



COLLEGE OF MEDICINE  
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August 4, 2006

Debra H. Fiser, M.D.  
Dean, College of Medicine  
University of Arkansas for Medical Sciences  
4301 West Markham  
Little Rock, AR 72205

Re: Promotion of \_\_\_\_\_ to Professor with Tenure, Department of Pediatrics

Dear Dr. Fiser:

I am pleased to recommend \_\_\_\_\_ for promotion to the rank of Full Professor (with tenure) on the Basic Scientist pathway. He is an independent and accomplished researcher who has played a significant role in the growth of research in our Department and at Arkansas Children's Hospital Research Institute.

**Background:** \_\_\_\_\_ received his Ph.D. degree in Population Genetics from the University of New Mexico in 1976. During his graduate training he developed an interest in molecular and cellular aging. Supported by a three year National Institute on Aging Traineeship designed to allow investigators to cross disciplines, he spent two years at the W Alton Jones Cell Science Center in Lake Placid, N.Y., studying regulation of cellular aging with Dr. James R. Smith. The third year of this traineeship was spent studying virology at the Medical College of Virginia with Dr. Guy Cabral. In 1981, he accepted a post doctoral position in cellular aging with Dr. Samuel Goldstein at UAMS. After completion of the fellowship, he spent two years as a Research Associate at the Baylor College of Medicine, where he was reunited with Dr. James R. Smith. In 1985 he returned to Arkansas as a Molecular Biologist collaborating with Dr. David Lipschitz in Geriatrics. In 1987, he was appointed Assistant Professor by the Department of Pediatrics. He was promoted to Associate Professor with Tenure in 1994.

**Research:** Currently \_\_\_\_\_ spends 85% of his time focused upon basic science research. His research focus over the past decade continues to be in the areas of bone pathology, bone repair, and bone regeneration.

His research program has been continually funded since three months after joining the Pediatric faculty in August, 1987. His funding history, past and present, is listed on pages 12-13 of the CV. His funding includes 18 extramural grants totaling over \$10 million in direct costs with six as Principal Investigator, four as Co-Principal Investigator, and eight as Co-Investigator. His current funding includes a competitive renewal of his NIH RO1 grant as Principal Investigator

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(year one of five), two NIH grants as Co-Investigator (one is related to his most recent RO1 grant award), one NIH grant in review as Co-Principal Investigator, and one NIH grant as Principal Investigator is in the planning stages for submission in 2006. He was also part of the successful ACHRI NIH construction grant. He has one UAMS-supported patent application in progress.

's professional papers are listed on pages 2-6 of the CV. He has 49 peer-reviewed publications (seven- first author; 23- senior author). The list of journals includes *Science*, *Nature*, *J Theoretical Biology*, *Proceedings National Academy Sciences*, *Diabetes*, and *Journal Bone Mineral Research*. In addition, he has three book chapters. One publication authored by Dr. James Aronson, which reviews one of 's grants, won the prestigious Nicolas Andry Award (2004).

has presented 59 abstracts/posters at national/international meetings through 2006 with an additional four planned for 2007. He has collaborated with Dr. James Aronson (presenter) on over 100 national/international presentations including a recent Dean's Research Forum and an ACHRI Board Presentation. is a current member of the NIH study section ZRG-1 SSSG (2003-06) and an adjunct member of the NIH Skeletal Biology Development and Disease Study Section (SBDD 2006). He has ongoing commercial contacts with Amgen, Chiron, Orquest, Pharmacia, and Smith Kline Beecham concerning development of new drugs. He continues to support research at UAMS, Arkansas Children's Hospital, Arkansas Children's Hospital Research Institute and Arkansas Children's Nutrition Center by serving on many scientific review committees (see below).

's work is recognized and respected by his peers. As noted by Dr. Charles H. Lang, Professor of Cellular and Molecular Biology at the Milton S. Hershey Medical Center of Penn State University, "He is an extraordinarily intelligent and conscientious researcher. I have been especially impressed with ability to identify the important scientific questions, and then perform critical experiments of exacting design to test his hypothesis. As a consequence of this insight and dedication, he is recognized nationally and internationally as an innovative and highly productive investigator." In my opinion, 's on-going productivity and collegial collaborations in a senior leadership role warrant his consideration for promotion to Professor with tenure at UAMS.

**Administration/Service:** currently devotes 10% of his time to administration.

He has served on several departmental and university wide committees. These include the following:

1. UAMS Institutional Animal Care and Use Committee (IACUC) (Co-Chair) since 1994; Arkansas Children's Hospital Research Institute IACUC Site Review Director since 1997. In these roles he assists all ACHRI personnel and the Division of Endocrinology in developing IACUC protocols.
2. UAMS General Clinical Research Center (GCRC) and GCRC Advisory Committee since inception 1999, and UAMS GCRC Utilization Review Subcommittee (since inception, by nomination from Dr.'s Reece & Elbein.)
3. Pediatrics Promotion and Tenure Committee (1994-present), and Pediatrics Basic & Clinical Science Mentoring Committees (2000-present). As a mentor/P&T reviewer he has mentored on average 3 persons per year from 1994 to present. The success rate for promotion of his "charges" is 99%, and several of his candidates have gone on to obtain extramural funding.



4. ACHRI Research Council and scientific review committees, including those for the CUMG Dean's Developmental Research Fund, the Medical Research Endowment, the ACHRI Lyon Award, the Arkansas Biosciences Institute, the General Clinical Research Center (GCRC,) the GCRC Advisory Committee, the GCRC Utilization Review Subcommittee, and the UAMS Student Research Week.

He attended Leadership classes (two years) conducted by the Chair of the Department of Pediatrics. He served as Chair of the Developmental Biology Recruitment Committee (2006) for the Department of Pediatrics, and also served as a member of the ACHRI President Search Committee. In addition, was Director of the Pediatric Molecular Biology Core Facility from 1987-1993. He has been Co-Director of the Laboratory of Limb Regeneration Research from 1994 to present.

**Education:** 's teaching duties have changed during his tenure at UAMS. He began by teaching Genetics, Biochemistry 504, Physiology 5063, Senior Elective courses on drug abuse, and selected Graduate School courses from 1987 to 1993, at which time he received promotion and tenure. His teaching duties since 1994 are summarized below.

As Director of both the Molecular Biology Core Lab and the Lab of Limb Regeneration Research continues to teach numerous techniques to other research groups in Pediatrics and in other departments including the following: Dr. K.J. Henle- CHO cell microinjection; Dr. G. Bannon- Tetrahymena injection; Dr. C.R. Valentine- mRNA analysis; Dr.'s W.A. Burks & R. Helms- Northern analysis; Dr. J.W. Hardin- microinjection; Dr. W.A. Nagle- microinjection & Northern analysis, Dr.'s L. Zimniak & T.E. Andreoli- Xenopus oocyte translation/injection; Dr. C.M. Cuniff- DNA extraction/analysis; Dr.'s J.G. Quirk, J. Norris, S. Goldstein, R. Reis- microinjection; and most recently for unique and novel rat and mouse distraction osteogenesis protocols the following: Dr.'s J. Fowlkes, K.M. Thraikill, M.J.J. Ronis, and R.L. Jilka.

As Director of the Lab of Limb Regeneration. has trained several fellows in various lab techniques and assisted in the preparation of paper, abstract, poster and grant submissions. These fellows include Dr. X.C. Shen, Dr. G.G. Gao, Dr. H.D. Shin, Dr. L. Liu, and Dr. Z. Liu.

served on the committee of Dr. Daniel Perrien and attended his graduation ceremony to "hood" the new PhD. As note earlier, has acted as primary or secondary reviewer for an average of 3-4 candidates per year for P&T and has mentored more than a dozen faculty members. In recognition of this, was nominated for the Department of Pediatrics Mentor of the Year Award in 2006. In my opinion, 's teaching and mentoring accomplishments combined with his on-going passionate commitment to education and faculty development warrant consideration by UAMS for his promotion to Professor.

**Professional Recognition:** is a current member of the NIH study section ZRG-1 SSSG (2003-06) and an adjunct member of the NIH Skeletal Biology Development and Disease Study Section (SBDD 2006). He is an adjuvant editor for the following journals: *J Bone Miner Res*, *J Orth Res*, *J Bone Joint Surgery*, *J Orthop Trauma*, *Endocrine*, *Alcohol*, *Experimental Biology and Medicine*, and *Endocrinology*. He served as Judge for an NIH Pilot Study Award for

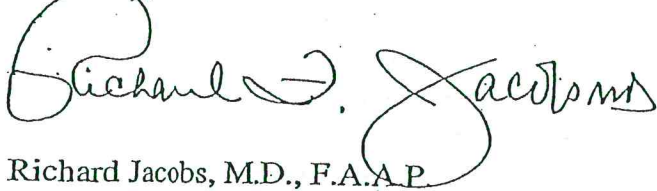


the Barshop Center for Longevity and Aging Studies at the University of Texas Health Science Center, San Antonio. He is a member of the American Society of Bone and Mineral Research, and the Research Society on Alcoholism. His lab over the past 8 years has developed and standardized a unique mouse model of distraction osteogenesis and is one of only two laboratories in the USA currently able to perform this surgical protocol for research purposes.

He has five external letters of review which enthusiastically endorse his promotion from the following professors: Charles H. Lang, Ph.D., Professor of Cellular and Molecular Physiology at the Milton S. Hershey medical Center of Penn State University; Arun Srivastava, Ph.D., George H. Kitzman Professor of Genetics and Chief of Cellular and Molecular Therapy at the College of Medicine of the University of Florida; Guy A. Cabral Ph.D., Professor of Microbiology and Immunology at Medical College of Virginia; Olivia M. Pereira-Smith, Ph.D., Professor of Cellular and Structural Biology, The University of Texas Health Science Center at San Antonio; James S. Norris, Ph.D., Professor and Chairman of the Department of Microbiology and Immunology at the Medical University of South Carolina. Our external reviewers comment that meets criteria for promotion at their home university.

**Summary:** promotion and tenure packet documents his abilities to serve and contribute as an important member of the Department of Pediatrics which warrants promotion to Professor with tenure. He has demonstrated on-going productivity in hypothesis-driven basic research, established grant funding in his focused area of research and fostered significant interest in his data from national and international experts in the area of bone repair research. He has developed collaborations with outstanding investigators in the United States and abroad and has gained national and international recognition with his research presentations and publications. He has fostered many young people in their research endeavors and continues to promote excellence in research through his service in national and local research societies in basic sciences. His teaching and mentoring efforts have been recognized with a recent award nomination. has played a significant role in the acquisition of a number of major grant applications for the Pediatric Endocrinology Center of Excellence at ACHRI. The Department of Pediatrics is fortunate to have a person of character, abilities, and interests. In summary, it is my pleasure to recommend for promotion to the rank of Professor with tenure. Thank you in advance for your consideration.

Sincerely,



Richard Jacobs, M.D., F.A.A.P.  
Interim Chairman and Horace C. Cabe Professor  
Department of Pediatrics