

PROMOTION RECOMMENDATION  
THE UNIVERSITY OF MICHIGAN  
MEDICAL SCHOOL  
DEPARTMENT OF SURGERY

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

Academic Degrees:

M.P.H.	2016	Columbia University
M.D.	2005	Jefferson Medical College
B.A.	1999	University of Pennsylvania

Professional Record:

2020-present	Associate Professor of Surgery, with tenure, University of Michigan
2016-2020	Associate Professor of Surgery, without tenure, University of Michigan
2014-2016	Adjunct Professor of Public Health, Stony Brook University Medical Center
2012-2016	Clinical Assistant Professor of Surgery, Stony Brook Medicine Clinical
2011-2012	Clinical Instructor of Surgery, Massachusetts General Hospital

Summary of Evaluation:

Teaching: Dr. Telem is a dedicated instructor for high school students, undergraduates, medical students, residents, clinical fellows, and faculty members. For high school and undergraduate learners with a burgeoning interest in the medical field, Dr. Telem spends time instructing on skill set acquisition, data interpretation, and academic writing skills. Dr. Telem participates in formal medical student curricula with a well-received lecture entitled the “Hidden Curriculum.” She serves as a formal clinical preceptorship mentor and as a formal research mentor to two medical students on NIH TL1 research grants. In her clinical role, she works with medical students on their clinical rotations to help them develop diagnostic skills and hone their clinical acumen. With surgical residents, Dr. Telem emphasizes the preoperative evaluation of and care for both basic and complex cases, as well, she provides instruction and feedback on operative techniques and approaches. She also spends time mentoring residents interested in multidisciplinary research opportunities. Additionally, Dr. Telem co-chairs a didactic and clinical hernia course for local and national residents. On a national level, Dr. Telem participates in minimally invasive-specific resident courses and webinars hosted by the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Dr. Telem also actively teaches and mentors faculty, serving on new faculty mentorship teams (launch teams) and a midcareer faculty (Boost) team.

Research: Dr. Telem leads a multi-disciplinary research group that investigates the interface between large-scale quality improvement, surgical decision-making, and implementation science. Specifically, her research program aims to close practice gaps through sustainable change in surgeon behavior. As part of this effort, she implements the only population-level hernia registry in the country, the Michigan Surgical Quality Collaborative Hernia Registry (MSQC-HR). She

serves as the principal investigator on an R01 (NIH/NIDDK) that combines implementation science and policy to advance evidence-based practice across multi-hospital collaboratives. In this role, she mentors both faculty and trainees to become independent researchers. She has successfully worked with mentees to publish in high-impact peer-reviewed journals and attain extra-mural research funding. She presently serves as the mentor on a recently submitted K08 award for Dr. Ehlers. Her approach to team science is evidenced by her co-investigator role on several grants including from the National Institutes of Health (NIH), the Association for Academic Surgery, and the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES). Her research is impactful. She has authored 184 peer-reviewed publications in high top-tier journals such as *JAMA Surgery*, *Surgery Endoscopy*, and the *Annals of Surgery*. She has published 17 book chapters and one book. She has been an invited speaker on 73 occasions nationally and internationally including in Columbia. She has also been asked to be a moderator, session chair, and expert panelist on 45 occasions.

#### Recent and Significant Publications:

- Howard R, Thumma J, Ehlers A, Englesbe M, Dimick J, Telem D, “Reoperation for Recurrence Up to 10 Years After Hernia Repair,” *JAMA* 327(9): 872-874, 2022. PM35230401/PMC8889458
- Howard R, Ehlers A, Delaney L, Solano Q, Englesbe M, Dimick J, Telem D, “Leveraging a statewide quality collaborative to understand population-level hernia care,” *Am J Surg* epub ahead of print, 2021. PM34090661
- Delaney LD, Howard R, Palazzolo K, Ehlers AP, Smith S, Englesbe M, Dimick JB, Telem DA, “Outcomes of a Presurgical Optimization Program for Elective Hernia Repairs Among High-risk Patients,” *JAMA Netw Open* 4(11): e2130016, 2021. PM34724554/PMC8561332.
- Lindquist KM, Vitous CA, Dossett LA, Jagsi R, Telem DA, “Women Surgeons' Perspectives on System level Strategies to Address Interpersonal Workplace Conflict,” *Ann Surg* Ahead of Print:2020. PM32649460.
- Vitous CA, Jafri SM, Seven C, Ehlers AP, Englesbe MJ, Dimick J, Telem DA, “Exploration of Surgeon Motivations in Management of Abdominal Wall Hernias: A Qualitative Study,” *JAMA Netw Open* 3(9): e2015916, 2020. PM32930778/PMC7492915.

Service: Dr. Telem has an excellent record of service for her department, the university, and the greater scientific community. Institutionally, she is the Lazar J Greenfield Professor of Surgery, service chief for General Surgery, and the section head of General Surgery. As section head, she oversees seven surgical divisions comprised of 44 surgeons and 109 staff. She is also the vice chair for Quality and Safety within the Department of Surgery. In 2020, Dr. Telem was elected to the ACAPT committee and appointed to the Faculty Workforce Planning Committee. Nationally, Dr. Telem holds key leadership positions in several national organizations and societies. Most notably, she is the second vice president of SAGES, the second-largest international organization behind the American College of Surgeons, and on the board of directors for the Foundation of Surgical Fellowship. In 2022, she was elected into the premier surgical society, the American Surgical Association. She is an associate editor for three specialty journals: *Surgery for Obesity and Related Diseases*, *The American Journal of Surgery*, and *Hernia*, and is a subject editor for *Surgical Endoscopy*. She serves ad hoc on NIH and PCORI study sections.

Dr. Telem is committed to fostering an environment of equity and inclusion and demonstrates the utmost professionalism in her interaction with others. She has demonstrated her commitment to diversity, equity, and inclusion not just through daily interactions, but also through her desire to scale and disseminate these efforts through rigorous research. She founded the Michigan Women's Surgical Collaborative (MWSC) and lead the Work Force Diversity Strategic initiative through the Institute for Healthcare Policy and Innovation (IHPI). She has published articles addressing the gender gap in surgery in high-impact surgical journals and served as the editor of one of the only surgical books dedicated specifically to this topic in surgery. She is also the co-investigator on an R01 (NIH/NIGMS, PI: Jagsi) investigating factors influencing success for mid to late-career women in academic medicine. Clinically, her practice is focused on advanced laparoscopy, including foregut, hernia, and bariatrics. Her expertise and contributions to the field of minimally invasive surgery and approach are well-known. She is recognized by her peers – both at the University of Michigan, nationally and internationally, as a clinical expert in the field. Dr. Telem is seen by her patients as a caring and compassionate clinician.

External Reviewers:

Reviewer A: “Dana is actively engaged in teaching in the graduate and undergraduate medical education sphere. She actively participates in surgical skills training, curriculum development, and trainee assessment. Dana has consistently delivered formal didactic education in and out of the operating room for the surgical residents and fellows. She has been actively involved with the Society of American Gastrointestinal and Endoscopic Surgeons (SAGES) in providing laparoscopic training to surgical residents, medical students, and high school students. Dr. Telem has taught several courses on endoscopy and bariatric surgery at the American College of Surgeons.”

Reviewer B: “She has published 120 manuscripts in peer reviewed journals along with 12 book chapters and one book. She has presented her work locally, regionally, nationally and internationally at 98 different forums. She serves on the PCORI study section for Implementation of Effective Shared Decision-Making Approaches in Practice Settings (ad hoc) and Health Services Organization and Delivery Study Section of the National Institute[s] of Health. Her research is high quality and innovative.”

Reviewer C: “Within this accomplished body of work, I would like to draw attention to Dr. Telem's publication “Reoperation for Recurrence Up to 10 years after Hernia Repair” in JAMA. This publication is in the top 5% of all research outputs scored by Altmetric and has been widely cited in social media and on news outlets. I anticipate this to be a highly cited publication in the future as her efforts are helping to shape the clinical field of hernia management...If I was trying to estimate Dr. Telem's standing in relation to peers in the same field, I would put her in the top 5-10% of the group.”

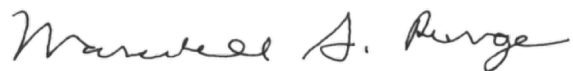
Reviewer D: “She meets the highest standards for academic activity—unusually so for this very technically oriented field. Perhaps even more impactful is her work in gender equity and unconscious bias. The residents and medical students knew of her by name and actively lobbied to have her come speak to us. She is a particularly impactful steward of the Michigan Promise, your novel approach toward diversity, equity, and inclusion. This is a program that is having national impact, and it has helped us redesign our efforts in this realm.”

Reviewer E: “From a leadership perspective, Dr. Telem serves as the Vice Chair for Quality and Patient Safety in the Department of Surgery at the University of Michigan. In this role and others, Dr. Telem has demonstrated strong quality improvement and program building skills over the past four years - including using her role as the Section Head and Service Chief of General Surgery to focus on protocol development and maintenance, and quality controls. Other programs she has participated in as a leader include the Medical Director for the Perioperative Safety and Quality Improvement Program, and Chief for the Division of Minimally Invasive and Bariatric Surgery...Overall, Dana Alexa Telem has dedicated her career to educating the next generations of leaders in surgery, and to building innovative and lasting programs.”

Reviewer F: “Clinically, Dr. Telem is an accomplished General Surgeon who is a Surgeons’ surgeon. She educates and mentors trainees at all levels, including junior and more senior faculty. She cares for her patients with compassion and attention to detail. She is an advocate for her learners and trainees at all levels. She is more than qualified for full Professor at my institution and I would seek her out to care for me if I had need of her skills, I can offer no higher compliment than that. I recommend her to you without reservation and believe that she will continue to contribute to your organization in outstanding ways.”

Summary of Recommendations:

Dr. Telem is a top general and bariatric surgeon and health services researcher with outstanding credentials, scholarly productivity, educational contributions, and professional service. She is recognized by her peers, both at the University of Michigan, nationally and internationally as an expert with seminal contributions to surgery. Dr. Telem exemplifies and excels at all aspects which comprise the tripartite mission of academic medicine. I am pleased to recommend Dana A. Telem, M.D., M.P.H. for promotion to professor of surgery, with tenure, Department of Surgery, 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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