Approved by the Regents May 15, 2014

Promotion Recommendation
The University of Michigan
School of Natural Resources and Environment

Inés Ibáñez, assistant professor of natural resources and environment, School of Natural Resources and Environment, and assistant professor of ecology and evolutionary biology, College of Literature, Science, and the Arts, is recommended for promotion to associate professor of natural resources and environment, with tenure, School of Natural Resources and Environment, and associate professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	2006	Duke University, Ecology, Durham, NC
M.S.	1998	Utah State University, Range Sciences, Logan, UT
B.S.	1993	Universidad Complutense de Madrid, Biology (Botany), Madrid, Spain Licenciatura de Grado, 1994

Professional Record:

2008-present	Assistant Professor, School of Natural Resources and Environment, University of Michigan Assistant Professor, Department of Ecology and Evolutionary Biology, College of Literature, Science, and the Arts, University of Michigan
2006-2007	Post-doctoral research scientist, University of Connecticut
1999-2000	Research Associate, Duke University
1998-1999	Research Technician, San Diego State University

Summary of Evaluation:
Professor Ibáñez is a devoted and caring teacher, an outstanding mentor, an excellent scholar, and a valued colleague. Her research achievements, including publications, grant support, and invitations to give seminars and serve on working groups, are evidence of a high level of scholarly recognition and accomplishment. Significantly, she has received an NSF CAREER Award. Professor Ibáñez's research achievements establish a foundation for her to continue on a highly productive research trajectory focusing on the response of tree species assemblages to the complex environmental challenges that forest ecosystems will encounter in the next several decades. Ultimately her research focuses on the response of vegetation to global environmental change, and is important both for insights into predictive modeling of species responses, and for informing management decisions for sustainable conservation, restoration, and use of a wide range of ecosystems.

Teaching: Professor's Ibáñez's contribution to formal teaching in SNRE has been important, particularly for the Conservation Ecology and Master's of Landscape Architecture programs, as well as for the undergraduate Program in the Environment. She has consistently taught one undergraduate course (Woody Plants) and two graduate level courses (Forest Ecology in a Changing World and Analysis and Modeling of Ecological Data). Professor Ibáñez's courses range from field-based to modeling-intensive, but they all require higher than average preparation, creativity in curriculum design, and adaptive flexibility to students' different learning paces and the weather's occasional introduction of chaos into field-based teaching. Professor Ibáñez clearly takes teaching very seriously, as reflected by the many revisions and refinements made to her courses. She modifies the courses based on student inputs and is constantly looking for ways to engage students in real world applications of ecological theory.

Professor Ibáñez is an outstanding mentor. She has developed a vibrant research laboratory group with two post-doctoral fellows, two doctoral students, six master's thesis students, six undergraduate students, and six visiting students, five of whom were international students. She has a well-earned reputation as an engaged and supportive mentor, with a strong tradition of including her students in publications. She works closely with her students to achieve highly competitive fellowships, including a prestigious EPA STAR Fellowship, an NSF Dissertation Improvement Grant, and an NSF Graduate Fellowship.

Research: Professor Ibáñez clearly has established a national reputation as an emerging leader in global change ecology, with a particular focus in forecasting responses of forests to climate change. The hallmarks of her work are extremely rigorous and sophisticated data assimilation and modeling based on comprehensive field observations and experiments. As of October 2013, Professor Ibáñez's peer-reviewed publications (published or accepted and in press) include 33 refereed papers, two peer-reviewed book chapters, and two peer-reviewed conference proceedings. Her articles consistently appear in the top journals in the field of ecology, including *Ecology*, *Ecological Applications*, *Ecology Letters*, *Ecological Monographs*, *Journal of Applied Ecology*, *Philosophical Transactions of the Royal Society B-Biological Sciences*, and *Global Change Biology*, among others). Professor Ibáñez has been highly successful in obtaining funding to support her research. Her extramural support from both individual and collaborative research efforts totals over $1.4 million. This includes her NSF CAREER Award, which is the National Science Foundation's most prestigious award for junior faculty.

Recent and Significant Publications:

Ibáñez, I. and McCarthy-Neumann, S. Integrated assessment of the direct and indirect effects of resource gradients on tree species recruitment. *Ecology*. In press.

Diez, J.M., James, T.Y., McMunn, M., and Ibáñez, I. Predicting species-specific responses of fungi to climatic variation using historical records. *Global Change Biology*. In press.

McCarthy-Neumann, S. and Ibáñez, I. 2013 Plant-soil feedback links negative distance dependence and light gradient partitioning during seedling establishment. *Ecology* 94(4): 780-786.

Ibáñez I., Gornish E.S., Buckley, L., Debinski, D.M., Hellmann J., Helmuth B., Hille Ris Lambers, J., Latimer A.M., Miller-Rushing A.J. and Uriarte, M. 2013. Moving forward in global-change ecology: capitalizing on natural variability. *Ecology and Evolution* 3(1): 10-181.

McCarthy-Neumann, S. and Ibáñez, I. 2012. Tree range expansion may be enhanced by escape from negative plant-soil feedbacks. *Ecology* 93(12): 2637-2649.

Service: Professor Ibáñez's service record is entirely consistent with her strong sense of commitment to the academic community. Internally, she has served on several SNRE committees, making her most meaningful contribution to the SNRE properties committee which is engaged in a strategic planning process regarding the use of SNRE-managed properties in field-based education. Externally, she is a review editor for *Oecologia*, a leading ecological journal and has reviewed many articles for a wide variety of journals. She has also served as a proposal reviewer for NSF and the National Institute for Climate Change Research (NICCR).

Professor Ibáñez has a notable commitment to diversity, with a particular emphasis on increasing gender and race/ethnicity diversity in the sciences. Latina and bilingual herself, Professor Ibáñez is especially well-positioned to model the way for those who might not otherwise be able to envision themselves as scientists. She is a mentor for undergraduates through the Ecological Society of

America's SEEDS program (designed to increase diversity in the field of ecology). She works with high school students and Girl Scouts through the Women in Science and Engineering (WISE) Program, the Teaching and Inspiring Environmental Stewardship (TIES) Program, and the Females Excelling More in Math, Engineering, and Science (FEMMES) Program. Her NSF CAREER award includes a substantial commitment to promoting diversity through engaged, field-based opportunities for middle and high school students.

External Reviewers:
Reviewer A: "This is one of the strongest cases I've seen among dozens of similar evaluations in the past couple of decades."

Reviewer B: "At this point, no one is doing better work is this arena than Dr. Ibáñez."

Reviewer C: "Her record is exemplary, and I strongly recommend her promotion to tenured Associate Professor."

Reviewer D: "Michigan is very fortunate to have Inés on its faculty, and should do all it can to keep her!"

Reviewer E: "I would rank Dr. Ibáñez's accomplishments as exceptional: her record of scholarship in publications is outstanding and well above that of many at her level in similar institutions."

Reviewer F: "She has a superlative record that would easily merit tenure and promotion to Associate Professor at my institution, or at any comparable Tier 1 research institution."

Summary of Recommendation: Based on Professor Ibáñez' past and present accomplishments, professional recognition, and demonstrated ability to engage meaningfully with students, we believe her career exhibits a strong, accelerating trajectory with promise of continued significant success. We enthusiastically recommend Inés Ibáñez for promotion to associate professor of natural resources and environment, with tenure, School of Natural Resources and Environment, and associate professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts.

Marie Lynn Miranda, Ph.D.
Professor and Dean
School of Natural Resources and Environment

Susan A. Gelman
Heinz Werner Distinguished University
Professor, Professor of Psychology and
Interim Dean, College of Literature, Science,
and the Arts

May 2014