

DEPARTMENTAL EVALUATION

Concise Department Evaluation. The department or a designated committee should have reviewed and signed the evaluation (with notation if copy has been provided to the candidate). The evaluation should contain a report of the faculty opinion and vote (record by rank) and an evaluation of the candidate's performance in the following areas:

- a. Teaching
- b. Research or creative work
- c. Professional competence and activity
- d. University and public service

This letter is written in strong departmental support of the proposed merit action of Johanna Shapiro, Ph.D., from Professor of Behavioral Sciences, Department of Family Medicine, Step III to Step IV. Dr. Shapiro is evaluated for her performance from October 1, 1995 to September 30, 1999.

Dr. Shapiro served as Acting Chair of the UCI Department of Family Medicine from January 1995 to November 1996. She guided the faculty and department with great dedication and compassionate leadership during this time. In December 1996, Dr. Shapiro took a year sabbatical leave, and returned in 1997 to resume her full-time research and teaching duties at UCI.

Since 1995, Dr. Shapiro has provided key leadership to the undergraduate teaching programs in the College of Medicine. She has served as Ethics Co-Coordinator and small group facilitator in cross-cultural medicine (PDI); as Ethics Coordinator, Course Co-leader, and Medical Humanities Faculty expert (PDII); and Clinical Humanities faculty (PDIII). Dr. Shapiro has also contributed to the graduate level student in the College of Medicine, serving as faculty for a Literature in Medicine elective and clinic preceptor in the family medicine residency. She has lectured on multiple occasions over the past four years to a broad-based group of learners, including medical students, residents in family medicine, nurse practitioner students, and UCI faculty physicians. Her topics have ranged from medical humanities to doctor-patient communication to clinical research methods to working with families. Overall, the evaluations from her teaching activities are uniformly outstanding, with commendation for insightfulness, professionalism, and sincere concern for her students. Dr. Shapiro received UCI COM Certificates of Appreciation for both the PDI and PDII courses during the past four years. In 1997, Dr. Shapiro enhanced her own teaching skills when she completed both the Bayer Doctor Patient Communication Training Course as an Instructor, and an intensive Spanish course.

Dr. Shapiro continues to place a high importance on research and creative activities. During this review period, she has authored or co-authored 13 peer-reviewed articles on topics such as family coping with mental retardation and cancer, residency training in behavioral medicine, principles of physician communication, and issues of high risk sexual behavior in AIDS patients. These articles have appeared in such journals as *Family Medicine*, *Family Practice*, and the *Journal of Community Health*. Dr. Shapiro has also co-authored three book

Departmental Evaluation – Johanna Shapiro, Ph.D. (continued)

chapters and one abstract. She has supervised several Ph.D. students, proctored three post-doctoral scholars, and supervised several undergraduate research student projects. She has presented on multiple occasions at national meetings over the past four years, including the Forum for the Behavioral Sciences in Family Medicine and the Society of Teachers of Family Medicine. Dr. Shapiro serves as Feature Editor, *Medical Humanities for Family Medicine*, and is a member of the editorials boards of *Families, Systems and Health* and *Family Medicine*. Dr. Shapiro has received multiple grant awards during this past review period. Most notably, she received funding for the DDHS HRSA Departmental grant from 1996-1999; and the HRSA Establishment of Departments of Family Medicine Award for 1999-2002. These awards have been critical to the success of the department.

Dr. Shapiro continues to serve the university by her membership on multiple campus and College of Medicine committees, including the Mentoring Program for Women Faculty, the Advisory Committee on Bioethics Institute, the Health Policy and Research Committee, and the UCI-COM Medical Student Admissions Committee. Within the Department, she is a member of the Credentials Committee and the Resident Selection Committee. She also finds time to tutor English Language Development at Laguna Beach High School.

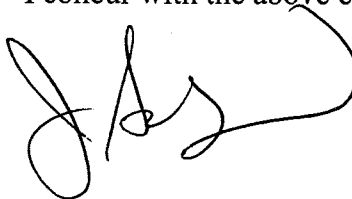
In summary, the Department strongly endorses the merit action of Dr. Shapiro (unanimous faculty vote). Her outstanding achievements in the areas of teaching and research reflect highly on both Dr. Shapiro and the department as a whole. She is genuinely respected for her talents as a teacher and researcher and for her steadfast professionalism and commitment to the ideals and values of family medicine. We endorse her without any reservation.

Sincerely,



Kathryn Larsen, M.D.
Chair, Credentials Committee
Department of Family Medicine

I concur with the above evaluation.



Joseph E. Scherger, M.D., M.P.H.
Chair, Department of Family Medicine

University of California Irvine
Department of Family Medicine
Results of Departmental Vote

CANDIDATE: Johanna Shapiro, Ph.D.

ACTION: Merit to Professor Step IV

RANK	ELIGIBLE	YES	NO	ABSTAIN	ABSENT
Professor	6	4			2
Associate Professor	5	4			1
Assistant Professor	13	9			4
TOTAL	24	17			7
TOTAL NUMBER OF ALL VOTES: 17					

December 13, 2002

Michael Gottfredson
Executive Vice Chancellor
University of California, Irvine

RE: Proposed Merit for Johanna Shapiro, Ph.D.

Dear Dr. Gottfredson:

It is with great pleasure that I write this letter in strong support of the proposed merit action for Dr. Johanna Shapiro from Professor Step III to Professor Step IV in the Department of Family Medicine. The review period for this merit action is from 1996 to 2002.

Dr. Shapiro has been an outstanding contributor to the UCI Department of Family Medicine in many areas since she first joined the Department in 1978 as an Assistant Professor. She has not only been a respected scholar with an exemplary teaching record, but she has filled important leadership roles within the Department, including Acting Chair (1995-1996), Predoctoral Director, and Director of the Behavior Science Program. As a senior faculty member, she has mentored multiple faculty members as well as many learners in the predoctoral, residency and graduate program areas. Her style is very honest and caring, and reflects years of experience and wisdom gained both from her personal life and work contributions.

SCHOLARSHIP

Over the course of her career at UCI, Dr. Shapiro's scholarship has focused primarily on the psychosocial dimensions of the doctor-patient relationship especially with difficult or stigmatized patients. Much of her early work emphasized conceptual or quantitative studies. About five years ago, her research shifted to an investigation of how the humanities could be used to develop new theoretical and conceptual insights into the doctor-patient relationship. Dr. Shapiro has concentrated her efforts on the development of an intellectual basis justifying the relevance of humanities in understanding the doctor patient relationship, and the development of curricular initiatives to integrate humanities in medical education. She has published a number of articles over this period of time which explore narrative approaches to this research focus. Her work has created a theoretical framework for using literature and narrative approaches to examination of the doctor-patient relationship.

Those scholars that have reviewed her work applaud her national reputation in the medical humanities and her "significant and enduring contributions" to family medicine. She is cited as one of the handful of scholars who are "working to establish an intellectual basis for integration of the discipline of humanities in medicine." Dr. Shapiro has been the Feature Editor of a

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monthly column in the journal Family Medicine. “Uses of Literature and Arts in Medical Education.” She has presented numerous peer reviewed presentations at national conferences, including the 2001 and 2002 National Conferences for the Society of Teachers of Family Medicine. At the UCI College of Medicine, she has developed an entire curriculum in medical humanities, which was previously non-existent. She has also consulted on the development of humanities curriculum program development at several other medical schools and is developing funding for compassionate care curriculum. Presently Dr. Shapiro serves as a manuscript reviewer for Family Medicine, Family Systems & Health, Mental Retardation, Academic Medicine, Qualitative Health Research, and Social Science and Medicine.

Reviewers comment that Dr. Shapiro is a prolific and generous author. The Co-Editor of Family, Systems and Health acknowledge her papers as “forward-looking, creative, integrative and substantial.” She is perceived as someone who has the conceptual ability to develop both theoretical models and qualitative and quantitative research studies. As a Renaissance person, “her accomplishments have exceeded those of most clinical behavioral scientists” and she would merit similar advancement at other well-respected academic institutions.

TEACHING

Dr. Shapiro has been an outstanding mentor and teacher throughout her career. She continues to teach multiple, different learners, and with each group, she demonstrates a genuine interest in learner progress. Reviewers have commented that she transmits her intellectual thinking clearly and creatively to students.

Over the past seven years, she has participated in the UCI College of Medicine Patient-Doctor courses at all levels. Her contributions have spanned multiple topics, from clinical humanities to creative writing to cross cultural medicine to ethics. She remains an extremely valuable contributor to the Department residency program with videotape review sessions in the behavioral science program, OSCE teaching and didactic teaching on many subjects including humanities and cross cultural medicine. Dr. Shapiro has also been a favorite lecturer of the UCI Nurse Practitioner Training program and the Egyptian Scholars Program sponsored by the International Division of the Department of Family Medicine.

Dr. Shapiro has been a humanities mentor to various medical students and has supervised various student research projects. She received the Most Valuable Professor Award from the Office of Medical Education in 2002. She has received multiple awards from the Patient-Doctor courses in the UCI COM and participated as faculty in the Bayer Foundation Doctor-Patient Communication project.

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Michael Gottfredson
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SERVICE

Dr. Shapiro has been most generous in her service to the Department, to UCI, and to her community. Her present UCI campus committee memberships include the UCI Informal Center for the Interdisciplinary Study of Morality, the Center for Arts Research in Education, the Advisory Committee on Bioethics Institute, and the UCI Faculty Women's Association. Within the College of Medicine, she is a member of the Curriculum and Educational Policy Committee, Office of Curricular Affairs, and Rehabilitation Research and Training Center on Aging with Disabilities. She is a faculty advisor for Plexus: Journal of Arts and Humanities. By her participation in these activities, she has certainly inspired other department faculty to serve the campus and College of Medicine. She is a model for other faculty not only in the areas of scholarship and teaching, but in her commitment to give "back" to others.

In summary, Dr. Shapiro has the strongest Department support for this proposed merit action. The Department vote was unanimous. She epitomizes the very best within Family Medicine.

Sincerely,

Kathryn M. Larsen, M.D.
Clinical Professor and Interim Chair
Department of Family Medicine

KML/hl

Per your request

DEPARTMENT EVALUATION FC
(Please follow this format or use

CONCISE EVALUATION (NOT SIMPLY A LISTING) OF:

I. TEACHING:

Dr. Shapiro continues to excel in the area of teaching. She receives very high ratings from a wide range of learners, including undergraduates, medical students, residents and graduate students. She devotes considerable energy to her position as co-leader of the PD II Course, for which she is cited for her knowledge, enthusiasm, flexibility and concern for the students' needs and level of satisfaction. Dr. Shapiro also is highly respected for her work as predoctoral director.

II. RESEARCH, CREATIVE ACTIVITIES, AND OTHER SCHOLARLY WORK:

Despite the ongoing responsibilities as Acting Chair, Dr. Shapiro continued to make significant contribution in the area of research and scholarly work. She has recently published several peer-reviewed articles, book chapters, and abstracts in her prime area of research (families dealing with a child's disabilities) as well as medical student education and research. She additionally has been an invited speaker at national forums on the topics of family medicine teaching, and mental retardation.

III. PROFESSIONAL COMPETENCE AND ACTIVITIES:

Since January of 1995, Dr. Shapiro has demonstrated superior leadership and professional qualities in her new capacity as Acting Departmental Chair. She has been attentive to the needs of the departmental members, and has been dedicated to fostering the goals and ideals of family medicine within the institution.

IV. SERVICE:

Dr. Shapiro continues to serve on multiple departmental, university, and medical school committees. She has emerged as a respected leader for her style, diplomacy, and dedication to the university. It is a tribute to her that she is able to balance her numerous commitments in administration, service, and research.

At the request of the candidate,
a copy of the vote and a copy of
the department evaluation form
was provided to her.

Kath M. Larren MD

~~Chair Signature~~
Vice Chair Signature



School of Medicine
Department of Family Medicine

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November 19, 2015

Dr. Diane K. O'Dowd
Vice Provost for Academic Affairs
University of California, Irvine
Irvine, CA 92697

RE: Five Year Review
Johanna Shapiro, Ph.D., Professor, Step V

Dear Dr. O'Dowd:

The Department of Family Medicine strongly supports the five-year review of Dr. Johanna Shapiro. The review period for this action is from October 1, 2010, through September 30, 2015.

Dr. Shapiro has been an outstanding contributor to the UC Irvine School of Medicine and the Department of Family Medicine since she joined the Department in 1978 as an Assistant Professor. During the course of her career, she has been instrumental in the creation and development of programs and related efforts to introduce medical humanities into medical student teaching. Dr. Shapiro teaches undergraduate and graduate students, mentors, and supervises both undergraduate and graduate research projects. Her humanities-related research, scholarship, creative work, and service have positively impacted administrative staff, all types of learners, and faculty.

SCHOLARLY ACTIVITY:

Over the course of her career at UC Irvine, Dr. Shapiro's scholarship has focused primarily on the psychosocial dimensions of the doctor-patient relationship, especially with difficult or stigmatized patients. Much of her early work emphasized conceptual or quantitative studies. About ten years ago, her research shifted to an investigation of how the humanities could be used to develop new theoretical and conceptual insights into the doctor-patient relationship. During this review period, she has published 20 peer-reviewed articles, most related to medical humanities. She has also published 4 book chapters, 9 invited articles, and 3 book reviews, all related to medical humanities topics. During the review period, Dr. Shapiro has given 14 peer-reviewed and 17 invited presentations on topics relevant to medical humanities for professional organizations at both the state and national levels.

Dr. Shapiro is co-PI on a UCI Office of the Provost 3 year, \$450,000 InterSchool Excellence Initiative Award In Medical Humanities. Since 2010, she has been awarded a \$5,000 subcontract annually from the UCSF School of Medicine to support medical humanities-related activities at UC Irvine School of Medicine, primarily to fund medical student research and other humanities-relevant activities.

During her in-residence sabbatical from July through September 2013, Dr. Shapiro conducted a qualitative research project analyzing student essays about difficult patient encounters. She also conducted a secondary qualitative analysis of a "Use of Theater to Reduce Fat Bias in Medical Students" project, with a collaborator at Mayo Clinic, and presented this at the American Society of Bioethics and Humanities in October, 2014. Among multiple other publications, Dr. Shapiro co-authored a major theoretical article in Academic Medicine in 2013, titled, "The challenge of promoting professionalism through medical ethics and humanities education," and is first author on two articles that have been accepted for publication in Academic Medicine in 2015.

TEACHING:

Dr. Shapiro's vision and energy has shaped the UC Irvine's Program in Medical Humanities & Arts for the past 17 years. The program now has required or elective curriculum in all four years of medical school training. The program's goal is to develop medical students' ability to better understand and empathize with their patients' experience, with the ultimate goal of creating caring and empathic physicians.

Over the past five years, Dr. Shapiro has been a mentor to medical students and has supervised and guided various learners' research projects. Her contributions have spanned multiple topics, from clinical humanities to creative writing to cross cultural medicine and ethics. She is an extremely valuable contributor to the Department's residency program with videotape review sessions in the behavioral science program and didactic teaching on many subjects, including humanities and patient-doctor communications. Dr. Shapiro has also been a lecturer for other UC Irvine programs and has developed faculty development programs. She is the lead faculty for the reflective sessions for 3rd year medical students completing the Family Medicine Clerkship.

Dr. Shapiro brings various and creative perspectives to teaching. New curricular initiatives exploring the interface of humanities and medicine include sessions on dance and medicine for medical students, and an orientation session for first year students on movies and medicine. Learning activities for preclinical students during the review period have included lectures on "Humanities and Medicine," "Doctor-Patient Relationship through the Humanities," and "Humanities Approach to Anatomy." In 2103-14, she organized a lecture series "Art and Medicine" for preclinical medical students, which included faculty from the School of the Arts. Recently, Dr. Shapiro was the facilitator for the Integrative Medicine Orientation "Well-being and Reflection" (9 residents, 2 hours) and lecturer on "Brief Communication Skills, Difficult Patient Interactions" (15 residents, 1 hour each).

Dr. Shapiro's teaching evaluations for all courses are consistently within the range of 4.5 to 5 (on a scale of five). Student comments consistently emphasize the exceptional nature of the teaching and her ability to encourage the learner's desire to continue to develop a holistic approach to caring for their patients.

SERVICE:

Dr. Shapiro continues her generous service to UC Irvine, to the Department, and to the community. During the review period, she has continued to serve as a member of the UC Medical Humanities consortium, the Disabilities Study Group, the Jerome Tobis Lectureship Advisory Board, faculty advisor for the Humanities for Health Club and as the facilitator for the Schwartz Center rounds. Dr. Shapiro continues as faculty advisor and co-founder for Plexus: Journal of Arts and Humanities. She is a member of the UC Irvine Speakers Bureau and the Department's Residency Wellness Planning Committee. She also mentors faculty, more recently as a consultant for Dr. Tan Nguyen's "Poetry in the Clinic" project and as a facilitator for Drs. Nguyen's and Wray's "Dance In the Clinic" project.

AWARDS & HONORS:

Throughout her career, Dr. Shapiro has received a variety of awards and honors. During this review period, she was inducted into the UC Irvine Academy of Innovations in Medical Education (2014) and received the Paul Silverman Excellence in Ethics Award (2014). Dr. Shapiro has been asked to hood 13 graduating medical students. Dr. Shapiro's writing skills gained for her a second place award in the UC Irvine Creating Writing Contest (2013).

RECOMMENDATION:

After a review of Dr. Johanna Shapiro's accomplishments during the past five years, the faculty of the Department of Family Medicine strongly supports a satisfactory five-year review of Dr. Johanna Shapiro's performance as a Professor, Step V. We proudly support this well-deserved recognition of one of our most highly esteemed and recognized faculty members.

Sincerely,



Lisa Gibbs, MD
Chair, Credentials Committee
HS Clinical Professor
Department of Family Medicine

I concur with this recommendation.



Emily Dow, MD
Acting Chair
HS Clinical Professor
Department of Family Medicine



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Special Assistant to the Chair

Department of Family and Preventive Medicine

28 October 2002

Kathryn M. Larsen, MD
Clinical Professor and Interim Chair
Department of Family Medicine
College of Medicine
UCI Medical Center
101 The City Drive South
Bldg. 200, Rt. 81, ZC 2975
Orange, CA 92868-3298

Dear Dr. Larsen:

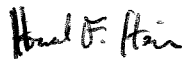
It is my pleasure and privilege to evaluate Professor Johanna Shapiro, who is being considered for advancement from Professor, Step III to Professor, Step IV in your department. Thank you for sending me the materials for my review. I have known and admired the work of Dr. Shapiro since the mid-1980's, which I believe gives me a special vantage on her career and contributions.

Dr. Shapiro is widely regarded as a leader in the application of the behavioral sciences to Family Medicine (and beyond its borders). Her research and scholarship are at once prolific, original, and germane to the training of physicians and the practice of good medicine. She is both a disciplined researcher and an imaginative writer. She is equally adept at doing individual and collaborative work. Dr. Shapiro publishes her work in the mainstream and cutting-edge journals of many fields. From her earliest days as a professional through the present, she has received numerous honors and awards in recognition of her contributions.

Dr. Shapiro's work is at once interdisciplinary and trans-disciplinary. She is one of the most outstanding scholar-researcher-clinicians examining various dimensions of the doctor-patient relationship including the role of family dynamics and culture/ethnicity, as well as interactions with difficult or stigmatized patient populations. Most recently, her pioneering work on literature and medicine expands her horizon on ways of knowing and ways of teaching about the doctor-patient relationship; it is a creative and highly original extension of her previous work. Her current role as feature editor on "Literature and the Arts in Medical Education," for *Family Medicine*, is a form of recognition of her major contribution to this facet of medicine.

I regard Dr. Shapiro's work as distinctive and singular. She is definitely a Renaissance person in all the domains to which she contributes. Her accomplishments (and stature) exceed those of most clinical behavioral scientists I know. She would be an outstanding, exceptional researcher, scholar, and medical humanist at my institution or others with which I am familiar. I have no question that she deserves advancement to Professor, Step IV, in your institution. Please feel free to call or write if I can be of any further assistance.

Sincerely,

A handwritten signature in black ink that reads "Howard F. Stein". The signature is written in a cursive style with a large initial 'H'.

Howard F. Stein, Ph.D.
Professor