

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

Approved by the Regents  
May 17, 2007

Lilia M. Cortina, assistant professor of psychology and assistant professor of women's studies, College of Literature, Science, and the Arts, is recommended for promotion to associate professor of psychology, with tenure, and associate professor of women's studies, with tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	1999	University of Illinois, Urbana-Champaign
A.M.	1996	University of Illinois, Urbana-Champaign
B.A.	1993	Pomona College

Professional Record:

2000 – present	Assistant Professor, Department of Psychology and the Women's Studies Program, University of Michigan
1999 – 2000	Clinical Psychology Intern, National Crime Victims Center, Medical University of South Carolina

Summary of Evaluation:

Teaching – Professor Cortina is a committed and talented instructor, whose mentoring of students at all levels is exemplary. Her enthusiasm is matched by her expertise. Student evaluations paint the picture of a professor who leads large and small classrooms with equal skill, and whose abilities continue to show an upward learning curve even after receiving strong indicators of success.

Research – Professor Cortina has developed a sophisticated, multi-level model of incivility that teases out the distinctions between incivility, gender harassment, and sexual harassment. Her work is ground-breaking and highly unusual in combining solid statistical methods with critical analysis. Her program of research and publication is extensive, methodologically rigorous, and conceptually innovative. She has produced a substantial number of empirical papers that appear in well regarded journals. Her work has also attracted attention in the mainstream media, and in publications within the discipline of psychology that showcase important new research areas.

Recent and Significant Publications:

- “The climate for women in academic science: The good, the bad, and the changeable,” with I. Settles, et al., *Psychology of Women Quarterly*, 30, 2006, pp. 47-58.
- “Profiles in coping: Responses to sexual harassment across persons, organizations, and cultures,” with S. A. Wasti, *Journal of Applied Psychology*, 90, 2005, pp. 182-192.
- “Hispanic perspectives on sexual harassment and social support,” *Personality and Social Psychology Bulletin*, 30, 2004, pp. 570-584.
- “Gender, victimization, and outcomes: Reconceptualizing risk,” with S. Pimlott-Kubiak, *Journal of Consulting and Clinical Psychology*, 71, 2003, pp. 528-539.

Service – Professor Cortina has amassed an exemplary record of university and national service. Her service to Michigan has spanned the two units where she holds appointments as well as the Organizational Studies Program. For several years she served on two or more demanding unit committees at the same time, including elected roles in both the Department of Psychology and the Women’s Studies Program. Her service at the national level indicates that she has established herself in the field as someone who is able to provide leadership across several disciplinary areas. For example, she has been asked to serve as a consulting editor for three major professional journals.

External Reviews:

Reviewer (A)

“...she has published 21 refereed journal articles and four chapters, and has about 12 manuscripts in the pipeline – a very strong record for a psychologist at this career stage. Furthermore, a good number of her papers are in top APA journals...and in other very solid outlets... The record also reflects a good mix of first-authored and collaborative efforts...”

Reviewer (B)

“...Dr. Cortina has accumulated a significant volume of work that reflects a well-integrated program of research. It is clear that she is one of the leading scholars in the nation on the gendered nature of workplace incivility. She has carved out an important area of research that has significant implications for both research and practice.”

Reviewer (C)

“A very impressive aspect of Dr. Cortina’s research is her successful – and ambitious – attempt to examine the sociocultural construction of violence against women... Her work as a whole has contributed greatly to a deeper understanding of the causes and consequences of violence against women.”

Reviewer (D)

“Dr. Cortina has made theoretical and methodological contributions to the psychology of gender and ethnicity, in particular with regard to understanding the relationship of gender and power in the workplace. ...she has a sterling track record of high quality and exceptional productivity.”

Reviewer (E)

“...I believe that Dr. Cortina’s work has made significant contributions to the literature and it was difficult to single out specific publications as being the ‘most’ significant. I can only summarize by saying that I find her scholarly achievements to have made major, significant contributions to several areas of psychology, an accomplishment that I have rarely seen at this early career stage...”

Reviewer (F)

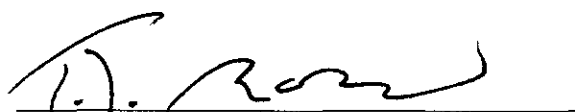
“Her research record reflects not a series of unrelated studies, but rather a thoughtful accumulation of findings that come together in a well developed continually developing program of research. ...she has all the right stuff to be a long-standing, productive, and respected researcher whose work will significantly influence the field of psychology.”

Reviewer (G)

“My impression of Dr. Cortina’s work in the areas of workplace incivility and sexual harassment is that it is at the forefront of the field. ... In summary of her research program, the qualities that are particularly noteworthy are its (1) interdisciplinary nature...and (2) reliance on multiple levels of analysis. Whereas there are others studying the basic issues, Dr. Cortina seems to be approaching it from a broader, more conceptual and theoretical manner.”

Summary of Recommendation:

Professor Cortina has proven to be an outstanding researcher, an excellent teacher, and an emerging leader. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Assistant Professor Lilia M. Cortina be promoted to the rank of associate professor of psychology, with tenure, and associate professor of women’s studies, with tenure, in the College of Literature, Science, and the Arts.



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Terrence J. McDonald  
Arthur F. Thurnau Professor,  
Professor of History, and Dean  
College of Literature, Science, and the Arts

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