

PROMOTION RECOMMENDATION
The University of Michigan
School of Nursing

Marjorie E. McCullagh, assistant professor of nursing, School of Nursing, is recommended for promotion to associate professor of nursing, with tenure, School of Nursing.

Academic Degrees:

PhD	1999	University of Michigan, Nursing, Ann Arbor, MI
MSN	1986	University of North Dakota, Nursing, Grand Forks, ND
BSN	1977	University at Albany, State University of New York, Nursing, Albany, NY

Professional Record:

2008 – Present	Assistant Professor, School of Nursing, University of Michigan
2004 – 2008	Associate Professor, Department of Nursing, North Dakota State University
1986 – 2004	Assistant Professor, Department of Nursing, North Dakota State University

Summary of Evaluation:

Teaching: Professor McCullagh has had a consistent and commendable record of teaching, mentoring, and curricular development at the graduate level. She maintains a strong and diverse teaching portfolio (i.e., theory, methods, core courses, specialty courses) and has assumed leadership in course design in graduate courses. Her student and peer evaluations demonstrate both excellence and commitment to the teaching mission. As director of the Occupational Health Nursing (OHN) program, Professor McCullagh has mentored a number of graduate students, and her expertise in teaching and mentoring is further reflected in student involvement in research publications and presentations. She is the chair/co-chair of two dissertation committees, a member of another dissertation committee, and has been advisor on 10 masters N699 projects since arriving at the University of Michigan.

Professor McCullagh has taught five graduate level courses since the start of her appointment including a core course, specialty courses, an interdisciplinary course and laboratory sections of an additional two courses. Overall, the class size has ranged from four to 42 students. Student ratings were generally good to excellent with the majority being above the university wide 50%. Student and peer evaluations reflect high ratings overall.

In addition to graduate nursing student mentoring, Professor McCullagh has been a doctoral dissertation chair for two students, a member on a third and N699 advisor/co-advisor on 10 projects, and also serves as a member for others through a variety of mechanisms. She provides mentorship in the NIOSH-Sponsored Education and Research Center Visiting Partners Program and is an academic host for visiting scholars from Thailand. Professor McCullagh's success in student mentoring is reflected in two publications co-authored with

two master's students, two manuscripts in review and conference presentations at MNRS and the American Association of Occupational Health Nurses Conference.

In sum, Professor McCullagh is an extraordinary teacher who is deeply committed to the educational mission of the school and has clearly sustained an unequivocal record of excellence in this key area of faculty responsibility.

Research: Professor McCullagh's scholarship is focused on promoting the hearing health of agricultural workers through development and testing of interventions to create health environments and promote health behaviors and policies. Her scholarship in this area has been admirable, and it is clear that she is considered an innovative and successful leader in addressing this important public health issue. Her scholarly work exhibits both depth and breadth in her area of expertise, including the development and testing of randomized controlled hearing loss prevention intervention; development and testing of a middle range health promotion theory; validation of self-report hearing loss with audiometric testing; and application of research findings to practitioners and consumers. Her approach has been methodical and built on a solid conceptual framework that has been tested and revised by her over the years.

Evidence of her excellence in scholarship is clear in her successful funding track record of obtaining internal and external funding. Since her appointment at the University of Michigan, Professor McCullagh has transformed findings from her R03 and two small research grants into a funded R01 grant titled, "Web-based Intervention to Promote Hearing Protector Use" in which reviewers described her as a "promising new investigator."

Over the four-year period since coming to the University of Michigan, Professor McCullagh has also been productive in her publications, having authored nine peer reviewed articles (six are first authored and data-based). These articles include publications in high impact nursing research journals (*Nursing Research* and *Research in Nursing and Health*), as well as a first authored publication in the *American Journal of Industrial Medicine*, which is the highest quality occupational health journal published in the United States. Her publication trajectory is particularly strong with four publications since 2010 and another four published or in-press in 2011. This journal article publication record is complemented by her writing of several book chapters, and her peer-reviewed and invited national and international presentations.

Professor McCullagh has presented a number of papers at local, regional and national forums since 2008, with most as first presenter, including international conferences (Italy and Thailand). Most of those presentations focus on some aspect of the use of hearing protection among agricultural workers. She has also presented six times at invited forums, including nationally. She is a member of a journal editorial board and reviews journal articles. In addition, she has published two non-peer reviewed papers regarding hearing protection for farmers and participated in a syndicated national radio broadcast on hearing loss among farmers.

Professor McCullagh's work has been recognized nationally and internationally. Abstracts for podium and poster presentations have been accepted at multiple national and international

conferences. Since coming to the University of Michigan she has also been invited to present her work five times at forums at the local, regional and national level. Her research was recently recognized by the Council for accreditation in Occupational Health Conservation in their national newsletter, which has a widespread readership of audiologists, physicians, industrial hygienists, safety specialists, engineers, and nurses. Her work has been featured in regional and national media outlets. Professor McCullagh also serves as a chapter author in a leading textbook on nursing theories, now in its third edition.

Professor McCullagh's external letters are very strong. One noted that she is at or near the top of comparable peers, with respect to areas such as significance and progression of her work, obtaining prestigious research grants and level service activities. Another reviewer commented that Professor McCullagh's "record is particularly impressive due to the short time she has been at a research intensive university" and another that her work and papers reflect "creativity," "methodological sophistication," and "practically addresses occupational and environmental health issues in an integrated fashion-a conceptual approach that is only beginning to be addressed in nursing and public health scholarship and practice, but is critical for the future." All external reviewers found Professor McCullagh's overall scholarly record and contributions to be strong.

Recent and Significant Publications:

McCullagh, M.C., Ortner, P., Shim, S. "Drug disposal methods of hospice home care nurses in Michigan." *Journal of Pain and Symptom Management* 2011; In press.

McCullagh, M.C. "Effects of a low intensity intervention to increase hearing protector use among noise-exposed workers." *American Journal of Industrial Medicine* 2010; 53.

McCullagh, M.C, Ronis, D.L., Lusk, S.L. "Predictors of use of hearing protection among a representative sample of farmers." *Research in Nursing and Health* 2010; 33: 528-538.

McCullagh, M.C., Robinson, C. "Too late smart: Farmers' adoption of self-protective behavior in response to exposure to hazardous noise." *AAOHN Journal* 2009; 57: 99-105.

McCullagh, M.C. "Validation of a questionnaire to identify hearing loss." *Noise and Health* 2011; In press.

Service: Professor McCullagh has made significant service contributions to the school, the university, and the nursing profession. She has served as a member of six committees and task forces within the School of Nursing, including as the lead on the 2012 School of Nursing Dean's Research Day Planning Committee, on the UMHS Health and Safety Committee, and as a peer reviewer for the University of Michigan National Institute for Occupational Safety and Health (NIOSH) Education and Research Center Pilot Research Initiative. Professor McCullagh led her division's LEO Lecturer Major Review Committee in 2008-2009 and is a division representative on the Research Advisory Group, School of Nursing Building Planning Committee, and graduate student recruitment ambassador group. She was an elected member of the Faculty Senate Assembly and also served on the Faculty Senate Advisory Task Force for Health Plan.

Professor McCullagh has served on regional and national committees in leadership positions related to occupational health. As an active member of the American Association of Occupational Health Nurses (AAOHN) she led the AAOHN Training Grant Task Force design and implementation of a pilot project to bring occupational health teaching resources to community health nurse educators nationally. Based on her long standing leadership in both occupational health nursing and AAOHN she was invited to author a feature article in a special of the *AAOHN Journal*. At the state level, she serves as Michigan Association of Occupational Health Nurses board member and treasurer. As recent chair of the Midwest Nursing Research Society (MNRS) membership committee, she led the successful completion of a member recruitment and communication program, and previously served as a section chair, as peer reviewer for the MNRS Research Conference Presentations and the MNRS Health Seeking Behaviors Dissertation Research Award Program. She also served as peer reviewer for the AAOHN Continuing Education Certification Program. Currently, Professor McCullagh serves on the *AAOHN Journal* editorial board and as a manuscript reviewer for six journals, including *AAOHN*, *Nursing Research*, *Research in Nursing and Health*, and *Injury Prevention*. Professor McCullagh's community service is consistent with her interest in public health. She serves as Public Health Emergency Reserve and Red Cross Disaster Health Services staff, responding to disasters in Michigan and other states since 1977.

In sum, Professor McCullagh's professional activities and service reflect her educational and research interests and represent significant service contributions to her division, the school, the university, profession and community.

External Reviewers:

Reviewer A: “[Professor] McCullagh would stand out as successful among her peer group. There are few nurses in rural health care research with as focused and well-funded research program.”

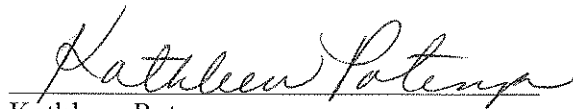
Reviewer B: “[Professor] McCullagh has an excellent record of scholarly work including research and publication in the peer reviewed literature, a solid track record of funding for her research and an impressive number of awards. She has developed a very creative and focused program of research... [that] is very important to the field of occupational health.”

Reviewer C: “[Professor] McCullagh's record clearly shows she has been able to articulate a vision and focus for her research and scholarship activities, and is making excellent contributions within her area of study... she is publishing in a variety of venues, including journals, book chapters, conference proceedings and lay publications. She is also developing a good record of mass media communications... [Professor] McCullagh's publication record is excellent for this stage of her career.”

Reviewer D: “She is highly respected by her peers in agricultural health and safety and has been a stellar resource for development of hearing conservation programs focused on agricultural populations.”

Reviewer E: “[Professor] McCullagh has developed a focused program of research and scholarly work in an area of high significance to the field of occupational health nursing. She has successfully competed for an NIH R01 that... places her in high standing in relationship to others in the field of occupational health nursing.”

Summary of Recommendation: In summary, Professor McCullagh is a prominent and productive researcher who has made noteworthy contributions to the prevention of noise-induced hearing loss among farmers, particularly through the use of hearing protection devices. She is successful as an independent researcher and as a key collaborator. Her research is yielding a coherent body of work that is systematically informing science and assisting in the prevention of noise-induced hearing loss among farmers through the adoption of self-protective behavior. Her work has achieved national and international notice. Professor McCullagh has a sound record of academic, professional and community service. She is an excellent teacher and mentor and is a key leader in the school in master’s program development; and she has made important contributions in both internal and external service opportunities. It is with the support of the School of Nursing Executive Committee that I recommend Marjorie E. McCullagh for promotion to associate professor of nursing, with tenure, School of Nursing.



Kathleen Potempa
Dean, School of Nursing

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