

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Letha Chadiha, associate professor of social work, with tenure, School of Social Work, is recommended for promotion to professor of social work, with tenure, School of Social Work.

Academic Degrees:

Ph.D.	1989	Social Work and Anthropology, University of Michigan
M.S.W.	1985	University of Michigan
M.A.	1970	Anthropology, Washington State University, Pullman, WA
B.S.	1965	Sociology, Tuskegee Institute, Tuskegee, AL
Certificate	1965	Employment Counseling, University of Utah, Salt Lake City, UT

Professional Record:

2008	Program Faculty, Institute on Aging & Social Work, The College of St. Scholastica, Duluth, MN
2007-Present	Co-Director, Community Liaison Core, Michigan Center on Urban African American Aging Research, Institute for Social Research, The University of Michigan and Wayne State University, Institute of Gerontology.
2002-Present	Associate Professor, School of Social Work; Faculty Associate, Program for Research on Black Americans, Institute for Social Research, The University of Michigan, Ann Arbor, MI
1996-2002	Associate Professor and Coordinator of the Gerontology Concentration, George Warren Brown School of Social Work, Washington University, St. Louis, MO, also Adjunct Associate Professor, Department of Anthropology, Washington University, St. Louis, MO
1995-2002	Research Investigator, Center for Mental Health Services Research, George Warren Brown School of Social Work, Washington University, St. Louis, MO
1992-2002	Faculty Affiliate, Social Thought and Analysis Program, College of Arts and Sciences, Washington University, St. Louis, MO
1990-1996	Assistant Professor, George Warren Brown School of Social Work, Washington University, St. Louis, MO, also Adjunct Assistant Professor, Department of Anthropology, Washington University, St. Louis, MO

Summary of Evaluation:

Teaching: Professor Chadiha is an excellent educator, who has taught basic research and evaluation courses at the master's level, and courses on aging on the master's and doctoral levels. She has dedicated time and resources to find meaningful ways to convey detailed research methods and material to engage students. As indicated in her statement, Professor Chadiha utilizes methods and theories of adult education in organizing her courses. Her course evaluations for reflect the care she has taken in preparing these courses, with her teaching valued at 3-4 on a scale of 1-5.

Professor Chadiha is a talented and committed mentor, particularly for students from under-represented racial or ethnic groups, and her contribution is especially evident in her support for MSW students from disadvantaged backgrounds who have gone on to seek more advanced education. During her time as a faculty member at Michigan, ten of these students have been admitted to some of the best social work doctoral programs in the country. As a woman of color and a gerontologist,

she is a role model for students from those underrepresented groups and for students choosing a career in gerontology.

Professor Chadiha has been very active in doctoral education. She has advised and mentored students at every stage in the program and has served on or chaired thirteen preliminary examination committees and eight dissertation committees. The majority of these doctoral students were specializing in aging and/or in social work and anthropology. This effort is reflected in her nomination for the American Association for the Advancement of Science (AAAS) Mentor Award, which recognizes extraordinary leadership in mentoring members of underrepresented groups through completion of their doctoral studies.

She has also taught the pre- and post-doctoral fellows in the School's NIA Seminar on Applied Research Issues in Aging-II (SW836), a component of a T32 Grant Award that the School has received for over two decades. Her evaluations for this seminar were quite high, receiving a 5 (on a 1-5 scale) for her teaching in that course both times she taught it.

Her commitment to enhancing the "educational pipeline" for students from underrepresented groups inspired her to apply—in partnership with the School of Nursing, for an NIH Bridges to the doctorate program. The Social Work/Nursing Bridges to the doctoral program has been funded by the NIH/National Institute of General Medical Sciences (NIGMS) to increase the number of Ph.D. level researchers from underrepresented groups who focus on health disparities. Professor Chadiha is the first social work researcher who is a principal investigator of a Bridges to the doctorate grant award, and the UM Social Work/Nursing Bridges to the doctoral program is the first of its kind in a school of social work.

Her service on behalf of students is also exceptional. She has provided consistent leadership within the Aging Practice Area Concentration of the curriculum, guiding both integration of curricular material, mentoring students, and planning/implementing ancillary activities in support of curricular goals. Her mentorship activities also extend to junior faculty at the University of Michigan and at other institutions. Most of these mentees have been individuals from groups that are underrepresented in higher education.

Service: Professor Chadiha's service record reflects a rich and distinguished career of service at every level. Notably, she has provided national leadership related to her own scholarship. She has been a frequent reviewer for grants at the national level, including the National Institute for Aging and National Institute of Mental Health. She has reviewed publications for the most prestigious journals in her field, and has served on the editorial board of *Social Work*, the flagship professional journal for the social work profession. Her reputation at the national level has led to both appointed and elected office in the Gerontological Society of America (GSA).

Professor Chadiha's service to the School of Social Work and the University is also extensive. She has taken leadership in the School of Social Work, serving as Curriculum Committee chair and as a member of the Search Committee. She has been elected to the Executive Committee of the School of Social Work, demonstrating the trust her colleagues place in her judgment, expertise, and work on behalf of the school. She has held numerous other roles in the school as well, including service on the task force revising Tenure and Promotion procedures for the school, faculty representative to the Alumnae Board of Governors, chair of the Grievance Committee, faculty ombuds, and member of the Academic Difficulty Committee.

Research/scholarship: Since joining the School of Social Work faculty in 2002, Professor Chadiha has maintained a very active and productive program of knowledge development both in terms of published works and success in securing external support. Her research focus has been on the dynamics of social well-being in African-American families and, more generally, the situation of the elderly. Professor Chadiha has also become a national leader in the critical development of methodologies for studying the situation of African-American caregivers, particularly in rural settings. She has earned a national reputation for her work on the dynamics of caregiving (e.g., factors associated with the relationship of depression among caregivers and the availability of secondary support systems) and methodology for recruitment/retention of representative samples of African-American research subjects, a group that often has been neglected in studies of health behaviors.

Her national prominence is also reflected in the scores of invited presentations she has made to research and practitioner conferences both nationally and internationally, as well as her appointment as a proposal reviewer for the nation's key research funders, including the National Institute of Mental Health (NIMH) and the National Institute on Aging (NIA).

In the years she has been at Michigan, Professor Chadiha has published (or has in press) twenty four articles/chapters. Fifteen of these works are in peer-review journals and the balance appears in other highly-regarded publications, such as the most recent Encyclopedia of Social Work and The Oxford Handbook of Social Work in Health and Aging. Professor Chadiha characteristically works as a part of a research team and is the first author in 63 percent of her joint publications. She also served as editor of both a special supplement on recruitment and retention of minority research subject published by *The Gerontologist*, a leading journal in her field. She edited a supplemental volume on disparities in the situation of the minority elderly for *Ethnicity and Disease*. Professor Chadiha has a number of additional publications under review, in revision, or in other states of preparation.

Recent and Significant Publications:

Chadiha, L.A., Washington, O.G.M., Lichtenberg, P.A., Green, C., Daniels, K., & Jackson, J.S. (in press). Building a registry of research volunteers among older urban African Americans: Recruitment Processes and Outcomes from a Community-Based Research Partnership. *The Gerontologist*. (Special Supplement: The science of recruitment and retention among ethnically diverse older adults).

Chadiha, L.A., Feld, S., & Rafferty, J. (in press). Likelihood of African American primary caregivers and care recipients receiving assistance from secondary caregivers: A rural-urban comparison. *Journal of Applied Gerontology*.

Pickard, J.G., Inoue, M., Chadiha, L.A., Johnson, S. (in press). The relationship of social support to African American female caregivers' help-seeking for emotional problems. *Social Service Review*.

Ingersoll-Dayton, B., Dunkle, R.E., Chadiha, L. A., Lawrence-Jacobson, A., Li, L., Weir, E., & Satorius, J. (2011). Intergenerational ambivalence: Aging mothers whose adult daughters are mentally ill. *Families in Society*, 92(1), 114-119.

Nápoles, A.M., Chadiha, L. A., Eversley, R., & Moreno-John, G. (2010) Developing culturally sensitive dementia caregiver interventions: Are we there yet? *American Journal of Alzheimers Disease & Other Dementias*, 25(5), 389-406.

Rozario, P.A., Chadiha, L.A., Proctor, E.K., & Morrow-Howell. (2008). Predicting the influence of social resources on African American wife and daughter caregivers' depressive symptoms. *Journal of Family Issues*, 29, 317-333.

- Carrasquillo, O., & Chadiha, L. A. (2007). Development of community-based partnerships in minority aging research. *Ethnicity and Disease, 17*, S1-3-S1-5.
- Li, H., Chadiha, & L.A., Morrow-Howell, N. (2005). Association between unmet needs for community services and caregiving strain. *Families in Society, 86 (1)*, 55-62.
- Chadiha, L.A., Miller-Cribbs, J.E., Rafferty, J., Adams, P., Pierce, R., & Kommidi, S. (2005). Urban and rural African American female caregivers' family reunion participation. *Marriage and Family Review, 37(1/2)*, 129-146.
- Chadiha, L. A., Morrow-Howell, N., Proctor, E.K., Picot, S.F., Gillespie, D.C., Pandey, P., & Dey, A. (2004). Involving rural older African Americans and their female caregivers in research. *Journal of Aging and Health, 16(5)*, 18S-38S. (Special Supplemental Issue: Increasing the participation of older minorities in health research).
- Chadiha, L. A., Adams, P., Biegel, D.E., Auslander, W., & Gutierrez, L. (2004). Empowering urban African American women caregivers: A literature synthesis and practice strategies. *Social Work, 49(1)*, 97-108.

External Reviewers:

Reviewer A: "In summary, I believe Professor Chadiha's accomplishments reflect a passion for teaching and mentorship, a solid record of research and publications focusing on topics and population groups which have not been extensively investigated, and a sustained commitment to professional and university service. Given her record of accomplishments, I am confident she would be promoted to full professor at [my university]."

Reviewer B: "Based on these materials and my familiarity with her research and scholarship, I believe that Dr. Chadiha is most deserving of this promotion. ... As a longstanding, 'arm's length' colleague of Dr. Chadiha, I have developed tremendous respect for the scientific soundness, coherence and integrity of her scholarship and her thoroughgoing dedication to improving the lives of older African Americans through research, policy and practice. Going forward, I expect her stature as a scholar and mentor in this crucial area of inquiry will only continue to grow and expand. I look forward to continuing to learn from her."

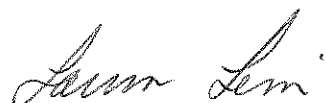
Reviewer C: "Professor Chadiha is a nationally renowned scholar in gerontological social work. Her research has been at the forefront of an effort in gerontological social work to develop a science for recruiting elders of color, and the importance of this effort to the social work field cannot be overstated.... It would be remiss of me if I did not comment on Dr. Chadiha's exceptional record of service to the University of Michigan, gerontology, and social work... It was a delight to review Dr. Chadiha's file. Her accomplishments are impressive, and without question, her record would warrant promotion to a full professor at [my university]."

Reviewer D: "Her record of service to the profession, the community, and the University of Michigan is outstanding. Her level of mentorship and generativity toward junior scholars and graduate students is exemplary. And, she has an important and solid record of research and scholarship that has made significant contributions to the field. To specifically address a question posed in the letter requesting my review of Dr. Chadiha, I believe that she would likely be promoted to Full Professor at University of Michigan peer institutions ... My overall evaluation of Dr. Chadiha is that her research, scholarship, mentorship, and service over the past two decades, in particular, merit her being promoted to Full Professor with tenure. Her record is in line with others who have been promoted at institutions comparable to the University of Michigan. I submit my strongest support for a positive decision on the part of the committee. Dr. Chadiha appears to be an excellent researcher, scholar, mentor, and departmental citizen..."

Reviewer E: “Overall, Dr. Chadiha demonstrates the productivity and standing in research and scholarship compared with others at the rank of full professor. The role she has performed as mentor to [junior] scholars is impressive and deserves accolades since it seems quite evident that she has helped chart a challenging course in academia for others. The quality, quantity, nature, and profile of Dr. Chadiha’s work is strong, and I expect she would be successful were she to seek promotion at my institution based on her overall productivity and contributions.”

Reviewer F: “I have followed Dr. Chadiha’s research and publications over the past 10 years given my similar interests in research on family caregiving to older adults. I have found her work of consistently high quality, both contributing to the existing knowledge base and setting the course for future research. ... Dr. Chadiha’s contributions to advancing the science of identification and recruitment of older African American elders and their caregivers are well illustrated in two of her recent articles...[One article is] the first to openly discuss the ‘black box’ of participant recruitment and explicitly address the methodology of reaching African American caregivers to older adults... In sum, Dr. Chadiha is an accomplished, well-respected senior scientist and educator. Her current productivity has been impressive and her work in progress makes it clear that she will continue to make significant contributions in the years to come. I believe that Dr. Chadiha ranks among the top scholars in her field and there would be no question that she would receive promotion to Full Professor with Tenure at [my university].”

Summary of Recommendation: Professor Chadiha is a creative and productive scholar, an excellent teacher, and an exceptional colleague. She is nationally and internationally recognized for her research, her contributions to teaching and mentoring students, and her service to the profession. I join the Tenure and Promotion and Executive Committees’ of the School of Social Work with unanimous support in recommending Letha Chadiha for promotion to professor of social work, with tenure, School of Social Work.



Laura Lein
Katherine Reebel Collegiate Professor of Social Work,
Professor of Anthropology, and Dean
School of Social Work

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