

PROMOTION RECOMMENDATION  
The University of Michigan  
College of Literature, Science, and the Arts

Margaret J. Shih, assistant professor of psychology, College of Literature, Science, and the Arts, is recommended for promotion to associate professor of psychology, with tenure, College of Literature, Science, and the Arts.

Academic Degrees:

2000	Ph.D.	Harvard University
1998	M.A.	Harvard University
1994	B.A.	Stanford University

Professional Record:

2000 – present      Assistant Professor, Department of Psychology, University of Michigan

Summary of Evaluations:

Teaching – Professor Shih’s teaching includes the large 200-level introductory course in organizational psychology where she uses multimedia content, discussion groups, and student research projects. She creates a small seminar environment within the context of a large lecture. She has taught an upper-level seminar on gender, race, and culture in organizations as well as a graduate level course on interpersonal processes. Students at all levels give her outstanding ratings. She has involved over 85 students in research projects in the last five years. She has served on eleven dissertation committees and provided multiple opportunities for student co-authorships.

Research – Professor Shih’s research area is in multiple identities, in particular how race effects one’s social identities; i.e., one’s membership in different social groups may have significant influence in shaping people’s experiences as they navigate their social world. She lists fourteen peer-reviewed articles in top-tier journals such as *Psychological Bulletin*, *Psychological Science*, and the *Journal of Personality and Social Psychology*. She also has eight manuscripts under review. This is an impressive level of productivity and impact for someone just five years from her Ph.D. and shows a solid trajectory of high quality work.

Recent and Significant Publications:

- “Perspectives and research on the positive and negative effects of having multiple racial identities,” with D. Sanchez, *Psychological Bulletin*, 131, 2005, pp. 569-591.
- “Positive stigma: Examining resilience and empowerment in overcoming stigma,” *Annals of the Academy of Political and Social Science*, 591, 2004, pp. 175-185.
- “Stereotype performance boosts: The impact of self-relevance and the manner of stereotype activation,” with N. Ambady, et al., *Journal of Personality and Social Psychology*, 83, 2002, pp. 638-647.
- “Social dominance orientation and group context in implicit group discrimination,” with F. Pratto, *Psychological Science*, 11, 2000, pp. 521-524.

Service – Professor Shih has made important contributions to the Department by serving on the Executive Committee. She has been actively involved in the creation of a new area within psychology—Personality and Social Contexts. She has a strong national reputation as seen in her

consulting editor roles in the two major journals in social psychology: the *Journal of Personality and Social Psychology* and the *Personality and Social Psychology Bulletin*.

External Reviews:

Reviewer (A)

“Dr. Shih’s work has been recognized by the field. ... She is also a terrific teacher with excellent student evaluations and is also an outstanding mentor as illustrated by the awards her undergraduate and graduate students have garnered for their research.”

Reviewer (B)

“Shih’s work has expanded to a broader consideration of the multifaceted nature of identity and the role of identity structure in adaptive functioning. Her new *Psychological Bulletin* review provides an outstanding overview of the relevant issues. I expect it to be quite influential...”

Reviewer (C)

“Dr. Shih has earned a reputation in the field as a bright, creative, and productive scholar. ...she has clearly established herself as an active, publishing scholar... The quality of Dr. Shih’s scholarship, as reflected in the quality of journals in which she publishes, is also impressive.”

Reviewer (D)

“Professor Shih stands out relative to others in her cohort in this area. Not only has she published original and influential papers in the best journals, she has broadened and enlivened the conversation in this area. ... My impression is that her key finding has altered the shape of the discourse in her field. Very few people do that.”

Reviewer (E)

“...I regard her piece entitled: ‘Stereotype performance boosts: The impact of self-relevance and the manner of stereotype activation’ (in JPSP [*Journal of Personality and Social Psychology*]) as making the most *original* and important contribution to this growing literature.”

Reviewer (F)

“Professor Shih’s work is methodologically sound and experimentally based. ... The research has a good deal of theoretical and applied implications that are germane to general processes of stigmatization and resilience and that go beyond the study of a particular ethnic minority group (such as Asian Americans). ... I would certainly rate her among the top researchers in her cohort who are addressing ethnic and cultural issues.”

Reviewer (G)

“...Dr. Shih’s work is at the forefront of a major movement in social psychology, and it appears likely that her work will remain relevant and important for the foreseeable future. In addition, her research on multi-racial individuals is likely to play an important role in expanding this interesting but understudied area, which will be increasingly important in a multi-ethnic society.”

Summary of Recommendation:

Professor Shih is a noted researcher whose work is making a major impact on the field. She is an outstanding teacher and an excellent University citizen. The Executive Committee of the College of Literature, Science and the Arts and I recommend that Assistant Professor Margaret J. Shih be promoted to the rank of associate professor of psychology, with tenure.



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Terrence J. McDonald, Dean  
College of Literature, Science, and the Arts

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