

December 2, 1981

TO: VICE CHANCELLOR JAMES MCGAUGH via  
DR. THOMAS NELSON, ASSOCIATE DEAN FOR ACADEMIC AFFAIRS,  
CALIFORNIA COLLEGE OF MEDICINE

SUBJECT: Department Chair's Support Statement for Merit Increase  
and Mid-Career Review for Johanna Shapiro, Ph.D.

It is a pleasure to write as the chair of our department in strong support of Dr. Johanna Shapiro at the time of her mid-career review. Dr. Shapiro has been the most prolific publisher in our department, and as such, has brought recognition not only to us, but to the College of Medicine and to the University as well. All members of our faculty join me in urging her promotion and advancement in her academic career at UCI.

Although Dr. Shapiro's scholarly activities are summarized in her C.V., I would like to elaborate on a few points related to those activities. First of all, to date, we have graduated 50 family practice physicians from our residency and more than 200 students have passed through our year-long family medicine clerkship. Throughout, Dr. Shapiro has been our director of behavioral science and as such has had full responsibility for developing curriculum in this vitally important area. In meeting this challenge, she has demonstrated superb organizational and teaching skills.

Her special interests within the broad area of behavioral science include coping mechanisms and behavioral modification to control diseases caused by overeating, underexercising, stress, etc. Her teaching efforts in these areas have been extremely successful. For example, she presented one of her lectures on weight control (developed with a physician trained in our department) to second year students in the College of Medicine nutrition block this year. As the attached student evaluations show, it proved to be one of the highlights of the course. Whatever her specific subject, Dr. Shapiro always presents her material in a highly articulate, thoughtful, and carefully considered way. All of us have come to rely on her high-quality behavioral science teaching in the programs.

In her scholarly writing as well, Dr. Shapiro ranks with those who are most outstanding in family medicine nationwide. Her work is widely known and highly esteemed, not only among behavioral scientists, but also among other faculty members. She is one of only a handful of UCI faculty who have had an article published in the New England Journal of Medicine, perhaps the most prestigious of all medical journals. In addition, her articles in the various family practice journals have drawn favorable commentary from other programs around the country and have helped to establish the reputation of our department.

Although Dr. Shapiro's work has tended in the past to be light on numbers and statistics, she has recently begun to do more data-based quantitatively oriented research, including a large-scale study of families of crippled children near the Mexican border. The intelligence apparent throughout

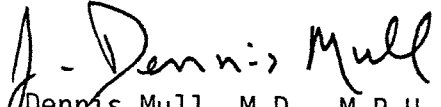
Letter in Support of Dr. Shapiro's  
Merit Increase and Mid-Career Appraisal  
Page 2

her writing suggests that this work, when completed, will stand her in good stead with the most quantitatively oriented among us. Her always elegant, clear, and well-reasoned prose offers abundant evidence of a first-rate mind at work. She has important things to say and she says them well.

As a member of our faculty, Dr. Shapiro has become known as a quiet but very insightful individual whom everyone trusts. People repeatedly seek her counsel with regard to personal problems. Her poise, discretion, and good judgment make her very much in demand for committee work of all kinds, outside as well as inside our department. She is the kind of person that all of us are proud to have as a colleague.

In assessing the merits of Dr. Shapiro's career at UCI, it may be useful to bear in mind the paradoxical position in which medicine currently finds itself. On the one hand, our technical achievements are at an all time high; on the other, public satisfaction with medical care appears to have reached a nadir. Fairly clearly, one of the reasons for this unfortunate situation is that behavioral science has been largely neglected in the training of physicians. To be truly effective as healers, we must be more than technically competent: we must learn to understand our patients and communicate with them in ways that are both supportive and instructive. Since Dr. Shapiro is working in precisely these areas, I see her as a resource not only for our department and for the university, but potentially for medicine on a national level. All of us in the Department of Family Medicine urge you to give her the promotion and encouragement that she needs and deserves.

Very sincerely,

  
J. Dennis Mull, M.D., M.P.H.  
Associate Professor and Chair  
Department of Family Medicine

UNIVERSITY OF WASHINGTON  
SEATTLE, WASHINGTON 98195

*School of Medicine  
Department of Family Medicine, RF-30*

October 23, 1981

Chairperson  
Mid-Career Review Committee  
University of California,  
Irvine  
Irvine, California 92717

*This is a letter of recommendation for Johanna Shapiro, Ph.D., who is scheduled for a mid-career review at the University of California, Irvine. Over the past four years, I have had the opportunity to meet with Dr. Shapiro on a number of occasions at professional meetings where we have shared discussions on a topic of mutual interest, family function. Furthermore, I have read Dr. Shapiro's publications with interest and high regard.*

*A hallmark of the discipline of Family Medicine is the emphasis placed on the biopsychosocial model of health care. This model is being used in teaching and research to demonstrate that the expression of illness in a patient is a reflection of biomedical and psychosocial forces that impact on the patient. Family physicians who pioneered the academic discipline of Family Medicine were not prepared to teach or initiate the research necessary to clarify the psychosocial forces in health care. Throughout the country, Departments of Family Medicine/Practice sought behavioral scientists who would join the new discipline and establish a partnership with physicians in advancing the biopsychosocial model of health care. In my opinion, Dr. Shapiro's contributions to the service, teaching and research efforts of the Department of Family Medicine at the University of California, Irvine, represents the best of the performances of behavioral scientists in the United States.*

*In my conversations with Dr. Shapiro, I have been impressed with her insight into the goals and objectives to be identified, as well as the strategies to be employed, in preparing medical students and resident physicians to integrate psychosocial principles into their practices. Dr. Shapiro's writings have reflected her ability to gain an overview of the field, "Behavioral Sciences in Family Medicine," and focus on a pertinent problem, "A Preliminary Inquiry Into Physicians' Preception of Patient Self-Control."*

*My contacts with the faculty in the Department of Family Medicine, University of California, Irvine, have revealed that Dr. Shapiro is highly esteemed, not only because of her academic accomplishments, but because she is involved in depth as a contributing member of the operation of the Department. Dr. Shapiro not only chairs a number of department committees, but she is actively involved in most phases of the department's function.*

October 23, 1981  
Page 2

*In summary, Dr. Johanna Shapiro is an individual who has become, through her academic pursuits and personal involvement an integral part of the Department of Family Medicine, University of California, Irvine. She deserves recognition for the important role she has played. I feel the University of California will be well served by advancing Dr. Shapiro in the professorial ranks.*

Sincerely,

A handwritten signature in black ink, appearing to read "Gabriel Smilkstein". The signature is written in a cursive style with a long horizontal stroke at the end.

Gabriel Smilkstein, M.D.  
Associate Professor

GS:paa

UNIVERSITY OF WASHINGTON  
SEATTLE, WASHINGTON 98195

*School of Medicine*  
*Department of Family Medicine, RF-30*

November 23, 1982

J. Dennis Mull, M.D., M.P.H.  
Associate Professor and Chairman  
Department of Family Medicine  
University of California, Irvine  
Irvine, California 92717

Dear Dr. Mull:

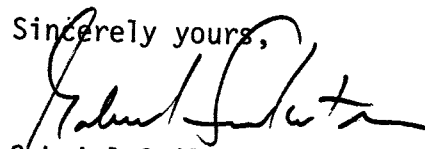
This is a letter of support for Johanna Shapiro, Ph.D. a candidate for promotion to the rank of associate professor. I have known Dr. Shapiro for the past five years through professional meetings we have shared and my interest in her area of scientific study. I feel she is eminently qualified to carry the rank of associate professor.

Because of my interest in the relationship between social support and patient health, I have had the opportunity to meet and work with behavioral scientists at a national and international level. Dr. Shapiro rates among the top three behavioral scientists in our country who have contributed through their research, writing, and teaching to the integration of behavioral science into family medicine's approach to health care. William Doherty, Ph.D. of the University of Iowa and Gay Kitsen, Ph.D. of Case Western Reserve, along with Dr. Shapiro are examples of behavioral scientists who have taken the lead in enriching the discipline of Family Medicine with their scholarship.

I have reviewed a number of Dr. Shapiro's papers. They represent significant contribution to Family Medicine's literature. The papers are well written and appropriately supported by research. Some examples would be "The Psychology of Responsibility", "Family Self-control Skills" and "Family and Physical Illness: a Review of the Literature".

It is with pleasure that I give Dr. Shapiro my highest recommendation. I feel that the University of California, Irvine will be well served by advancing Dr. Shapiro to the rank of Associate Professor.

Sincerely yours,

  
Gabriel Smilkstein, M.D.  
Professor

GS:mk  
cc: Dr. Shapiro

Telephone: (206) 543-9425



School of Education  
Riverside, California 92521  
(714) 787-5228

March 13, 1984

J. Dennis Mull, M.D., M.P.H.  
Chairman, Dept. of Family Medicine  
California College of Medicine  
101 City Drive South  
Orange, CA 92668

Dear Dr. Mull:

I am pleased to provide you with my impressions of Dr. Johanna Shapiro's qualifications as you requested in your letter of February 29. I met Dr. Shapiro for the first time in December of last year and my conversations with her have primarily explored mutual research interests and the possibilities of collaborating on research concerning family coping strategies and stress management in families with a mentally retarded offspring. As a result, I really cannot comment on her teaching effectiveness or service. Therefore, my comments will be restricted to Dr. Shapiro's research contributions.

As a scholar, there can be little doubt that Dr. Shapiro has been actively engaged in research since the completion of her Ph.D. in 1975. She lists 26 journal articles published (or in press) plus one book chapter and miscellaneous abstracts, tapes, etc. In terms of sheer quantity of scholarship the record is most impressive; indeed, it goes well beyond what is expected to move to Associate Professor in the University of California system. When one adds to this list of publications the papers read at conferences and professional meetings, it seems to me that Dr. Shapiro is clearly an energetic and productive scholar.

Another level of analysis of the research record concerns the quality of what has been published and "what it means" in terms of impact on a field of study or whether it constitutes a program of research, where study builds upon previous studies to gradually present a more thorough understanding of phenomenon. My own reading of Dr. Shapiro's writing suggests several strands of research activities, which she has pursued with a series of research studies in each area. That is, I would be critical of her record if there was a single study on self-control, another single study on women in medicine. That is not the case, however, as there are five or six articles in each of the topical areas being pursued by Dr. Shapiro. Moreover, Dr. Shapiro's more recent research and writing suggests to me that her research is becoming increasingly focused on one major area--coping processes in families with

March 13, 1984

handicapped and chronically ill children. It is my prediction that this will continue as the focus of her research for the next 10 or so years.

The article entitled "Family Reactions and Coping Strategies in Response to the Physically Ill or Handicapped Child: A Review," (Social Science and Medicine 1983, 17, 913-931) is in my opinion an excellent review of research and articulation of problem areas. It demonstrates an ability to critically analyze extant research and to synthesize findings in a meaningful way. The fact that she has for the past two years been collecting data on coping processes in families (with developmentally delayed children, children with cancer, orthopedic handicaps) and is actively engaged in data reduction and analysis bodes well for her work impacting the field. She brings a solid background in family coping to the study of coping when a child has some sort of disability--a merger I predict will be a fruitful one. I serve on a study section for NICHD, reviewing proposals on behavioral research on disabled children, and the proposals I've seen lack the sophistication articulated by Dr. Shapiro concerning the complexities of the dynamics involved. This line of research has the potential, in my opinion, of having substantial impact, if done well.

I believe that the quality of Dr. Shapiro's previous research indicates that she is certainly capable of conducting high quality research on an area of topical interest (family coping), which will result in national visibility. Dr. Shapiro is extremely capable (Phi Beta Kappa & Magna cum laude at Stanford) and trained at a top university. My reading of her previous research indicates that she is knowledgeable about sampling, research design, and analysis. Working with clinic populations, her data have been cautiously interpreted and the data analytic techniques, while not elegant, are appropriate for the data collected. For example, the paper with McGrath and Anderson (Perceptual and Motor Skills, 1983, 56, 179-190) primarily employs Chi-square tests, yet the data were dichotomous and these analyses were appropriate. The research grant submitted to the Department of Health and Human Services, Maternal and Child Health calls for multivariate analysis of variance, a much more sophisticated procedure and appropriate for the multiple outcomes under study. In short, I interpret Dr. Shapiro's record as indicative of one capable of high quality research, which I fully believe will be the result of her research on family coping.

In summary, I do recommend Dr. Shapiro for promotion to Associate Professor, and believe that within the next five years her research on family coping will earn her considerable recognition. In the last few years I see her research becoming increasingly focused after an initial period of having multiple foci which, by the way, I find quite common in new Ph.D. candidates. She has a definite commitment to behavioral research pertaining to family medicine, and given her training and ability I predict she will do very well. Assuming her teaching and service records are strong, I firmly think a positive action is in order.

Thank you for the opportunity to review Johanna Shapiro's work, and if I can be of any further help please do not hesitate to contact me.

Sincerely,



Donald L. MacMillan  
Professor of Education

✓ DLM:bm

bcc: Johanna Shapiro, Ph.D.



California State University, Fullerton  
Fullerton, California 92634

Office of Faculty Research  
(714) 773-2106

March 5, 1984

Dr. J. Dennis Mull, M.D.  
Associate Professor and Chair  
Department of Family Medicine  
University of California, Irvine  
Irvine, California 92717

**CONFIDENTIAL**

Dear Dr. Mull:

This letter is in support of the application of Dr. Johanna Shapiro for Associate Professor in the Department of Family Medicine at the University of California, Irvine.

I have known Dr. Shapiro for over three years, when I worked with her in developing applications for Federal funding for research in the mental health of minority women and other projects connected to her research area of coping behavior of families with handicapped children.

Dr. Shapiro is a fine scholar whose expertise in instrumentation and theory in the mental health field is first rate. My first interaction with her was in the development of a grant proposal submitted to the National Institute of Mental Health on depression in minority women, which she helped conceptualize and write. She works very well under the pressure of fast-approaching deadlines, and she is able to interface her knowledge of high priority social issues and problems with Federal funding priorities, in preparing a salient research proposal. After my two years as a health science administrator at the National Institute of Mental Health in Washington, D.C., I was very impressed with Dr. Shapiro's capacity to design and plan a complex research project with a minimum of lead time, not at all usual in academic circles. She shows great precision and concern for detail, at the same time that she exhibits a fine understanding of the larger conceptual issues and problems.

As the result of my initial work with her, I arranged a meeting with some of our psychology research faculty in developmental psychology here at California State University, Fullerton, in the hopes of generating joint interest in proposals between them and UCI's Department of Family Medicine, with Dr. Shapiro at the helm. Our research faculty, too, were very impressed with her fine abilities in conceptualizing a well-thought out research proposal. As you know, in these days of diminishing resources, such expertise and interest in the generation of sponsored research is a real addition to any research organization.

With regard to Dr. Shapiro's research contribution in her field, several of her papers have been added to major database systems, such as





Office of Faculty Research  
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Dr. Mull, page 2

ERIC and the Inventory of Marriage and Family Literature, making them readily accessible to scholars who work in her areas. A perusal that I made over the last five years in the Social Sciences Citation Index yields 19 references to her work by a number of scholars in different journals. This attests to the contribution that she has made in scholarly arenas as reflected by this objective measure of the Citation Index.

I think that Dr. Shapiro would be a real asset in your Department, and I recommend her without reservation.

Sincerely yours

A handwritten signature in black ink that reads "Marlene D. de Rios". The signature is fluid and cursive.

Marlene Dobkin de Rios, Ph.D.  
Director, and Professor of  
Anthropology

mdr:lrh

BARBARA A. ROSEN, Ph.D.  
CLINICAL PSYCHOLOGY

13392 Dawn Avenue Garden Grove, Calif. 92640 (714) 750-4566.

January 30, 1984

Dr. Dennis Mull  
Department of Family Medicine  
U.C.I.  
101 City Drive South  
Orange, CA 92668

Dear Dr. Mull:

I am pleased to have this opportunity to write a letter of support for Dr. Johanna Shapiro. I have worked with Dr. Shapiro for the past two and a half years through my position as clinical faculty at CCOC. Dr. Shapiro consistently demonstrates a wide breadth and depth of knowledge in her field as well as expertise in psychosocial patient management. She brings with her a strong commitment to the teaching of residents and evidences highly acclaimed ability in the instruction of interviewing and communication skills along with the psychosocial aspects of patient care. Dr. Shapiro discharges her responsibilities in a thoroughly professional and highly competent manner and is a person whom I would feel privileged to have as a colleague.

Sincerely,

*Barbara A. Rosen, Ph.D.*

Barbara A. Rosen, Ph.D.

cc: Dean van den Noort  
Dr. Johanna Shapiro

UNIVERSITY OF CALIFORNIA, IRVINE

BERKELEY • DAVIS • IRVINE • LOS ANGELES • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

Family Medicine  
California College of Medicine

IRVINE, CALIFORNIA 92717

March 16, 1984

J. Dennis Mull, M.D., M.P.H.  
Chair, Department of Family Medicine  
University of California, Irvine  
Irvine, California 92717

Dear Dr. Mull:

I am writing this letter to recommend to you one of your excellent staff members Dr. Johanna Shapiro who, I understand, is coming up for tenure shortly.

I have been working with Dr. Shapiro for close to three years as a clinical volunteer faculty member and now as a part-time paid clinical faculty member. Dr. Shapiro, as the Director of the Behavioral Science Program, has consistently shown herself to be highly professional, well organized and a responsible administrator. The Behavioral Science Program that Dr. Shapiro has developed has influenced the decision of a number of residents to choose the UCI Family Practice Residency over other programs.

Dr. Shapiro is an excellent teacher who provides a wide range of behavioral information to residents including family dynamics, psychological issues affecting physical illness, assessment and treatment of the more common psychological syndromes and stress management. She has brought a number of professionals into the Behavioral Science Department to further enrich and broaden the residents' learning experiences.

Dr. Shapiro gets along equally well with residents, staff, volunteer and permanent faculty members. She has a positive, non-threatening personal and professional style that helps her to facilitate coordination and communication among all the groups above. I'm sure you will agree that this is not always an easy task to accomplish. As a colleague, she has been supportive and sensitive to legal and ethical issues affecting patients and has readily shared materials that I have requested to improve my services to residents and their patients.

In summary, I have consistently found Dr. Shapiro to be a responsible, ethical professional who is definitely an asset to the Department of

Family Medicine and would be extremely difficult to replace. I strongly endorse her appointment as a tenured faculty member with no reservation.

Thank you for your consideration in advance.

Sincerely,

A handwritten signature in cursive script that reads "David Rothaus".

F. David Rothaus, Ph.D.  
Clinical Instructor

cc: Stanley Van den Noort, M.D.

FDR:sd



THE UNIVERSITY OF NORTH CAROLINA  
AT  
CHAPEL HILL

The School of Medicine  
Department of Family Medicine  
919-966-3711

The University of North Carolina at Chapel Hill  
Trailer 15, 269 H  
Chapel Hill, N.C. 27514

March 6, 1984

J. Dennis Mull, M.D., M.P.H.  
Associate Professor and Chairman  
Department of Family Medicine  
California College of Medicine  
University of California, Irvine  
Irvine, CA 92717

Dear Dr. Mull:

It is a pleasure to be able to write a letter of recommendation for Dr. Johanna Shapiro for her promotion to the rank of Associate Professor with tenure. I have not had the opportunity to review her latest Curriculum Vitae but I am very much aware of her work over the past five or six years. Her work in the family area and on behavioral medicine has been some of the most promoting of our discipline of family medicine. Her article on a revisionist approach and her recent article in the Journal of Social Science in Medicine on the impact of illness on the family have been very significant contributions to the field.

Her work is being recognized at the 4th National Conference on the Family in Family Medicine, where she will be presenting a plenary talk on "Assessing Family Coping with Illness" and also is presenting another paper on "The Use of House Calls." She exemplifies an exceptional health care psychologist in psychotherapy, research skills and educational expertise. Johanna has been recognized not only by behavioral medicine faculty in family medicine, but by MD faculty as well. Her national workshops on training health professionals to work with families have also been a significant contribution and are a good demonstration of her teaching ability and impact. Her research related to family work has also been, as stated above, very additive to our field. As co-chairman of the National Task Force on the Family in Family Medicine, I certainly recognize her as one of the leading researchers and practitioners in this field.

In sum, Johanna has made a very important mark on the discipline of family medicine with her work on the family and contributions to behavioral medicine.

Page 2.

March 6, 1984

J. Dennis Mull, M.D., M.P.H.

Her teaching and publications have established her credibility as a non-physician within the medical field. After twelve years in family medicine, it is my opinion that Dr. Shapiro is one of the best behavioral scientists within the health care field. Her contributions to behavioral medicine and family medicine have been very remarkable. It is with the strongest recommendation that I support her promotion to the rank of Associate Professor with tenure.

Sincerely,



Donald M. Cassata, Ph.D.  
Associate Professor  
Director of Behavioral Medicine

DMC/ssl