

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

Elizabeth R. Cole, associate professor of women's studies, with tenure, associate professor of psychology, with tenure, and associate professor of Afroamerican and African studies, without tenure, College of Literature, Science, and the Arts, is recommended for promotion to professor of women's studies, with tenure, professor of psychology, with tenure, and professor of Afroamerican and African studies, without tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	1993	University of Michigan
M.A.	1991	University of Michigan
B.A.	1986	Boston University

Professional Record:

2007 – present	Associate Professor, Departments of Women's Studies and Psychology (with tenure), and the Center for Afroamerican and African Studies (without tenure), University of Michigan
2000 – 2007	Associate Professor, Department of Women's Studies and the Center for Afroamerican and African Studies Psychology (with tenure), and Department of Psychology (without tenure), University of Michigan
1999 – 2000	Associate Professor, Departments of Psychology and African American Studies, Northeastern University
1993 – 1999	Assistant Professor, Departments of Psychology and African American Studies, Northeastern University

Summary of Evaluations:

Teaching – Professor Cole is a committed and talented teacher of graduate and undergraduate students. She has served on committees for sixteen completed dissertations and is advising eight committees in psychology, women's studies, sociology, education, and communication studies. She has worked with thirteen undergraduate students on honors theses, independent studies, and in the context of the Undergraduate Research Opportunities Program. She has taught eleven different courses, from a large introductory lecture to first-year seminars to graduate seminars on qualitative research methods. She has demonstrated pedagogical commitment by taking on the large introductory lecture course in women's studies where she has provided focus and coherence, an arena for teaching graduate students how to lecture, and an occasion for undergraduates to learn about political activism.

Research – Professor Cole has become a leading figure working at the intersection of psychology, women's studies, and African American studies, bringing feminist theory to psychology and empirical research methods to women's studies. Her work is unusual in the degree to which it addresses theoretical, methodological, and empirical issues simultaneously. The concept of intersectionality is central to Professor Cole's understanding of gender, race, and social class as socially constructed identity categories, and key to her ongoing research focused on women's political thought and activism, students' experience of race in higher education, and

the consequences of women's feminine traits and behaviors. She has published thirteen journal articles in prestigious journals in psychology and women's studies, three book chapters, and she has edited a special issue of the *Journal of Social Issues*.

#### Recent and Significant Publications:

"Making coalitions: Insights from the margins of US feminism," with Z. Luna, *Feminist Studies*, forthcoming 2010.

"Intersectionality and research in psychology," *American Psychologist*, 64, 2009, pp. 170-180.

"Black and white women's perspectives on femininity," with A. N. Zucker, in *Cultural Diversity and Ethnic Minority Psychology*, 13, 2007, pp. 1-9.

"Race, class and the dilemmas of upward mobility for African Americans," with S. R. Omari, *Journal of Social Issues*, 59, 2003, pp. 785-802.

Service – Professor Cole has actively engaged in service at all levels of the university. She has served on every standing committee in women's studies and has made important contributions as a member of several search committees. She has been area chair for the joint women's studies/psychology doctoral program. In CAAS, she engaged in a major revision of the undergraduate curriculum, proposed and shepherded through the graduate certificate program, and served as associate director. She has served on the LSA Curriculum Committee, the Rackham Executive Board, and on grant and fellowship review committees for the Institute for Research on Women and Gender, and the National Center for Institutional Diversity. Nationally she has served on several editorial boards of journals and on divisions of the American Psychological Association.

#### External Reviews:

##### Reviewer (A)

"Not only does she reach across different academic disciplines; she also very effectively uses cross-disciplinary materials to invite scholars who reside squarely in one discipline, to envision how their native discipline might be improved. ... I imagine that many psychologists will be influenced by Professor Cole's virtuoso article. It would be my prediction that the *American Psychologist* article on intersectionality will exert a significant influence on the rising generations of researchers in clinical psychology, social psychology, and personality and may prove to be a watershed article in psychology."

##### Reviewer (B)

"Dr. Cole is emerging as a leader in translating intersectionality perspectives and theory to psychology. She does this in a way that encourages research practices that are both sound and creative. ... Her recent *American Psychologist* article proposes nothing less than a paradigm shift in the way that psychologists conceptualize and study social categories. Importantly, she also provides something of a roadmap for how to accomplish a new understanding of social categories at each stage of the research process."

##### Reviewer (C)

"Cole's scholarship is not only original but it is deeply collaborative. ... [she] has consistently published with junior scholars, graduate students and young scholars of color. As she rises, she lifts those around her. ... Cole has authored or co-authored some of the most compelling essays

in the field on epistemology and methodology, particularly relevant to scholars interested in mixed methods and intersectionality.”

Reviewer (D)

“...she has fully integrated her three fields of focus—women’s studies, psychology, and African American studies—primarily through the use of a conceptual tool that explicitly considers the range of impacts of multiple identities and classifications. In my view, this has rarely been attempted with these three fields.”

Reviewer (E)

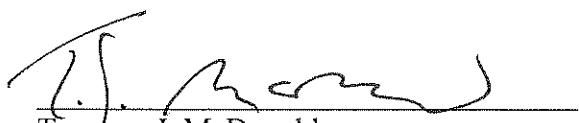
“I am impressed by both the breadth and depth of her scholarship. I do not know of anyone else who combines feminist theory, black studies, and mainstream social and personality psychology so effortlessly and so well. ... Elizabeth’s use of questions to the field (e.g., What is included within categories that involve forms of social identity? What role does inequality play? Where are the similarities?) seems like a very effective strategy to prod a discipline that has largely ignored power and privilege into reconsidering its epistemological stance.”

Reviewer (F)

“...Dr. Cole is perhaps *the* recognized expert on women’s political action, and her work on coalition building and women’s activism as sites in which identity is negotiated has been very influential. The *Global Feminisms Project* is widely seen as a landmark study of feminism around the globe, and her role in that project has been very important and is widely recognized.”

Summary of Recommendation:

Professor Cole is a truly interdisciplinary scholar who promises to remain a productive and innovative researcher. She is an excellent teacher and a very active citizen. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Associate Professor Elizabeth R. Cole be promoted to the rank of professor of women’s studies, with tenure, professor of psychology, with tenure, and professor of Afroamerican and African studies, without tenure, in the College of Literature, Science, and the Arts.



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

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