio of faculty recruitment and development programs. She serves on the Executive Committee and chairs the Faculty Recruitment Committee for the Department of Surgery. In addition to these departmental roles, she is the co-director of the Michigan Program for Value Enhancement, a collaborative initiative between the Quality Department and the Institute of Health Policy and Innovation, charged with reducing low value care at Michigan Medicine and beyond. Other key committee roles include the Research Advisory Committee for the Department of Surgery, the Protocol Review Committee for the Rogel Cancer Center, and the Early Career Faculty Advisory Council for IHPI. Dr. Dossett is a member of numerous professional national organizations and holds positions on committees or executive boards for the American College of Surgeons, the Association of Academic Surgery, Society of Surgical Oncology, the Perioperative Interest Group of Academy Health and the Surgical Outcomes Club. Dr. Dossett is a surgical oncologist specializing in the treatment of patients with sarcoma, melanoma and breast cancer, a breadth of clinical practice relatively rare for an academic surgical oncologist. As a member of the Rogel Cancer Center sarcoma program, the only National Cancer Institute designated sarcoma program in the state of Michigan, she is one of two complex general surgical oncologists at Michigan Medicine caring for patients with these rare and complex tumors. Her clinical practice also includes treatment of patients with melanoma and breast cancer, where she has established a reputation as a skilled technician with clinical productivity consistently ranking amongst the highest in her division.

External Reviewers:

Reviewer A: “She is the Vice Chair of Faculty Life in the Department of Surgery, and her publication ‘Cultural Complications: A Novel Strategy to Build a More Inclusive Culture’ (#88),

shows that she has nicely merged her Vice Chair role with research on how to create a more inclusive culture...Also worth noting, is her K08 from the AHRQ for Error Identification between Health Systems: A Patient Safety Blind Spot, and the grant she has submitted to the NIH for 'De-Implementation of Low Value Breast Cancer Surgery.' Between papers and grants, she is creating a unique space for herself in de-implementation of low value breast care. I believe she has sufficient funding to support promotion...Lesly would qualify for promotion to Associate Professor with Tenure at my institution."

Reviewer B: "Dr. Dossett's work is truly outstanding in several areas with regard to quality, quantity, focus and impact...The focus of her funding and several of her most significant publications are on the concept of 'deimplementation.' Implementation science is a relatively young discipline and Dr. Dossett is at the forefront in investigating the barriers and facilitators of practice change as evidence to support surgical practice changes over time...The other aspect of Dr. Dossett's work that is particularly noteworthy in terms of quality and impact is the rigor with which her studies are designed and executed. The type of work that she is doing and the depth which she aims to examine phenomena in our health system can only be done through strong multi-disciplinary collaboration and bringing new methodologies such as mixed methods, qualitative research and implementation science to surgery. She is a leader in the next generation of surgeon-scientists who are taking us to another level in our scientific inquiry."

Reviewer C: "In summary, Dr. Dossett has demonstrated independent productivity with a focused area of scholarship, as well as creativity in her multiple academic pursuits. She is an outstanding physician, productive investigator and talented teacher. I have no doubt that she would be a strong candidate for promotion at the Associate Professor level at [my institution], therefore, I wholeheartedly support her promotion."

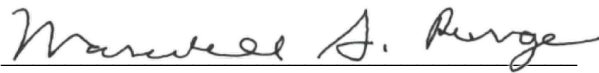
Reviewer D: "...I will highlight a few noteworthy points to support my opinion that her promotion should be a 'slam dunk.' First off, Dr. Dossett maintains an active practice in Surgical Oncology with a superb reputation amongst colleagues and peers...Dr. Dossett is a member of many national societies with appointments to committees, and in some cases the board of directors...Dr. Dossett is already well known for her work on teamwork, culture change and de-implementation. Dr. Dossett has been invited and presented her work at leading institutions with the U.S. Dr. Dossett is a well-respected surgical educator who generously shares her knowledge with trainees across the spectrum of experience...she has taught extensively on leadership and professional development, and cancer care delivery."

Reviewer E: "In addition to her local activities, Dr. Dossett has developed a regional and national reputation as a thought leader in health services research. Her original work on opioid prescribing practices and de-implementation of low value breast cancer care have highlighted opportunities for investigation and improvement in health care delivery and spawned many [junior] investigators to tackle these very important issues...Dr. Dossett is consistently one step ahead of others working in this arena and consistently submits very well written, thoughtful analyses of the stated hypotheses with comprehensive reviews of available literature as appropriate...Dr. Dossett's commitment to clinical excellence, education and research make her an outstanding role model as an academic surgeon and an obvious candidate for promotion."

Reviewer F: “Since her appointment at the University of Michigan, she has 26 first or last author papers, which is really an extraordinary number, given that she also has several middle author papers as well. Many of these papers are in high impact journals such as *Annals of Surgery* and *JAMA Surgery* and the papers are of quite high quality...She has had three visiting professorship invitations, as well as ten national or international invited lecturers on a range of topics including diversity ethics, cancer and health services research methods. I think this truly is a reflection on her prominence in the field and the great respect that the world of academic surgery has for her scholarly activity as well as her commitment to surgery more broadly.”

Summary of Recommendation:

Dr. Dossett is a well-respected surgeon specializing in surgical oncology and a very productive researcher with significant contributions to health services research. She is an outstanding teacher and mentor and serves in highly recognized national and institutional leadership positions. I am pleased to recommend Lesly A. Dossett, M.D., M.P.H. for promotion to associate professor of surgery, with tenure, Department of Surgery, Medical School.



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

May 2021