Request for a new Department of Dermatology at the Michigan State University College of Human Medicine

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Updated October 20, 2022
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Note: Process for requesting establishment of a new department at MSU:

- Dean first seeks endorsement of the request from the CAC, then Dean takes proposal to the EVP/Provost.
- EVP/Provost will send the request to Steering Committee to route through academic governance for consideration and a recommendation (e.g., University Committee on Faculty Affairs; University Committee on Graduate Studies).
- EVP/Provost makes decision to support the request or not and confers with President.
- EVP/Provost takes request and recommendation for approval to Board of Trustees.
- The Board of Trustees is required to approve the creation of any new department.

Rationale for a new Department of Dermatology

The College of Human Medicine seeks to create a state-wide MSU department of Dermatology. Dermatologists treat more than 3,000 conditions that affect the skin, hair, and nails. Skin diseases are especially common, affecting one in four Americans each year. The college has had a division of dermatology (the Nicholas V. Perricone, M.D., Division of Dermatology) since 2002. The division has been a successful collaboration of community clinicians and MSU scientists from a range of home departments. While successful in many domains, the division has not had the scope and scale of a department and has not been able to support clerkships for students or engage in outreach.

With the partnership of Henry Ford Health and MSU, the college has the opportunity to radically improve the educational opportunities for students as well as strengthen the basic and clinical research related to dermatology. The current Henry Ford Health (HFH) dermatologists and researchers are outstanding with a culture of caring, hard work, discovery, and patient centered outcomes. The faculty have an incredible depth to the number of subspecialties within the field of dermatology. Each of the core faculty has a few areas of subspecialty interest. This includes a group of clinically strong general dermatologists at HFH satellite clinics. The Henry Ford Department of Dermatology is a regional and national referral center for many

complex dermatologic diseases. The creation of the MSU Department of Dermatology will expand the academic reputation and opportunity for Henry Ford; MSU will advance its clinical reputation, educational opportunities for students, and scholarly opportunities for faculty and students across its system.

The existing division will continue. At this point the funding from the division is used to support research, and that will continue. No faculty are appointed in the division, and the Department of Medicine has been the administrative home of the division. The college will work with the donor and existing faculty partners before making any changes in the division.

Please see Attachment 1 – Faculty for more detail.

Within the specialty of Dermatology, the HFH program is highly sought after for resident/student rotations and is known internationally. Michigan State will immediately benefit from the unit's national standing, excellence in training medical students/residents, and a culture of caring. Long term growth of collaborations across the MSU system will increase strength and opportunities in all missions.

The faculty of the department are highly engaged academically leading strong research, clinical, and outreach programs. The existing research teams have been very successful with two million in NIH expenditures this year. That level of funding will lead the MSU department to have a Blue Ridge Ranking in the top 20 nationally. The teams include scientists, clinicians, and students. Beyond the NIH funding the department has a strong publishing record, are recognized nationally with awards and leadership positions.

Attachment 2 – 300+ Publications of Department faculty 2019, 2020, 2021.

Attachment 3 – Faculty Awards and Honorifics – Including offices and roles in national organizations.

Attachment 4 – Grants (separated into federal and non-federal grants)

A Special Focus and Strength in Diversity, Equity, and Inclusion

With the implementation of MSU-HFH partnership, the institutional leaders created the Diversity, Equity, Inclusion, and Justice Committee (DEILJ Committee). Dr. Lim, a HFH dermatologist and national leader in dermatology, is the co-chair of this important committee. The committee's purpose is ensuring the DEIJ effort is implemented across all the five key committees (Research, Cancer, Education, Clinical and Administration). The DEIJ committee has started the planning of a Center of Excellence on Health Equity, a joint effort of HF and MSU.

Increasing diversity in the field of dermatology, is a priority of the HFH faculty. This was initially led by Dr. Henry Lim (former chair of the HFH Dept. of Dermatology) when he was the president of the American Academy of Dermatology; he continues as a leader at HFH. The faculty are

involved in diversity activities both at a program and national levels. HFH is a member of the Diversity Champion Initiative of the American Academy of Dermatology (AAD). The faculty participate in national diversity committees, including the American Academy of Dermatology Diversity Task Force, and Dr. Lim was a founding Board member of the Skin of Color Society. Several of these faculty speak regularly at annual and summer meetings of the AAD on skin of color topics and have published textbooks on Skin of Color. Dr. Lim was the co-chair of the first DEI Symposium held at the AAD in 2022.

HFH Dermatology faculty has a long-standing commitment to diversity, equity and inclusion. They were among the first in the nation that established clinical and research centers on skin of color (SOC). They embrace a culture of diversity and have diverse faculty and support staff representation to reflect the diverse patient population in Detroit. Additionally, they provide mentorship to the underrepresented in medicine residents and students. They also have multicultural dermatology clinics and perform research on topics unique to skin of color, including hair disorders, skin cancer in skin of color, vitiligo, and pigmentary disorders. The department has also funded a scholarship for underrepresented in medicine (URiM) students and award \$750 to two medical students to assist with the cost of a one-month rotation in the department.

There is a Diversity Committee within the Department of Dermatology, which consists of faculty; Dr. Diane Jackson (Chair of the Diversity Committee), Dr. Raechele Gathers, Dr. Richard Huggins, Dr. David Ozog, Dr. Holly Kerr, Dr. Pranita Rambhatla, Dr. Allison Zarbo. - Residents (Dr. Lauren Seale (PGY4), Dr. Linna Guan (PGY3), Dr. Avni Patel (PGY3); Dr. Nayha Shetty (PGY2) clinical research fellows (Dr. Marissa Ceresnie (PGY2) and Dr. Jalal Maghfour (PGY2) and Research Medical Student (Brittani Jones). The committee meets several times a year to plan activities to improve recruitment, selection and retention. These activities have included implicit bias testing during interview season. They have dedicated three Grand Rounds focusing on diversity and all members of the department are encouraged to attend including faculty, residents, fellows, medical students, nurses, medical assistants, program coordinators, administrative assistants, front desk receptionists/all support staff. For the 2022-2023 academic year HFH Dermatology will be a pilot site for the American Academy of Dermatology (AAD) diversity curriculum.

HFH Dermatology program, as well as the entirety of Henry Ford Health, is committed to providing a work environment and culture that maximizes the professional growth of employees and meets the health care needs of the diverse communities that we serve. It is the policy of the program to provide equal employment opportunities to all Henry Ford Health employees and applicants for employment.

In order to achieve/ensure diversity in trainee recruitment, selection and retention faculty in the program actively emphasize and prioritize mentorship opportunities that arise with URIM applicants and current residents. Additionally, annually at the program evaluation committee (PEC) meeting, faculty reflect on GME provided diversity data of all current trainees annually.

This data is utilized to reflect and identify further opportunities to advance and increase trainee recruitment, selection and retention.

HFH dermatology program values developing and sharing best practices regarding GME Diversity and Inclusion Recruitment Strategies. All program directors and program coordinators were invited to attend a three-part series looking at the overview of diversity, equity, and inclusion strategies, holistic review processes and using the data to guide future recruitment efforts. These sessions were also recorded and housed in the CME system for future sharing and use.

URIM residency candidates are reviewed separately by key members of the Diversity Committee. In order to achieve/ensure diversity in trainee recruitment, selection and retention faculty participate in recruitment fairs and outreach programs, however, the COVID-19 pandemic has greatly impacted these opportunities. In accordance with the AAMC statement about virtual interviews, this year we will be continuing virtual interviewing. This promotes equity in the application process.

This new department will strengthen and expand the academic environment of the college and MSU. Some of the key benefits include:

- Curricular expansion for MSU medical students interested in the field of dermatology. Currently, there are no dermatology courses or rotations. Students who want dermatology rotations take electives in the Department of Medicine. Obviously, this does not lead to a transcript that supports eventual placement in a dermatology residency program. Creation of this department will solve this problem for students. In a similar fashion, with the creation of the department, students will have the opportunity to get a "chair's letter" as a part of their application to dermatology programs.
- Creation of additional academic homes for the expanding CHM paid and no-pay faculty (across Michigan). The college does have dermatology faculty across the state who provide elective experiences in dermatology for students. Their academic home is either in the Department of Medicine or the dean's office, neither of which are well placed to support academic development of dermatology faculty. This department will help expand opportunities for these faculty.
- Expansion and enhancement of graduate medical education (i.e., residency and fellowship training). The college does not have a relationship with a dermatology residency, which limits opportunities for students and faculty. Creation of this department will solve this shortcoming.
- Strengthened research and clinical programs in the area of dermatology. The core of the Department of Dermatology has real research strength both with the NIH and with industry. This group of faculty will be a valuable addition to the scholarly efforts of the university and expand research opportunities for students and faculty.

- Improved MSU and CHM ranking based on increased research revenue. We believe this
 faculty group will be a top 20 department in NIH funding in the Blue Ridge Rankings. We
 also believe it will rank well across the board once recognized as an academic
 department.
- Help achieve 2030 university strategic goal for \$1 billion in annual research expenditures
- Increase in MSU faculty honorifics. This group of faculty are well recognized internationally and will advance the university's reputation.

Goals of the Department of Dermatology

(a) Research Mission

The department will have several research foci, supported by extramural agencies, industry and departmental funds. There is substantial success in drug discovery and skin cancer in the current dermatology division, although the home departments for those faculty are expected to stay in their current departments. We expect those faculty to help support the new department but grant and scholarship attribution will stay with their current home departments (e.g., Pharmacology and Toxicology.)

The research faculty who will populate the new department have several areas of strength. The photomedicine and photobiology unit, focusing on diseases of people of color (photoprotection, vitiligo, pigmentation, hidradenitis suppurativa), is an international leader. The dermatologic oncology unit is nationally recognized.

Immunology/cutaneous biology laboratory has a total of 8 NIH grants (4 of them RO1s); it is ranked number 1 among non-University group, and top 20 among US medical schools. The clinical trial unit is one of the most active ones in the US with over 15 current industry studies actively recruiting.

(b) Education mission

There are no other dermatology residency programs or fellowships in the CHM system. Our only residency or fellowship faculty are at Henry Ford.

Graduate Medical Education programs in dermatology:

The mission of the residency program is to train and educate residents to become local and national leaders, who excel in providing general dermatology care and with knowledge in numerous dermatology subspecialty fields, to provide patient-centered exceptional care to all

patients. The residency program respects and takes pride in the diversity, equity and inclusion of their patients and department. They promote giving back to the local and global community.

Graduate students routinely work in the extensive basic science, immunology and dermatology lab under the direction of Qing-Sheng Mi MD, PhD.

Over 60 students rotate annually for one-month blocks in the clinics with a formal didactic program, patient interaction, and examination. This is a highly sought elective with several hundred applicants for the limited spots.

With 21 residents (7 per class), 3-4 fellows, and 1-3 students, HFH dermatology department is one of the leading academic programs in the country. There are over 500 applications for 7 residency positions and 60-70 applicants are interviewed after comprehensive review of their CV's including a separate DEIJ committee looking both for URIM candidates as well as "distance traveled"/culture of caring.

AIMS/Goals of residency

- 1. Encourage involvement with departmental, organizational, regional, and national committees and organizations.
- 2. Provide training in dermatologic disease such that the resident completing the training program shall be an expert in the diseases of the hair, nail, skin and adjacent mucosa. We will provide a curriculum that is well rounded and engaging. The diverse clinical setting provides both general dermatology and numerous subspecialty clinics.
- 3. Provide training in service excellence such that the resident completing the training program shall excel at every aspect of the physician-patient relationship.
- 4. Promote and nurture scientific and research endeavors such that the resident completing the training program can continue lifelong learning and the pursuit of continual self-improvement.
- 5. Create a culture of giving back to Detroit/region and engaging in global health opportunities.

(c) Service and outreach mission

Dermatologists around the state provide a range of outreach and community service. For this application, following examples are provided from Henry Ford Health.

About the Cabrini Clinic:

St. Frances Cabrini Clinic was established in 1950 located at 1234 Porter Street and is a ministry established by the Most Holy Trinity Catholic Church to meet the medical needs of those 19 to 64 years old that are uninsured or underinsured. The clinic assists in the primary health care

needs of the economically disadvantaged residents of Southwest Detroit and beyond. Both residents and staff provide free care at this clinic and coordinate care with other specialties, donate supplies when appropriate.

Team members further participate in free skin cancer screenings including "Melanoma Mondays" at the Cancer Center, and evaluation of staff and professional players for the Detroit Tigers and Detroit Lions.

We have an international exchange program with Dermatology Department in Bogota, Colombia. Their senior residents rotate in the HFH dermatology department and vice versa. Past comments from participants include "best month of my life" and "learning exceeding anything I could have imagined".

(d) Clinical mission

At all locations around the state, including for dermatologists in Lansing, the clinical efforts of faculty accrue to their home clinic. As an example, Henry Ford Health dermatology has a clinical patient volume in excess of 80,000 visits per year which occur at six outpatient clinics and a surgical center (Mohs surgery). 29 staff physicians and 21 residents care for these patients. The Department provides general dermatology care for the community in addition to subspecialty clinics and is a referral center for Vitiligo, Skin Cancer, Hidradenitis Suppurativa, Scars, Complex Medical Dermatology, Psychiatric Dermatologic conditions, Skin Allergies, Photomedicine, Hair Loss, and Laser Treatment of Skin Disease. We provide the Inpatient consultations and teaching services for Dermatology at Henry Ford Hospitals in both Detroit and West Bloomfield.

Additional Goals include:

- A) Development of a comprehensive skin cancer center in Detroit to care for the most complex cases in a multidisciplinary fashion. This work has started with the formation and management of cutaneous oncology tumor board which includes otolaryngology, radiation oncology, medical oncology, plastic surgery.
- B) Contribute to system goal of NCI cancer center generation through additional meaningful NIH grant work.
- C) With the leadership of Qing-Sheng Mi, continue to lead in basic science/immunology and biology of cutaneous diseases through one of the most cohesive/productive dermatology labs in the world. In addition to mature faculty with multiple mentees, the HFH department houses the most advanced equipment for discovery. Total equipment investment is over \$4,000,000. These are "non-siloed" groups that work with other departments both within HF and externally and look to leverage commonalities between cutaneous and internal disease processes.

- C) Develop imaging options for skin cancers that will reduce recurrence and lead to treatment options with lasers. With one of the only dermatology physicists in the world, Indermeet Kohli PhD, the team is currently exploring microfocused ultrasound, reflectance confocal microscopy, optical coherence tomography, and polarized devices in conjunction with lasers, working with FDA and industry in this space.
- D) Through the leadership of Henry Lim MD and his outstanding early career mentees including Tasneem Mohammad MD, solidify the Division of Photomedicine with funding and faculty. Currently faculty are internationally recognized for investigator-initiated work which has profoundly impacted dermatology though understanding and use of Narrow Band UVB for psoriasis, sunscreen expertise for FDA/industry, visible light impacts on skin, and the current focus on pigmentation which is a major issue for skin of color patients.
- E) Develop an "Institute for academic cosmetic medicine" for teaching and treatment of both medical and cosmetic patients. This will include treatment of scars, disfigurement, and conditions both genetic and acquired.
- F) Work with insurance, industry, and philanthropy to develop self-sustaining clinics for complex medical dermatology cases which require additional time and resources.

Benefits to Michigan State University

Overall, this new Department of Dermatology will strengthen and expand the academic environment of the college and MSU. Addition of this department will allow for curricular expansion of the College of Human Medicine and create additional academic homes for the expanding CHM faculty (both paid and no-pay faculty) across the state of Michigan. The growth of the program and the faculty will bring several opportunities for strengthening and enriching educational and research activities for CHM, including: The opportunity to develop new areas of curriculum in dermatology and offer highly desirable student experiences in dermatology disciplines not currently represented in other CHM campuses. The ability to establish additional required experiences and competencies that would not be possible without the addition of qualified faculty. The enhancement of graduate medical education (dermatology residency program)) throughout our system by the addition of programs in Henry Ford that we cannot currently offer at MSU. Strengthened subspecialty research, and clinical programs that will provide the necessary platform for translational and population-based research, as well as support the supply of well-trained physicians and physician scientists to meet future recruitment needs in all of our communities across the state of Michigan.

The specific research focus in the various dermatology research areas including immunology, cancer, etc, provides new and additional research training opportunities for undergraduate, graduate and medical students in various biomedical programs at MSU. Importantly, the

research program in this department is currently funded by grants from external funding (including NIH) totaling over \$2 million. Once the department is approved, it should be ranked in the top 20 of the Blue Ridge rankings.

Addition of the department to MSU will increase NIH funding (to MSU) that will undoubtedly and significantly improve MSU ranking overall. In addition, it will also help in achieving MSU's strategic goal for reaching \$1 billion in research expenditures by 2030. Given the success of faculty both in terms of the clinical and research missions, faculty in the Department of Dermatology have received several honors and awards and this will also significantly increase MSU faculty honorifics (another strategic goal for MSU). Lastly, CHM has an active and on-going relationship with several community partners and philanthropists. Creation of this department of dermatology and expansion of dermatology research at MSU will provide expanded opportunities for new endowments. Overall, creation of the department of dermatology in the College of Human Medicine will bring about several important benefits to the university and to the State of Michigan.

Programmatic, operational and financial considerations

Alignment with existing departments/units in CHM and MSU

Creation of this Department of Dermatology will provide research and educational collaborative opportunities across the College of Human Medicine and multiple colleges of MSU. There are already existing funding opportunities for collaborative research and education, through the Henry Ford-MSU partnership. Faculty from both existing MSU departments and Henry Ford departments will be able to apply for internal and external grant programs collaboratively that will strengthen the grant portfolio of MSU faculty and significantly increase research expenditure.

There are multiple units in the college and the university that have faculty and students who do research in the area of immunology and cancer care/prevention. Addition of the department creates new opportunities and potential collaborations for these faculty and students. There is nothing about the department that would limit the ability of other colleges or departments from hiring faculty in their respective departments and/or research programs.

Department structure

Each proposed department will be led by a department chair. Addition of this clinical subspeciality department will also be an opportunity for the state's Medicaid uplift. We expect significant funding to come to the college through this program, and we have pledged to use this money to support scholarship, research, and education in the MSU department's collaboration with Henry Ford. While the college could fund a few faculty

in these departments, the vast majority of the faculty will be employed by Henry Ford, and the Henry Ford chairs will do the vast majority of their faculty supervision as a Henry Ford supervisor. There will be, however, some work to be done as an MSU supervisor and as an MSU leader. With that in mind, we would like to support these chairs at 5-10% either as a dually employed faculty or leased by CHM from Henry Ford. HFH is using the lease model to support the current position as chair (Dr. Rick Leach) for Ob/Gyn at Henry Ford Health. This chair funding by MSU is essentially facilitation for partnership development and we would request access to the "mission-support" funding provided through the partnership Definitive Agreement.

Faculty appointments

Faculty will be appointed in multiple ways. Faculty that are already in the departments at Henry Ford will be appointed as no-pay faculty in one of the following tracks depending on their role and contribution to the education and research missions of the college: Prefix, non-prefix and research tracks. For these various faculty tracks, we will follow the same process we currently follow in the college. When funding is available for new MSU-based faculty positions, these will be done using existing faculty hiring processes.

In addition to clinical and non-prefixed faculty from Henry Ford Health, there will be clinical and non-prefixed faculty in the discipline joining from other communities, including Lansing and Grand Rapids. The vast majority of these faculty are engaged in elective clerkships for MS3 and MS4 students in our eight campuses across the state.

(New paragraph added in response to CAC request at their October 17, 2022 meeting). Upon establishment, new departments may initially not have voting-eligible, full-time faculty sufficient to participate as regular representatives to the CHM College Advisory Council (see CHM Bylaws Section 1.1.5.2.4. and 1.1.5.2.5. with referred definitions 1.1.1.). Departments with no eligible faculty with university level voting rights will send a CAC representative who will be granted voice but no vote, until such a time as they have eligible faculty to serve. It is expected that full-time MSU faculty will be added over time through enhanced Medicaid funding returned to MSU as well as new Henry Ford Health – MSU Health Science Center (HSC) funding. The college expects there will be 20-40 hires through these mechanisms. Priority will be given to addition and retention of at least two eligible faculty with university level voting rights (see CHM Bylaws Section 3.1.2.3.) within each department.

Chair selection

With creation of the Department of Dermatology, the dean will first appoint an interim chair. After initial establishment of the department with faculty appointments, the dean (or designate) will work with the faculty and the interim chair to develop departmental bylaws that will go through appropriate approvals at the college and university levels. Once the bylaws are in place, the dean will work with the department to formulate a

search for a founding chair and subsequent chairs using existing university guidelines. Depending on the circumstances of the department and the faculty some of these searches will be national and some may be internal.

Department operations, governance, bylaws and RPT criteria

The department will operate in a manner consistent with other departments in the College of Human Medicine and will adopt a shared governance model. Shared governance with the existing faculty, staff, and students will follow the MSU Academic Governance policies.

The interim chair will work with the dean to appoint a bylaws committee. The bylaws committee will include five faculty members and one outside faculty member with expertise in reviewing bylaws. Bylaws will be voted on and approved by a majority of department faculty before ratification. A scaffolding of the bylaws and major sections have already been identified and minimally will include sections on organization; governance; committees; RPT; grievances and complaints; and faculty (e.g., composition, meetings, appointment, reappointment, promotion, tenure, responsibilities, etc.)

Reappointment, promotion, and tenure criteria will align with the College of Human Medicine criteria which are written, well-specified, and available on the CHM Faculty Affairs website under the 'Promotion and Tenure' tab. An RPT committee will be established within the Department of Dermatology to work with the chair to manage the RPT processes.

Department Finance

Current Funding Status, Allocation, and Reserve Funds

The college is proposing a series of new departments based on faculty joining MSU and CHM from Henry Ford Health that complement the work of the college and university and highlight unique strengths of the HFHS faculty. The health system, college, and partnership will provide support for the faculty and administration of the department. Most support will be in the form of faculty salary, which will come from the medical group within the health system. The Office of Health Sciences has committed financial resources from the overall MSU-HFHS partnership effort to support creation of departments. Discretionary funding will be used to support a small part of the salary and an administrative increment for the chair's MSU employment.

As the department integrates into the college, the department will enter into the Medicaid uplift program providing additional support for the department and funding additional MSU faculty in the department.

The department will accrue reserves and start-up funds as all other departments in the college do.

Projected financial needs and how financial obligations of the department, including administrative costs will be met

Projected financial needs are centered around ongoing recruitment and retention of high-caliber faculty to support our education, research, and service missions. The college will direct Medicaid uplift derived from HFH to use in the departments based out of HFH to fund new positions and programs in the departments and college.

The current college allocation and reserve funds more than meet the projected financial needs and financial obligations of the proposed department, including administrative costs.

The college and the department expect additional philanthropy as well.

Oversight of the curriculum

The department will participate in the college's educational programs as all other departments do. Electives and rotations in the MD curriculum will be approved and supervised by the CHM MD Curriculum committee. All other courses and educational programs will be reviewed by the college's Graduate Studies curriculum committee. The department's residency and fellowship programs operate with oversight from the departmental residency committees consistent with the ACGME accreditation of Henry Ford Health. The department will have a clerkship committee to oversee its medical student and any other educational programs not a part of the residency programs.

Evaluation of departmental effectiveness

The new department will enter the standardized process for assessing departmental effectiveness consistent with all departments at CHM. There will be the usual five-year department and chair review as well as annual chair reviews.

Systems for Effectiveness of Departmental Operations

For the HFH faculty complete summaries of the programs below will be available to the college on request. For the current period all metrics have been met or exceeded. The unit evaluations are particularly strong in the training domains. Engagement is high despite challenging environment for productivity and patient access among Dermatology faculty. We currently rank 7th of 42 surveyed departments/divisions at HF at the 81%tile nationally (Press Ganey 2022 data).

- Focused Professional Performance Evaluations (FPPE First two years of practice and/or remediation, bi-annual))
- Ongoing Professional Performance Evaluations (OPPE bi-annual)
- Financial Reviews and Chair Performance reviews (bi-annual)
- Peer Reviews (ad hoc and bi-annual)
- Annual HFH resident survey (fall)
- Annual ACGME Resident Survey (spring)
- Annual ACGME Faculty Survey
- Annual Program Evaluation by the program. Reviewed by the GME annually in the fall.
- Semi Annual Faculty Evaluations by the residents
- Annual Faculty Evaluations of the Program
- Webads- Annual report to ACGME
- Med Hub Resident and faculty evaluation
- Ape Annual Program Evaluation and meeting with entire teaching faculty and all residents from each year.
- CCC meeting All core teaching faculty evaluate residents

Systems for Effectiveness of Residency Teaching Program

The Dermatology Residency Program at Henry Ford Hospital was established in 1954. The program offers exceptional clinical training with exposure to a wide diversity of diseases in multiple skin types. We offer a three-year program (PGY-2 through PGY-4), which begins after the successful completion of a PGY-1 year. For over eight years, the dermatology residency has had continued accreditation by the ACGME with no citations. The program has 21 residents total and a 100% first time boards pass rate for over 10 years. Dr. Holly Kerr is the program director (PD), Dr. Laurie Kohen is the associate PD, and Dr. Pranita Rambhatla is the assistant PD.

Clarence S. Livingood Clinical Research Fellowship and the Henry W. Lim Photomedicine Research Fellowship are non-accredited one-year fellowships. Applicants who have completed PGY-1 training and are interested in reapplying for a dermatology residency are preferred. They work with the Investigator Initiated Studies Unit that focuses on photomedicine, follicular

and pigmentation disorders, lasers, skin cancer and photo protection. The unit's efforts involve Department Chair, Dr. David Ozog, Chair Emeritus Dr. Henry W. Lim, with the oversight of Fellowship PD, Dr. Tasneem Mohammad and associate PD Dr. Kohli. Drs. Iltefat Hamzavi, Richard Huggins and Tasneem Mohammad are experts in vitiligo, hidradenitis suppurativa, photomedicine. Indermeet Kohli, PhD, staff physicist, and one of few physicists on staff in a dermatology department, providing expert mentorship on the application of physics and imaging in dermatology.

Edward A. Krull Cutaneous Oncology Fellowship is a one-year non-accredited fellowship. Applicants who have completed dermatology training and are interested in applying for a Mohs Micrographic Surgery and Cutaneous Oncology Fellowship are preferred. The fellowship presents an opportunity to learn the latest information about prevention, diagnosis, treatment and management for patients with melanoma and other skin cancers. Fellows will receive training at the new, state-of-the-art Cancer Center in the multidisciplinary management of patients with skin cancers using treatment modalities such as surgical management, targeted therapy, immunotherapy, chemotherapy, and radiation. Dr. Molly Powers, a board-certified Mohs surgeons, is the program director.

The Pediatric Dermatology Fellowship, is a one-year, American Board of Dermatology approved fellowship. We are currently seeking ACGME accreditation for this fellowship. The fellowship program is open to American Board of Dermatology eligible applicants. The pediatric dermatology fellow has access to tremendous educational, teaching, clinical, and research opportunities.

Existing system for annual performance reviews of faculty and staff:

Faculty reviews are performed bi-annually through Focused Professional Performance Evaluations (FPPE – First two years of practice and/or remediation) as well as Ongoing Professional Performance Evaluations (OPPE). These are done in person with written feedback/agreement on personal and professional performance goals. Each team member's patient satisfaction comments and r metrics of professionalism including mandatory modules in Henry Ford University related to safety, patient care, and diversity are reviewed. Financial performance and metrics are also reviewed As well as CME and participation in grand rounds and other departmental initiatives. Additionally, system engagement surveys are conducted and reviewed at faculty meetings which occur monthly.

Educator Staff Evaluation Reviews

The teaching performance of core faculty is assessed twice per year by the residents. This anonymous feedback is reviewed with the core faculty at their ongoing professional practice evaluation (OPPE) with the chair. When goal setting for the next 6 months, the core faculty are

asked to identify three area for continuous growth, one which usually comes from resident feedback.

Faculty development is a priority for the department and annually we arrange departmental faculty development sessions. For example, during the 2021-2022 academic year, core faculty participated in the High Impact Educational Endorsement (HIEE) program. Grounded in adult learning theory and research, the program promotes innovative, collaborative, and equitable practices to create lifelong learners and leaders in medical education. This five-part series included education about Instructional Practices and Engaging Learners, Instruction & Assessment Strategies, Giving and Receiving Feedback, Cultural Humility and Safe Learning, as well as Mentorship & Coaching.

The Association of the Professors of Dermatology (APD) is an organization of leading educators in dermatology and all key core faculty are members. The APDs aims to advance educational and patient care standards, help develop support strategies for academic dermatology and provides ethical leadership in the dermatology community. The annual meeting is attended by the chair, program director, associate and assistant program director, director of Mohs surgery and other core faculty.

Success of outreach and community engagement programs

St. Frances Cabrini Clinic was established in 1950 located at 1234 Porter Street and is a ministry established by the Most Holy Trinity Catholic Church to meet the medical needs of those 19 to 64 years old that are uninsured or underinsured. The clinic assists in the primary health care needs of the economically disadvantaged residents of Southwest Detroit and beyond. For over 65 years. Detroit's St. Frances Cabrini Clinic has provided free health care to low-income, vulnerable patients in Michigan's largest city. As the oldest free clinic in the US those years have taught us a lot about what it means to be healthy, the value of treatment at a community level and the importance of ongoing wellness education. For over 10 years, the department of Dermatology has volunteered once a month at the Cabrini Clinic in Detroit, MI. The Cabrini Clinic is America's oldest free clinic. Once a month on a Tuesday evening one senior staff, two residents and occasionally medical student rotators will care for dermatology patients. We receive consistent feedback for the program and individual patients about impactful changes in diagnosis and access.

Annually, faculty organize free skin cancer screenings in association with the American Academy of Dermatology. These are usually around Melanoma Monday (first Monday of May). In addition, faculty have provided annual free skin cancer screening for all employees of the Detroit Tigers establishment. Both senior staff and residents volunteer their time. Faculty routinely identify skin cancers in these programs which are treated earlier with potential lifesaving benefit.

Overall department effectiveness will include measures of programs, faculty, students, staff, and community partners across all missions. Minimum measures will include:

- Faculty success time in rank, tenure, promotion, research grants/awards.
- Student success student evaluations from elective experiences, resident/fellow completion rate, program satisfaction.
- Staff success retention, performance evaluations, staff feedback.
- Education/Curriculum success continued growth, expansion, and impact.
- Financial performance based on college funding formulas, and reserve analysis.
- Outreach/engagement/service success percentage of funds deployed to community, annual feedback from community stakeholders, faculty, and staff engagement in service work.

Assurances

For the university and college, the creation of this department will help solidify and expand the scholarly opportunities for students and faculty across the institution. With the addition of the department to MSU, it is expected that the unit will grow, adding to NIH funding in support of AAU metrics and building on the reputation of the existing faculty and programming.

The leadership of the college has discussed the creation of the department with related departments and units including meetings with leadership and faculty.

Many people across the university do work related to immunology and cancer care and treatment, just as many people across the university do work related to medicine. The existence of the College of Human Medicine does not limit the scholarly opportunities of others in the university, and this department will not change or limit the activity of faculty interested in these research areas across the institution. In fact, the success and expansion of this department increases opportunities for all.

Distribution of proposal for endorsement, assurances, or concerns:

(All communication by email unless otherwise indicated)

Dean Amalfitano (September 9, 2022) See Attachment 5

Chair Rayamajhi (September 9, 2022) Supports the proposal, especially given the support of the current division.

Chair Dorrance (September 9, 2022)

College Advisory Council Summary

• Recommendation/endorsement

The CHM CAC unanimously endorsed the proposal for a new Department of Dermatology on November 21, 2022.

Attachment 1 - Faculty

- 1. David M. Ozog, M.D. FACMS., Chairman, Mohs/dermato-oncology/surgeon, Scar clinic Director, Laser, Imaging
- University of Rochester School of Medicine, NY
- Fellowship in Mohs, Procedural and Cosmetic Dermatology, CA
- Henry Ford Hospital, Dermatology Residency, MI
- 2. Henry W. Lim, M.D., Former Chairman, Photomedicine, Vitiligo, Cutaneous T Cell Lymphoma (CTCL), Complex Medical Dermatology
- State University of New York, Medical Education, NY
- SUNY Downstate Health Sciences University, NY
- New York University School of Medicine, Dermatology, NY
- Bronx Municipal Hospital Center, Pediatrics, NY
- Holly Kerr, M.D., Program Director of the Dermatology Residency Program, Vice Chair Department. Patch Test clinic, Transplant Dermatology and Integrative Dermatology (combined clinic with Psychiatry)
- University of Ottawa, Canada
- Henry Ford Hospital, Dermatology Residency, MI
- 4. Anna Axelson, M.D., Oncodermatology, Transplant Dermatology
- Emory University School of Medicine, GA
- Stanford University Hospital, Dermatology Residency, CA
- 5. Kim Baker, P.A. Clinical Care/Clinical Trials
- Maryville University, Nurse Practitioner, MO
- Wayne State University School of Medicine, Nursing, MI
- 6. Mark Balle, M.D., Director of Mohs Surgery
- Wayne State University School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI
- 7. Alison Tisack Boucher, M.D., Director of Cosmetic Dermatology, Clerkship Director
- Wayne State University School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI

- 8. Marsha Chaffins, M.D., Co- Director Dermatopathology
- University of Kentucky School of Medicine, KY
- Henry Ford Hospital, Dermatology Residency, MI
- University of Texas, Dermatopathology Fellowship, TX
- 9. Thomas Downham, M.D., General Dermatology
- University of Michigan School of Medicine, MI
- Wayne State University, Dermatology Residency, MI
- 10. Ben Friedman, M.D., Co-Director Dermatopathology, Cutaneous Lymphoma
- Perelman School of Medicine University of Pennsylvania, PA
- Henry Ford Hospital, Dermatology Residency, MI
- Thomas Jefferson University Hospital, Dermatopathology Fellowship, PA
- 11. Raechele Gathers, M.D., Multicultural Dermatology
- University of Michigan School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI
- 12. Iltefat Hamzavi, M.D., Follicular Disorders Clinic, Vitiligo, Melanocyte Keratinocyte Transplant
- University of Michigan School of Medicine, MI
- Wayne State University School of Medicine, Dermatology Residency, MI
- University of British Columbia, Photoderm & Lasers Fellowship
- 13. Richard Huggins, M.D., Division Head Ford Road. Follicular Disorders Clinic, Hidradenitis Suppurativa, Vitiligo, Melanocyte Keratinocyte Transplant
- Rutgers New Jersey Medical School, NJ
- Henry Ford Hospital, Dermatology Residency, MI
- Henry Ford Hospital, Dermatology Research Fellowship, MI
- Northwestern University Feinberg School of Medicine, Dermatology Research Fellowship, IL
- 14. Diane M. Jackson-Richards, M.D., Chair of the Department of Dermatology Diversity Committee, Multicultural Dermatology
- University of Michigan School of Medicine, MI
- University of Michigan, Dermatology Residency, MI

- 15. Marla Jahnke, M.D., Pediatric Dermatologist
- Wayne State University School of Medicine, MI
- Wayne State University School of Medicine, Dermatology Residency, MI
- Henry Ford Hospital, Pediatric Dermatology Fellowship, MI
- 16. Amin Jiang, PhD, Assoc. Scientist
- University of Washington, Microbiology, WA
- Cancer Research Institute, Research Fellowship, NY
- 17. Lydia Juzych, M.D., Division Head Troy, General Dermatology
- Wayne State University School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI,
- 18. Laurie Kohen, M.D., Associate Program Director of the Dermatology Residency Program. Pigmented Lesion clinic
- University of Michigan School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI
- 19. Indermeet Kohli, PhD, Physicist, Associate Program Director for the Lim and Livingood Research Fellowships, Imaging and photomedicine research
- Wayne State University School of Medicine, MI
- 20. Sasank Konda, M.D., Inpatient Dermatology, Complex Medical Dermatology
- University of Chicago Pritzker School of Medicine, IL
- Henry Ford Hospital, Dermatology Residency, MI
- 21. Jungho Kwon, M.D., General Dermatology
- University of California School of Medicine, CA
- Henry Ford Hospital, Dermatology Residency, MI
- 22. Natalie Matthews, M.D. Anticipated Oct 2022. Pigmented Lesion clinic
- Warren Alpert Medical School of Brown University, Providence RI
- University of Michigan, Dermatology Residency, MI

- 23. Qing-Sheng Mi, M.D, PhD. Division Head Immunology Rsch. Director of Basic Science research Department of Dermatology
- China Medical University, China
- Taishan Medical University, China
- Taishan Medical University, Dermatology Residency, China
- 24. Tasneem Mohammad, M.D., Program Director for the Lim and Livingood Research Fellowships, Pigmentary Disorders Clinic, Photomedicine including EPP clinic, Follicular Disorders clinic
- University of Toledo College of Medicine, OH
- Henry Ford Hospital, Dermatology Residency, MI
- Henry Ford Hospital, Dermatology Research Fellowship, MI
- 25. Molly Powers, M.D. Program Director for the Edward A. Krull Cutaneous Oncology Fellowship, Mohs Surgeon
- Loyola University Stritch School of Medicine, IL
- Henry Ford Hospital, Dermatology Residency, MI
- Zitelli and Brodland Clinic, Dermatology Mohs Surgery Fellowship, PA
- 26. Pranita Rambhatla, M.D. Assistant Program Director of the Dermatology Residency Program. Rheumatology- Dermatology Combined Clinic
- Wayne State University School of Medicine, MI
- New Henry Ford Hospital, Dermatology Residency, MI
- 27. Teresa Romano, M.D., General Dermatology
- University of Western Ontario Faculty of Medicine, ON, Canada
- Henry Ford Hospital, Dermatology Residency, MI
- 28. Tor Shwayder, M.D., Program Director for the anticipated Pediatric Dermatology Fellowship, Pediatric Dermatology
- University of Michigan, School of Medicine, MI
- Strong Memorial Hospital, Dermatology Residency, NY
- University of Michigan, Pediatric Fellowship, MI

- 29. Linda Stein, M.D., Division Head West Bloomfield Clinic, General Dermatology, Research Director of Clinical Trials, AAD Vice-President 2022-23.
- University of Pennsylvania, School of Medicine, PA
- Henry Ford Hospital, Dermatology Residency, MI
- 30. Allison Zarbo, M.D., Pediatric Dermatologist
- Wayne State University School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI
- Henry Ford Hospital, Dermatology Pediatric Fellowship, MI
- 31. Cristina de Guzman Strong, PhD., Assoc. Scientist
- University of Alabama Hospital at Birmingham, Genetics, AL
- National Institutes of Health, NICHD, Research Fellowship, MD
- 32. Jesse Veenstra, M.D., PhD., Complex medical dermatology, Immunobullous disorders, Cancer research
- Wayne State University School of Medicine, MI
- Henry Ford Hospital, Dermatology Residency, MI
- 33. Najat Watch, PA, Clinical
- Cleveland State University, Physician Assistant, OH
- 34. Li Zhou, PhD., M.S., Assoc. Scientist
 - Johns Hopkins Hospital, Research, MD
 - Shanghai Medical University, China
 - Taishan Medical University, China
 - John P. Robarts Research Institute, Research Fellowship, ON
 - National Institute on Aging, Research Fellowship, MD

Number of total faculty – 35

Number of research faculty - 12

Number of clinical faculty - 30

Distribution of rank at Henry Ford/WSU -

Ozog, David, Chairperson	Clinical Assistant Professor
Lim, Henry, Chairperson Emeritus	Professor, FTA Clinician Educator
Balle, Mark	Clinical Associate Professor
Chaffins, Marsha	Clinical Associate Professor
Downham, Thomas	Clinical Professor
Friedman, Ben	Clinical Assistant Professor
Hamzavi, Iltefat	Clinical Associate Professor
Jahnke, Marla	Clinical Assistant Professor
Kerr, Holly	Clinical Assistant Professor
Mi, Qing-Sheng	Adjunct Professor
Rambhatla, Pranita	Clinical Assistant Professor
Stein Gold, Linda	Clinical Associate Professor

Demographics (for DEIJ purpose)

- 4 African American
- 9 Asian
- 3 Middle Eastern
- 19 White
- 14 Male
- 21 Female

Attachment 2 – Publications of department faculty for the last three years

2021 Dermatology Publications

Awosika O, Grayson C, Pritchett E. Global Initiatives in Dermatology and Education. J Am Acad Dermatol. In Review: PMID: None

Pub: Apr 2021

Awosika O, Eleryan MG, and Soleymani T. Reply to the editor regarding Local recurrence of clinically observed basal cell carcinomas following complete saucerization or punch removal with negative margins: Retrospective case series from 2010 to 2020. J Am Acad Dermatol 2021; Epub ahead of print. PMID: 34274411 Epub: July 2021

Zia S, Shaw B, **Chapman S**, and **Friedman BJ**. An atypical chondroid syringoma with malignant degeneration: utility of comparative genomic hybridization in confirming the diagnosis. *J Cutan Pathol* 2021.

PMID: 33470448. Epub: Jan 2021

Chapman S, Kwa M, Gold LS, and Lim HW. Janus kinase inhibitors in dermatology: Part I. A comprehensive review. J Am Acad Dermatol 2021; Epub ahead of print. PMID: 34246698 Epub: July 2021

Chapman S, Gold LS, and Lim HW. Janus kinase inhibitors in dermatology: Part II. A comprehensive review. J Am Acad Dermatol 2021; Epub ahead of print. PMID: 34228996 Epub: July 2021

Umeh ON, Beekman R, D'sa H, and **Friedman BJ**. An Elderly Male With Progressive Nail Atrophy:Answer. Am J Dermatopathol 2021; 43(2):152-153.

PMID: 33492842

Pub: Feb. 2021

Friedman BJ. Pitfall regarding expression of ETS-related gene (ERG) in fibrohistiocytic neoplasms. J Cutan Pathol 2021.

PMID: 33837979 Epub: April 2021

Friedman BJ, Robinson G, and Kohen L. Dermoscopic Features of Spitz Tumor With LMNA-NTRK1 Fusion. Dermatol Pract Concept 2021; 11(1):e2020101. PMID: 33354405

Epub: Dec. 2020 Pub. Jan. 2021

Guan L, **Lim HW, Mohammad T.** Sunscreens and Photoaging: A Review of Current Literature. Am J Clin Dermatol. 2021 Aug 13;1-10. PMID:34387824

Pub: Aug 2021

Collier EK, Price KN, Grogan T, Fernandez JM, Seivright JR, Alhusayen R, Alavi A, **Hamzavi IH**, LowesMA, Porter MJ, Shi VY, and Hsiao JL. Provider perspectives on the management of hidradenitis suppurativa in pregnancy – A survey study. International Journal of Women's Dermatology 2021. PMID: Epub Jan. 2021

Garg A, Malviya N, Strunk A, Wright S, Alavi A, Alhusayen R, Alikhan A, Daveluy SD, Delorme I, Goldfarb N, Gulliver W, **Hamzavi I**, Jaleel T, Kimball AB, Kirby JS, Kirchhof Md MG, Lester J, Lev-Tov H, Lowes MA, Micheletti R, Orenstein LA, Piguet V, Sayed C, Tan J, and Naik HB. Comorbidity screening in Hidradenitis Suppurativa: evidence-based recommendations from the US and Canadian Hidradenitis Suppurativa Foundations. *J Am Acad Dermatol* 2021.

PMID: 33493574 Epub: Jan. 2021

Austin E, Geisler AN, Nguyen J, Kohli I, **Hamzavi I**, **Lim HW**, and Jagdeo J. Visible Light Part I. Properties and Cutaneous Effects of Visible Light. *J Am Acad Dermatol* 2021;

Geisler AN, Austin E, Nguyen J, **Hamzavi I**, Jagdeo J, and **Lim HW**. Visible Light Part II. Photoprotection against visible and ultraviolet light. J Am Acad Dermatol 2021.

PMID: 33640513 Epub: Feb. 2021

Ju HJ, Bae JM, Lee RW, Kim SH, Parsad D, Pourang A, **Hamzavi I**, Shourick J, and Ezzedine K. Surgical Interventions for Patients With Vitiligo: A Systematic Review and Meta-analysis. *JAMA Dermatol* 2021 PMID: 33595599 Epub: Feb. 2021

Price KN, Collier EK, Grogan T, Fernandez JM, Alhusayen R, Alavi A, **Hamzavi IH**, Lowes MA, Porter MJ, Hsiao JL, and Shi VY. Physician perspectives on complementary and alternative medicine in hidradenitis suppurativa. *Dermatol Ther* 2021;

PMID: 33547869 Epub: Feb 2021

Rodrigues M, Pandya AG, **Hamzavi I,** Ezzedine K, Bekkenk MW, and Harris JE. Treatment recommendations for patients with vitiligo during COVID-19. Australas J Dermatol 2021.

PMID: 34028796. EPub: May 2021

Gold DA, Nicholson C, Jacobsen G, and **Hamzavi IH**. International Classification of Diseases-based analysis is inaccurate in assessing the prevalence of inflammatory bowel disease in patients with hidradenitis suppurativa. J Am Acad Dermatol 2021; Epub ahead of print.

PMID: 34092407 Pub: June 2021

Hamzavi I, Rosmarin D, Harris JE, Pandya AG, Lebwohl M, Gottlieb AB, Butler K, Kuo FI, Sun K, and Grimes P. Efficacy of Ruxolitinib Cream in Vitiligo by Patient Characteristics and Affected Body Areas: Descriptive Subgroup Analyses From a Phase 2, Randomized, Double-Blind Trial. J Am Acad Dermatol 2021;

PMID: 34089797 EPub: June 2021

Collier EK, Price KN, Grogan T, Fernandez JM, Seivright JR, Alhusayen R, Alavi A, **Hamzavi IH,** Lowes MA, Porter MJ, Shi VY, and Hsiao JL. Provider perspectives on the management of hidradenitis suppurativa in pregnancy – A survey study. International Journal of Women's Dermatology 2021; 7(3):346-348.

PMID: Not assigned Pub:

Osto, M, **Hamzavi, IH**, Lim, HW, Kohli, I. Individual Typology Angle Should be Used as a Standard for Skin Type Classification in Photobiologic Studies. Submitted for publication. 2021 PMID:

Pub:

Pourang A, Dourra M, Ezekwe N, Kohli I, **Hamzavi I**, and **Lim HW**. The potential effect of Polypodium leucotomos extract on ultraviolet- and visible light-induced photoaging. Photochem Photobiol Sci 2021; Epub ahead of print.

PMID: 34449075 Epub: Aug. 2021

Rehman R, Chabaan A, Hamzavi I, Fahs F, and Mohammad TF. The Etiquettes of Hijab:

Recommendations to Improve Care in Dermatology Clinics. Br J Dermatol 2021; Epub ahead of print.

PMID: 34350980 Pub: Aug. 2021

Pourang A, Tisack A, Ezekwe N, Torres AE, Kohli I, **Hamzavi IH, and Lim HW**. The Effects of Visible Light on Mechanisms of Skin Photoaging. Photodermatol Photoimmunol Photomed 2021;

PMID: 34585779 Epub ahead of print.

Thompson AM, Fernandez JM, Shih T, **Hamzavi I**, Hsiao JL, and Shi VY. Improving hidradenitis suppurativa patient education using written action plan: a randomized controlled trial. J Dermatolog Treat 2021;1-3. Epub ahead of print.

PMID: 34579620. Epub: Sept. 2021

Elbuluk N, Grimes P, Chien A, **Hamzavi I**, Alexis A, Taylor S, Gonzalez N, Weiss J, Desai SR, and Kang S. The Pathogenesis and Management of Acne-Induced Post-inflammatory Hyperpigmentation. Am J Clin Dermatol 2021; Epub ahead of print. PMID: 34468934 EPub: Sept. 2021

Alavi A, Baradaran S, Mathias SD, Colwell HH, Song M, **Hamzavi IH**, and Han C. Development of a Patient-Reported Outcome Questionnaire to Assess Signs and Symptoms of Hidradenitis Suppurativa: The Hidradenitis Suppurativa Symptom Diary (HSSD). J Am Acad Dermatol 2021; Epub ahead of print. PMID: 34808326. EPub: Nov 2021

Krueger L, Saizan AL, Meehan SA, Ezzedine K, Hamzavi I, and Elbuluk N. Seborrheic macular hypopigmentation: a case series proposing a new pigmentary disorder. J Eur Acad Dermatol Venereol 2021; Epub ahead of print.

PMID: 34927764 Pub. Dec. 2021

Smith Z, Wang J, **Huggins R**., et al. A Multi-Centered Case-Control Study of Vitiligo Support Groups and Quality Life. J Drugs Dermatol. June 2021

PMID: 34076392 Pub. June 2021

Phillips GS, Huang A, Augsburger BD, Kaplan L, Peoples K, Bruckner AL, Khuu P, Tang JY, LaraCorrales I, Pope E, Wiss K, Levin LE, Morel KD, Hook KP, Paller AS, Eichenfield LF, McCuaig CC, Powell J, Castelo-Soccio L, Levy ML, Price HN, Schachner LA, Browning JC, **Jahnke M, Shwayder T**, Bayliss S, Lucky AW, and Glick SA. A retrospective analysis of diagnostic testing in a large North American cohort of patients with epidermolysis bullosa. J Am Acad Dermatol 2021; Epub ahead of print. PMID: 34634382

Pub: Oct. 2021

Jahnke MN, O'Haver J, Gupta D, Hawryluk EB, Finelt N, Kruse L, Jen M, Horii KA, Frieden IJ, Price H, and Coughlin CC. Care of Congenital Melanocytic Nevi in Newborns and Infants: Review and Management Recommendations. Pediatrics 2021; E

PMID: 34845496 Epub ahead of Print

Jiang AJ, Soon SL, Rullan P, Brody H, Lee KC. Chemical peels as field therapy for actinic keratoses: A systematic review. Derm Surg.

PMID: 34238790 Pub. Jan 2021

Ko D, Lyons AB, Kohli I, Narla S, Torres AE, Miller A, **Ozog D, Hamzavi I, and Lim HW.** The value of photomedicine in a global health crisis: Utilizing ultraviolet C to decontaminate N95 respirators during the COVID-19 pandemic. Photodermatol Photoimmunol Photomed 2021; Epub ahead of print.

PMID: 34467568 Epub: Sept. 2021

Kolli SS, Feldman SR, and Huang WW. The dermatology residency application process. Dermatol Online J 2021; 26(12).

PMID: 33423419 Pub: Jan. 2021

Kurland E, Friedman BJ, Rambhatla P. Fulminant Hemorrhagic Bullae of the Upper Extremities Arising in the Setting of IV Placement During Severe COVID-19 Infection: Observations From a Major Consultative Practice. Cutis 2021 July;108(1)E31-E33.

PMID: 3439730 Pub: July 2021

Chapman S, **Kwa M, Stein Gold L, Lim, H**. Janus Kinase inhibitors in dermatology: Part I. A comprehensive review. J AAD 2021 July 8:S0190-9622(21)-2-71-5

PMID: 34246698 EPub:

Kwa MC, and Lim HW. Commentary on: "Oxybenzone and pregnancy: Time for more research and patient education". J Am Acad Dermatol 2021; Epub ahead of print.

PMID: 34920030 Pub: Dec. 2021

McMahon DE, Gallman AE, Hruza GJ, Rosenbach M, Lipoff JB, Desai SR, French LE, **Lim H**, Cyster JG, Fox LP, Fassett MS, and Freeman EE. Long COVID in the skin: a registry analysis of COVID-19 dermatological duration. *Lancet Infect Dis* 2021.

PMID: 33460566 Epub: Jan. 2021

Freeman EE, McMahon DE, Lipoff JB, Rosenbach M, Kovarik C, Desai SR, Harp J, Takeshita J, French LE, **Lim HW**, Thiers BH, Hruza GJ, and Fox LP. The spectrum of COVID-19-associated dermatologic manifestations: An international registry of 716 patients from 31 countries. *J Am Acad Dermatol* 2020;83(4):1118-1129.

PMID: 32622888 EPub:

Freeman EE, McMahon DE, Lipoff JB, Rosenbach M, Desai SR, Fassett M, French LE, **Lim HW**, Hruza GJ, and Fox LP. Cold and COVID: Recurrent Pernio during the COVID-19 Pandemic. Br J Dermatol 2021;

PMID: 33657646 Epub: March 2021

Passeron T, **Lim HW**, Goh CL, Kang HY, Ly F, Morita A, Ocampo Candiani J, Puig S, Schalka S, Wei L, Dréno B, and Krutmann J. Photoprotection according to skin phototype and dermatoses: Practical recommendations from an expert panel. J Eur Acad Dermatol Venereol 2021; Epub ahead of print.

PMID: 33764577 Epub: March 2021

Freeman EE, McMahon DE, Lipoff JB, Rosenbach M, Desai SR, Fassett M, French LE, **Lim HW**, Hruza GJ, and Fox LP. Cold and COVID: Recurrent Pernio during the COVID-19 Pandemic. Br J Dermatol 2021;

PMID: 33657646 Epub. March 2021

McMahon DE, Amerson E, Rosenbach M, Lipoff JB, Moustafa D, Tyagi A, Desai SR, French LE, **Lim HW**, Thiers BH, Hruza GJ, Blumenthal KG, Fox LP, and Freeman EE. Cutaneous reactions reported after Moderna and Pfizer COVID-19 vaccination: A registry-based study of 414 cases. J Am Acad Dermatol 2021; Epub ahead of print.

PMID: 33838206 Pub: April 2021

Boothby-Shoemaker W, **Lim HW, Kohli I, and Ozog DM.** Changes in Google search for "sunburn" during the COVID-19 pandemic. Photodermatol Photoimmunol Photomed 2021.

PMID: 33830570. EPub: May 2021

Granger C, Ong G, Andres P, Trullàs C, Hosenally M, Lai W, Liu W, Krutmann J, Passeron T, and **Lim HW**. Outdoor Sunscreen Testing with High-intensity Solar Exposure in a Chinese and Caucasian Population. Photodermatol Photoimmunol Photomed 2021.

PMID: 34157168 EPub: June 2021

Lim HW, Kohli I, Granger C, Trullàs C, Piquero-Casals J, Narda M, Masson P, Krutmann J, and Passeron T. Photoprotection of the Skin from Visible Light–Induced Pigmentation: Current Testing Methods and Proposed Harmonization. J Invest Dermatol 2021;

PMID: 34112516. Epub: June 2021

Lim HW, Feldman SR, Van Voorhees AS, and Gelfand JM. Response to Implementation of Phototherapy Guidelines during Pandemic. J Am Acad Dermatol 2021.

PMID: 34403713 Epub: August 2021

Fathy RA, McMahon DE, Lee C, Chamberlin GC, Rosenbach M, Lipoff JB, Tyagi A, Desai SR, French LE, Lim HW, Thiers BH, Hruza GJ, Fassett M, Fox LP, Greenberg HL, Blumenthal K, and Freeman EE. Varicella Zoster and Herpes Simplex Virus Reactivation Post-COVID-19 Vaccination: A Review of 40 Cases in an International Dermatology Registry. J Eur Acad Dermatol Venereol 2021; Epub ahead of print.

PMID: 34487581 Epub: Sept. 2021

Lim, HW, Mohammad, TF, Wang, SQ. FDA Proposed Sunscreen Final Administrative Order: How does it affect sunscreens in the United States? J Am Acad Dermatol.

PMID: 34606770 Pub: Oct. 2021

Lopez S, Lourido JO, **Lim HW**, Ferguson NN, Pandya AG, and Vasquez R. The call to action to increase racial and ethnic diversity in dermatology: A retrospective, cross-sectional study to monitor progress. J Am Acad Dermatol 2021.

PMID: 34678231 EPub: Oct 2021

McMahon DE, Kovarik CL, Damsky W, Rosenbach M, Lipoff JB, Tyagi A, Chamberlin G, Fathy R, Nazarian RM, Desai SR, **Lim HW**, Thiers BH, Hruza GJ, French LE, Blumenthal K, Fox LP, and Freeman EE. Clinical and Pathologic Correlation of Cutaneous COVID-19 Vaccine Reactions including V-REPP: A Registry Based Study. J Am Acad Dermatol 2021.

PMID: 34517079 Epub ahead of print

Lim HW, Mohammad TF, and Wang SQ. Food and Drug Administration's proposed sunscreen final administrative order: How does it affect sunscreens in the United States? J Am Acad Dermatol 2021.

PMID: 34606770 Epub: Oct. 2021

Lim HW, Kohli I, Ruvolo E, Kolbe L, and Hamzavi IH. Impact of visible light on skin health: The role of antioxidants and free radical quenchers in skin protection. J Am Acad Dermatol 2021; Epub ahead of print.

PMID: 34942294 EPub: Dec. 2021

Rigel D, **Lim HW**, Draelos Z, Weber TM, and Taylor S. Photoprotection For All: Current Gaps and Opportunities.. J Am Acad Dermatol 2021;

PMID: 34942298 Epub. Dec. 2021

Taylor SC, Alexis AF, Armstrong AW, Chiesa Fuxench ZC, and **Lim HW.** Misconceptions of photoprotection in skin of color. J Am Acad Dermatol 2021; Epub ahead of print.

PMID: 34942293 Epub:

Olds H, Liu J, Luk K, Lim HW, Ozog D, and Rambhatla PV. Telogen effluvium associated with COVID-19 infection. *Dermatol Ther* 2021;

PMID: 33405302 Epub. Jan. 2021

Kashlan R, **Lyons AB**, **Narla S**,and **Hamzavi IH**. Infusion reaction to infliximab biosimilar after transitioning from infliximab. *JAAD Case Rep* 2021; 8:77-79.

PMID: 33532531 Pub: Feb 2021

Lyons AB, Zubair R, Kohli I, Nahhas AF, Braunberger TL, Mokhtari M, Ruvolo E, Lim HW, and Hamzavi IH. Mitigating Visible Light and Long Wavelength UVA1-Induced Effects with Topical Antioxidants. Photochem Photobiol 2021; Epub ahead of print. PMID: 34549819 Pub.

Torres AE, Lyons AB, Hamzavi IHH, Lim HW. The role of phototherapy in the era of biologics. *J Am Acad Dermatol*. 2021 Feb;84(2):479-485.

PMID: 32339702 Pub: Feb 2021

Torres AE, **Lyons AB, Hamzavi IH, Lim HW.** Response to Commentary on "Role of Phototherapy in the Era of Biologics". *J Am Acad Dermatol*. 2021 Feb;84(2):e95-e96. PMID: 32950547

Pub: Feb 2021

Torres AE, Awosika O, Maghfour J, Taylor S, and Lim HW. Practical Guide to Tinted Sunscreens. J Am Acad Dermatol 2021; Epub ahead of print.

PMID: 34973975 Pub: Dec. 2021

Lyons AB, Hamzavi IHH. Ultraviolet C Induced Skin Reaction for Ultraviolet Germicidal Irradiation of N95 Respirators During the COVID-19 Pandemic. Photoderm Photoimm Photomed. 2021

Mar;37(2):159-160.

PMID: 32974955 Pub: Mar 2021

Adelman M, Lyons AB, Hamzavi IH. Comment on "High-dose, high-frequency infliximab: A novel treatment paradigm for hidradenitis suppurativa." *J Am Acad Dermatol*. 2021 Apr;84(4):e201-e202.

PMID: 33253840 Pub: April 2021

Rehman R, Saad M, Suhrawardy A, and **Kerr H**. Contact Dermatitis and TikTok: A Cross-sectional Analysis of Trending Content. Dermatitis 2021; Epub ahead of print. PMID: 34967771.

Pub. Dec. 2021

Lyons AB, Narla S, Torres AE, Parks-Miller A, Kohli I, Ozog DM, Lim HW, Hamzavi IH. Skin and Eye Protection Against Ultraviolet C from Ultraviolet Germicidal Irradiation Devices During the COVID-19 Pandemic. *Int J Dermatol*. 2021 Apr;60(4):391-393.

PMID: 33259055 Pub. April 2021

Kohli I, **Lyons AB**, Golding B, Narla S, Torres AE, Parks-Miller A, Ozog D, Lim HW, and Hamzavi IH. UVC Germicidal Units: Determination of Dose Received and Parameters to be Considered for N95 Respirator Decontamination and Reuse. Photochem Photobiol 2020; 96(5):1083-1087.

PMID: 32767758. Pub. April 2021

Horton L, Torres AE, Narla S, **Lyons AB**, Kohli I, Gelfand JM, Ozog DM, Hamzavi IH, and Lim HW. Spectrum of virucidal activity from ultraviolet to infrared radiation. Photochem Photobiol Sci 2020; 19(10):1262-1270.

PMID: 32812619. Pub. April 2021

Kashlan R, Lyons AB, Hivnor C, and Ozog DM. N95 Respirators for Dermatologic Surgery and Laser Procedures During COVID-19 and Beyond. Dermatol Surg 2020; 46(11):1441-1442.

PMID: 33105244. Pub: April 2021

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93. **Zubair R, Lyons AB, Vellaichamy G**, Peacock A, and **Hamzavi I**. What's New in Pigmentary Disorders? *Dermatol Clin* 2019; Epub ahead of print

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Attachment 3 – Awards, Honors and Offices

Roles in major offices and national organizations:

Marsha Chaffins, MD

American Society of Dermatopathology Informatics Committee

Iltefat Hamzavi, M.D.

- Global Vitiligo Foundation (GVF)
- Hidradenitis Suppurativa Foundation (HSF)

Richard Huggins, M.D.

• Vitiligo Foundation

Diane Jackson, M.D.

- HFHS/Dept. of Dermatology Diversity Committee
- Skin of Color Society Scientific and Membership Committee

Marla Jahnke, MD

- Society for Pediatric Dermatology Workforce Committee
- Society for Pediatric Dermatology Fellowship Director's Committee
- American Academy of Dermatology Patient Advocate Task Force
- Research PI Epidermolysis Bullosa Research Partners
- Peds/Derm Course for HFHS/WSU Residents. 2/5,12,19, 2021

Holly Kerr, M.D.

- American Contact Derm Society Awards Committee
- Peds/Derm Course for HFHS/WSU Residents. 2/5/2021
- MDS Educational Content Committee (2020-Present)

Henry Lim, M.D.

- American Academy of Dermatology
 - 1/19 1/21 Chair, Program Assessment Workgroup
 - 3/19 Present Chair, Ad Hoc Task Force on Sunscreens
 - 4/19 Present Member, Skin Cancer and Skin of Color Workgroup
 - 11/19 Member, Skin of Color Curriculum Workgroup
- Peds/Derm Course for HFHS/WSU Residents. 2/5/2021
- International League of Dermatological Societies
 - 2019 Elected member, Board of Directors
 - 9/2019 Present Member of the Executive Committee
 - 9/2019 Present Chair of the 3rd ILDS World Skin Summit Programe Committee
 - 9/2019 Present Vice-Chair of the 2023 World Congress of Dermatology
 - Scientific Programe Committee
 - 9/2019-Present Member of the Finance and Fundraising Committee
 - 11/2019-Present Member, WHO (World Health Organization) Committee
- Clarence S. Livingood Lectureship and Education Fund
 - 7/1997 Present Member, Board of Trustees
 - 5/2008 Present President

Tasneem Mohammad, M.D.

- 2015-Present Member, Global Vitiligo Foundation
- 2020-Present Global Vitiligo Foundation Committee

David Ozog, M.D.

- AAD Annual Meeting Chair Boston 2022
- American Society for Dermatologic Surgery Member three-year term
- AAD Scientific Assembly Committee 2016-2022
- ASDS Nominating Committee 2016-Present
- JAAD Editorial Board
- Derm Surgery Asst. Editor
- Lasers in Surgery and Medicine Editorial Board
- Amer Society of Derm Surgery:
- Task Force for Developing Cosmetic Training for Residents 2016-Present
- Nominating Committee
- Henry Ford Health System
- Chair's Council 2016-Present
- Cultural Change Steering Committee 2018-Present
- Advance Practice Provider Committee
- Operations Council 2011-Present
- WB Hospital Retail Services Committee
- Cosmetic Services Committee 2015-Present

Pranita Rambhatla, M.D.

- Developed Medical Student Lecture Series for Dermatology Rotators
- Visiting House Officer Education Coordinator Dept of Dermatology

Linda Stein, M.D.

- Vice President American Academy of Dermatology 2020-2021
- National CME Chairperson
- Skin Disease Education Foundation Las Vegas Dermatology Meeting (yearly)
- Skin Disease Education Foundation Hawaii Dermatology Meeting (yearly)
- Women and Pediatrics Dermatology Meeting (yearly)

Allison Zarbo, M.D.

Peds/Derm Course for HFHS/WSU Residents. 2/5,12,19, 2021

AWARDS for the past three years:

Awards for 2021:

DERMATOLOGY RESIDENT GRADUATION – JUNE 2021Awards

- E.A. Krull, MD Annual Faculty Role Model Award Alison Boucher, MD
- Dermatology Resident Graduating Class Excellence in Patient Care Award-Anna Axelson, MD
- Margaret Douglass, M.D. Dedication to Dermatology Award Ben Friedman

• Kathryn Quinlan, M.D. Devotion to Humanism Award – Aretha Bidden, MA

Dr. Richard Huggins:

• Nominated for a presidential citation from the AAD.

Dr. Henry Lim:

- Dr. Henry Lim honored as "Giant in Dermatology", Inaugural Recipient
- Werthan Lecture Series Visiting Professor, Dept of Dermatology, Vanderbilt Univ.
- Top rated sunscreen expert in the world, based on publications 2011-2021.
 Expertscape. https://expertscape.com/ex/sunscreening+agents
- A top 20 author in dermatology (per the Journal of the American Academy of Dermatology) from 2010-2019 with more than 2,500 citations. (Szeto, MD, ... Dellavalle, RP. J Am Acad Dermatol Dec 2021; 85:1573-1579).
- Honorary member, American Academy of Dermatology

Dr. David Ozog:

- PRESIDENTIAL AWARD FOR CONTIBUTIONS DURING COVID PANDEMIC American Society for Dermatologic Surgery
- PRESIDENTIAL AWARD American Society for Lasers in Medicine and Surgery

Awards for 2020:

DERMATOLOGY RESIDENT GRADUATION – JUNE 2020 Awards

- E.A. Krull, MD Annual Faculty Role Model Award Dr. Veenstra 2019-20 6/2020
- Margaret Douglass, M.D. Dedication to Dermatology Award 2020 Dr. Molly Powers
- Kathryn Quinlan, M.D. Devotion to Humanism Award Richard Huggins, MD

TOP DOCS -HOUR DETROIT MAGAZINE -Year 2020

- Dr. Alison Boucher
- Dr. Iltefat Hamzavi
- Dr. Marla Jahnke
- Dr. Holly Kerr
- Dr. Laurie Kohen
- Dr. Jungho Kwon
- Dr. David Ozog
- Dr. Pranita Rambhatla
- Dr. Tor Shwayder
- Dr. Linda Stein

Awards for 2019:

Pranita Rambhatla, MD

Recipient of Academic Dermatology Leadership Program (ADLP). American Academy of Dermatology 2019-20.

Developed Student Department Lectures for Med Student/House Officer Rotators – Dept of Dermaotlogy.

Henry W. Lim, M.D.

Presidential Citation, American Academy of Dermatology, in recognition of your wisdom and support throughout my year as president. 2019

Recipient, International League of Dermatological Societies Certificate of Appreciation for International Leadership. 2019

Honorary member, Mexican Academy of Dermatology (Academia Mexicana de Dermatologia, AC). 2019

Alumni Achievement Award for Distinguished Service to American Medicine, College of Medicine, SUNY Downstate 2019

Kathryn Quinlan, MD Devotion to Humanism Award, Dept of Dermatology, Henry Ford Hospital (selected by graduating residents) 2019

Recipient, International League of Dermatological Societies Certificate of Appreciation for International Leadership. 2019

Finsen Medal, International Union of Photobiology (the fifth dermatologist selected for this award since it was first awarded in 1937)

Dermatology/Resident Graduation – JUNE 2019 Awards

- Kathryn Quinlan, M.D. Devotion to Humanism Award –Dr. Henry Lim
- Dermatology Resident Educator of the year Dr. Ben Friedman
- Margaret Douglass, M.D. Award Dr. Tor Shwayder

Attachment 4 - Grants

Qing-Sheng Mi

- Federal- B11243- NIH R33- Uncover the new subsets of epidermal Langerhans cells
- Federal- B11246- NIH R21- Genetic risk of hidradenitis suppurativa in African Americans
- **Federal** B11247- NIH R56- Decoding TGF-beta signaling pathways in skin langerhans cells
- **Federal** B40782- NIH R01 Subcontract- Genetic and Genomic Dissection of Psoriatic Arthritis
- **Federal** B40836- NIH R01 Subcontract- Multi-racial genetic analysis of hidradenitis suppurativa

Li Zhou

• Federal- B11179- NIH R01 microRNAs Regulate Skin Langerhans Cells

Jesse Veenstra

• **University-** F80009- MSU HSC Grant- Modulation of the Aryl Hydrocarbon Receptor by Adipose Tissue: Implications for Skin Carcinogenesis

David Ozog

- **Pharmaceutical** E18205 Biofrontera, Protocol ALA-BCC-CT013- A randomized, double blind, vehicle-controlled multicenter phase III study to evaluate the safety and efficacy of BF-200 ALA (Ameluz®) and BF-RhodoLED® in the treatment of superficial basal cell carcinoma (sBCC) with photodynamic therapy (PDT).
- Pharmaceutical- E19081- Galderma, The efficacy and molecular mechanism of Botulinum toxin in the reduction of breast reduction mammaplasty scar formation: A prospective, controlled, randomized, double- blinded study
- Pharmaceutical- E21186- Vivosite, Laser treatment of basal cell carcinoma under imaging guidance

Richard Huggins

 Pharmaceutical- E21169- Incyte, Protocol INCB 18424-308- A Double-Blind, Vehicle-Controlled, Randomized Withdrawal and Treatment Extension Study to Assess the Long-Term Efficacy and Safety of Ruxolitinib Cream in Participants With Vitiligo (TRuE-V LTE)

Linda Stein-Gold

- Pharmaceutical- E18157- Pfizer, Protocol B7451015- A phase 3 randomized, double-blind, multi-center, long-term extension study investigating the efficacy and safety of Pf-04965842, with or without topical medications, administered To subjects aged 12 years and older with moderate to severe Atopic dermatitis
- Pharmaceutical- E18204- AbbVie, Protocol M16-045- M16-045: A Phase 3 Randomized, Placebo-Controlled, Double-Blind Study to Evaluate Upadacitinib in Adolescent and Adult Subjects with Moderate to Severe Atopic Dermatitis
- Pharmaceutical- E18210- Novartis, Protocol CLYS006X2201- A randomized, subject and investigator blinded, placebo controlled, multi-center study in parallel groups to assess the efficacy and safety of LYS006 in patients with moderate to severe inflammatory acne
- Pharmaceutical- E20090- Arcutis, Protocol ARQ-151-302- A Phase 3, 8-Week, Parallel Group, Double Blind, Vehicle-Controlled Study of the Safety and Efficacy of ARQ-151 Cream 0.3% Administered QD in Subjects with Chronic Plaque Psoriasis
- Pharmaceutical- E20122- Arcutis, Protocol ARQ-155-203- A Phase 2b, 8-Week, Parallel Group, Double Blind, Vehicle-Controlled Study of the Safety and Efficacy of ARQ-154 Foam 0.3% Administered QD in Subjects with Seborrheic Dermatitis", as amended from time to time
- **Pharmaceutical** E20163- Dermira, Protocol DRM06-AD04- A Randomized, Double-Blind, Placebo-Controlled Trial to Evaluate the Efficacy and Safety of Lebrikizumab in Patients With Moderate-To-Severe Atopic Dermatitis
- Pharmaceutical- E20169- Arcutis, ARQ-252-205- A Phase 1/2b, Multiple Dose and 12-Week, Parallel Group,
 Double Blind, Dose Ranging, Vehicle-Controlled Study of the Safety and Efficacy of ARQ-252 Cream 0.1% and ARQ-252 Cream 0.3% in Subjects with Chronic Hand Eczema
- Pharmaceutical- E20171- Abbvie, Protocol M19-850- Atopic Dermatitis: Open-Label Extension Study of Upadacitinib in Adult Subjects with Moderate to Severe Atopic Dermatitis
- Pharmaceutical- E20172- Arcutis, Protocol ARQ-154-214- A Phase 2, Multicenter, Open-Label Study of the Long-Term Safety of ARQ-154 Foam 0.3% in Subjects with Seborrheic Dermatitis

- Pharmaceutical- E20192- Galderma, Protocol RD.06.SPR.118169- A Randomized, Double-Blind, Placebo-Controlled Study to Assess the Efficacy and Safety of Nemolizumab (CD14152) in Subjects with Moderate to- Severe Atopic Dermatitis
- Pharmaceutical- E20240- Arcutis, Protocol ARQ-151-306- A Phase 3, Multicenter, Open-Label Extension Study of the Long-Term Safety of ARQ-151 Cream 0.3% in Subjects with Chronic Plaque Psoriasis.
- Pharmaceutical- E21026- Galderma, Protocol 118163- A Prospective, Multicenter, Long-Term Study to Assess the Safety and Efficacy of Nemolizumab (CD14152) in Subjects with Moderate-to-Severe Atopic Dermatitis
- Pharmaceutical- E21065- Abbvie, Protocol M15-994- IMMprint: A Phase 3b Multicenter, Randomized, Double-Blind, Parallel-Group, Placebo Controlled Study Evaluating Safety and Efficacy of Risankizumab Compared to Placebo in Adult Subjects with Moderate to Severe Plaque Psoriasis with Palmoplantar (Non-Pustular) Involvement (PPPsO)
- Pharmaceutical- E21069- Pfizer, Protocol C3941002- a phase 2a, randomized, double blind, vehicle controlled, parallel group study to assess the efficacy, safety, tolerability and pharmacokinetics of pf-07038124 ointment for 6 weeks in participants with mild to moderate atopic dermatitis or plaque psoriasis
- Pharmaceutical- E21089- UCB Biopharma, Protocol UBC PS0007- Multicenter, randomized, parallel-group, double-blind, placebo-controlled (12-17 years) including a single open-label arm (6-11 years) study to evaluate the efficacy, safety, and pharmacokinetics of certolizumab pegol (czp) in pediatric study participants with moderate to severe chronic plaque psoriasis (pso)
- Pharmaceutical- E21099- Dermira, Protocol DRM06-AD07- A long-term study to assess the safety and efficacy of lebrikizumab in patients with moderate-to-severe atopic dermatitis
- Pharmaceutical- E21145- Arcutis, Protocol ARQ-151-311- A Phase 3, 4-Week, Parallel Group, Double Blind, Vehicle-Controlled Study of the Safety and Efficacy of ARQ-151 Cream 0.15% Administered QD in Subjects with Atopic Dermatitis
- Pharmaceutical- E21154- AnaptysBio, Protocol ANB019-209- A Phase 2, Randomized, Double-Blind, Placebo-Controlled Study to Evaluate the Efficacy and Safety of Imsidolimab (ANB019) in the Treatment of Subjects with Acne Vulgaris

- Pharmaceutical- E21171- Amgen, Protocol 2190194- A Randomized, Double-Blind,
 Placebo-Controlled, Multicenter, Dose-Ranging, Phase 2b Study to Evaluate Efficacy and
 Safety of Tezepelumab for the Treatment of Chronic Spontaneous Urticaria
- Pharmaceutical- E21172- Arcutis, Protocol ARQ-151-313- A Phase 3, Multicenter, Open-Label Extension Study of the Long-Term Safety of ARQ-151 Cream 0.15% and ARQ-151 Cream 0.05% in Subjects with Atopic Dermatitis
- Pharmaceutical- E21189- Arcutis, Protocol ARQ-154-304- A Phase 3, 8-Week, Parallel Group, Double Blind, Vehicle-Controlled Study of the Safety and Efficacy of ARQ-154 Foam 0.3% Administered QD in Subjects with Seborrheic Dermatitis
- Pharmaceutical- E21198- Abbvie, Protocol M20-326- Plaque Psoriasis: A Phase 4
 Multicenter, Randomized, Open-label, Efficacy Assessor-blinded-Study of Risankizumab
 Compared to Apremilast for the
 Treatment of Adult Subjects with Moderate Plaque Psoriasis who are Candidates for
 Systemic Therapy
- Pharmaceutical- E22010- Arcutis, Protocol ARQ-154-309- A Phase 3, 8-Week, Parallel Group, Double Blind, Vehicle-Controlled Study of the Safety and Efficacy of ARQ-154 Foam 0.3% Administered QD in Subjects with Scalp and Body Psoriasis (ARRECTOR)
- **Pharmaceutical** E22020- Dermata Therapeutics, Protocol DMT310-005- A study of the tolerability, safety, and efficacy of dmt310 for the treatment of acne rosacea
- Pharmaceutical- E22021- Dermavant Sciences, Protocol DMVT-505-3102- An Open-Label, Long-Term Extension Study to Evaluate the Safety and Efficacy of Tapinarof Cream 1% in Subjects with Atopic Dermatitis
- Pharmaceutical- E22030- Incyte, Protocol INCB-18424-305- A Phase 3, Double-Blind, Randomized, Vehicle-Controlled, Efficacy and Safety Study of Ruxolitinib Cream Followed by a Long-Term Safety Extension Period in Children (Ages ≥ 2 Years to < 12 Years) With Atopic Dermatitis
- Pharmaceutical- E22072- Amgen, Protocol 20200497- A Multicenter, Randomized,
 Double-blind Study Evaluating the Pharmacokinetics, Efficacy, Safety, and
 Immunogenicity of Multiple Switches Between Humira® (adalimumab [US]) and ABP 501
 Compared With Continued Use of Adalimumab in Subjects With Moderate to Severe
 Plaque Psoriasis

- Pharmaceutical- E22074- Galderma, Protocol 118126- A Multicenter, Open-Label, Single-Group Clinical Trial to Assess the Pharmacokinetics, Safety and Efficacy of Nemolizumab (CD14152) in Pediatric Subjects (aged 2 to 11 years) with Moderate-to-Severe Atopic Dermatitis
- Pharmaceutical- E22108- Dermavant Sciences, Protocol DMVT-505-3103- An Open-Label, Long-Term Extension Study to Evaluate the Safety and Efficacy of Tapinarof Cream 1% in Subjects with Atopic Dermatitis

Tasneem Mohammad

- Pharmaceutical- E22107- Clinuval, Protocol CUV104- An Open Label, Phase II Study to Assess the Changes in Pigmentation and Safety of Subcutaneous, Bioresorbable Afamelanotide Implants in the Treatment of Vitiligo on the Face
- Pharmaceutical- E22111- Unigen, The effect of a topical antioxidant product on skin lightening

Indermeet Kohli

• **Foundation**- F11139- Dermatology Foundation, Optimizing Phototesting and Investigating Photobiology of Visible Light

Iltefat Hamzavi

- **Federal** B45253- Immune Tolerance Network Fixed Price, Protocol ITN086AI, Evaluation of AMG 714 for Vitiligo: A Phase 2a Randomized Double Blind Placebo Controlled Trial
- Pharmaceutical- E21084- Avita, Protocol CTP009- A Prospective Multi-Arm Blinded
 Evaluator Within-Subject Randomized Controlled Clinical Study to Investigate the Safety
 and Effectiveness of RECELL for Re-pigmentation of Stable Vitiligo Lesions
- Pharmaceutical- E22117- Pfizer SOCS- Advancing Research Knowledge and improving Health Outcomes of Skin of Color Patients
- Foundation- F11149- HS Foundation, Danby Grant- The effect of diet and nutrition on inflammation in Hidradenitis Suppurativa.
- Foundation- H10336- Abbvie Research Fellowship- Henry Ford Dermatology Research Fellowship

Henry Lim

• **Federal**- F11098- PCORI Lite- A pragmatic trial of home versus office based narrow band ultraviolet B phototherapy for the treatment of psoriasis

Attachment 5 - Assurances

CHM Assurances in Response to Dean Amalfitano's Concerns Submitted to CAC October 17, 2022

On Friday, October 14, Dean Amalfitano sent the email copied below in response to the CHM submissions for Departments of Neurosurgery and Urology. To help clarify our response to the questions, we have inserted bold numbers before the questions. Our responses follow the email.

"Afternoon Aron, Nara, Carol, and members of the CHM CAC. I have also cc'ed Dr. David Kaufman, Asst.VP of Clinical Affairs in the Office of Health Sciences, as there are clinical implications related to the new department request(s), as noted below.

We again appreciate the opportunity to participate in the "assurances" portion of your processes. We have had several questions and suggestions generally arise in regard to the proposed departments, which I've again pasted below for your team's consideration.

[1]Questions as to adding these departments (some of which are clearly duplicative of existing depts/divisions-with vague plans as to how to reconcile these duplications in the future) will create confusion as to which departments are East Lansing based, vs Providence based, vs HF based, and where faculty will be residing primarily, in particular when initially responding to job postings etc. [2] This also touches on referral pattern confusion, for example if we have Neurosurgeons/Spine Surgeons in the COM Osteopathic Surgical and Orthopedic Specialties depts at MSU-HCI in East Lansing, yet there is another "Neurosurg" dept, practicing in South East Michigan, and another at Providence Hospital as well.

[Variation for the urology proposal also emailed on October 14, "This also touches on referral pattern confusion, for example if we have Urologists in the COM Osteopathic Surgical Specialties dept at MSU-HCI in East Lansing, yet there is another Urology dept, practicing in South East Michigan."]

[Variation for the Dermatology proposal emailed by Dean Amalfitano on September 19, 2022, "Morning Aron, and members of the CHM CAC.

We appreciate the opportunity to participate in the "assurances" portion of your processes. We have had several questions and suggestions generally arise in regard to the proposed 4 new departments, which I've basically pasted below for your team's consideration. Thank you. AA

This also touches on referral pattern confusion, for example if we have ENT's at MSU-HCI in East Lansing, yet there is another ENT dept, practicing in South East Michigan."]

- [3] Will any research done by the no-cost faculty becoming part of these depts., be attributed to MSU generally, MSU CHM or strictly to the jointly funded Health Sciences Center at Henry Ford?. [4] Will future investments in research faculty be shared across colleges, should they reside in a HF located dept?
- [5] In line with the above, a general theme is questioning why these departments, and the faculty assigned to them, could not be shared between the medical schools, just as several other departments already are. We note that in the creation of the most recent dept on the MSU East Lansing campus., the Dept. of Orthopedics, this premise was highly desired by both colleges, and indeed the current Dept of Orthopedics is shared between COM and CHM.

[6] Is there a mechanism or plan for clinically active HF faculty to also be appointed through the MSU HCI?

[7] We are concerned with the lack of acknowledgement of COM education or role in some of these proposed new departments. For example, it is critical that the new Urology dept. chair recognize two completely different educational approaches in CHM and COM and joint appointments might be considered to recognize these dichotomies, especially as both COM and CHM students are being trained currently at Henry Ford System hospitals.

Thank you for your thoughtful consideration of these comments and questions. AA"

The College of Human Medicine responds:

As to [1]

It is true that we have some existing divisions (e.g., Neurosurgery division which is not a department). Divisions are constructs of the dean's office and are not recognized by the university. Our proposal here is to create statewide departments, as all CHM departments are. In general, if there are existing divisions, structurally these will be incorporated into the appropriate departments either as a sub-entity or as a merger (depending on faculty needs and wishes). It is true that some departments have more faculty based in East Lansing (e.g., Medicine) or Grand Rapids (e.g., Pediatrics and Emergency Medicine), but that does not define the department, and faculty from all over the state can be in the department. It is also true that the collaborations in each department can be complex, but all departments in the university that engage with the community deal with complexity at some level. The college does not specify where faculty have to live as long as they can fulfill their role. Also note, we are purposely not creating duplicative departments.

As to [2]

Inclusion in MSU HealthCare, Inc. practices (and referrals to MSU physicians) is a separate issue than membership in a department. In this sense, these new departments will be the same as existing departments that include non-HCI faculty, including non-prefix faculty, from Flint, Grand Rapids, Detroit, the Upper Peninsula, or other communities across Michigan. Clinical integration partnerships between MSU and hospital systems, including joint ventures in radiology, or non-clinical relationships, including a statewide residency consortium, create more areas for confusion than these departments will. As a particular example, the neurosurgeons based at Ascension Providence are faculty for both CHM and COM, yet both colleges have decided that any confusion clinically is tolerable given the benefits to students.

As to [3]

The creation of this department will not change the eventual attribution of research funding. As a matter separate from the creation of these departments, we believe MSU, the Health Science Center, applicable college and department will all have attribution, but that system has not been implemented.

As to [4]

Investments from the college to departments will continue as they have for all departments, whether they are joint or in a single college. The attribution and indirect costs follow the appointments and investments as they do now, regardless of the geographical location of the department. For example, for departments located in Grand Rapids and Flint and invested in by CHM- research attribution and indirect costs will flow through CHM. Similarly, for departments located in East Lansing and jointly invested by COM- research attribution and indirect costs flow through the respective college in which the faculty is appointed. CHM has no interest in overturning the current system.

As to [5]

Neither the College of Human Medicine nor the collaborating physicians at Henry Ford Health envision these as joint departments. Some joint departments have been successful, but they are more difficult to administer. The orthopedics department is an interesting example, because administration of that unit has been a challenge and not an experience to be replicated. As in all of our departments, we will welcome faculty from other departments and colleges who are interested in secondary appointments in the new departments.

As to [6]

As of October 16, 2022, there is no pathway for Henry Ford Medical Group faculty to be appointed in MSU HeathCare, Inc., and any decisions to create such a pathway are separate from the department decisions. This is analogous to the CHM Emergency Medicine department created a decade ago; faculty employed by ECS are not "appointed" or credentialed in MSU HCI.

As to [7]

We expect the new department will only increase options available to COM students. The college and the new department are open to cross-listing classes as happens now across the university, and we will ensure the courses of the new department will be available to medical students regardless of college. Finally, there is nothing in the creation of the department that disturbs the existing curricular courses used by COM students. In fact, these additional departments enhance research, educational and clinical opportunities for COM students.