

Approved by the
Regents
May 15, 2014

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Edith C. Kieffer, 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:

PhD	1991	Geography (Medical Geography), University of Hawai'i
MPH	1978	Public Health, University of Hawai'i
BS	1973	Social Sciences, University of Oregon

Professional Record:

2005–Present	Associate Professor (with tenure) University of Michigan, School of Social Work
2004–2009	Research Associate Professor, University of Michigan, School of Social Work
2003–2004	Associate Research Scientist, University of Michigan, School of Social Work
2001–2003	Associate Research Scientist, University of Michigan, School of Public Health
1995–2001	Assistant Professor, University of Michigan, School of Public Health

Summary of Evaluation

Teaching: Professor Kieffer is a solid teacher with good evaluations. Her teaching responsibilities include health care services and policies, health-related ethical issues and dilemmas, and community-based participatory research (CBPR). Her teaching of health care policies is particularly challenging due to the rapidly changing nature of health policies at both the federal (e.g., Medicare Part D, Affordable Care Act) and state level. Since 2010, her course evaluations have been higher than the average for other social work professors in the school. This is an indicator of both the value that she puts on teaching as well as the time and effort that she has put towards increasing her teaching skills.

Professor Kieffer spends considerable time and energy mentoring graduate students, post-doctoral fellows and assistant professors. For instance, she has mentored 13 post-doctoral fellows; she has also published papers with ten graduate students and post-doctoral fellows. Many of the students and post-doctoral fellows that she has mentored are from underrepresented minority groups. What is extremely unusual is that Professor Kieffer also spends considerable time mentoring her community collaborators and her staff. The individuals that she has mentored have gone on to have important positions both in and outside of the academy. For instance, one former staff member is now senior advisor in the NIH Office of Disease Prevention working in the area of health disparities; another is currently employed at the University of Nevada at Las Vegas and directs diversity initiatives for them.

Service: Professor Kieffer has conducted service activities at a level commensurate with that of a professor. She is co-director of the MSW/MPH dual degree program and has also served as the chair of the Recruitment, Admissions and Financial Aid Committee (RAFA) from 2008 to the present time. This is one of the major committees in the School of Social Work. It is also a very time-consuming committee, especially for the chair. She is a leader and principal organizer of the Michigan Community Health Worker Alliance, which is working with social service and health care providers, and policymakers to advance sustainable funding for community health workers. She organized a conference in 2012 that brought together 80 stakeholders to address this issue. She also served as a member of a National Institutes of Health Special Emphasis Review Panel.

Research: Since her tenure decision at the University of Michigan, Professor Kieffer has demonstrated an extremely high level of research productivity, publishing over 50 journal articles over the course of her career and 21 since receiving tenure. She has published in prestigious, high-impact journals including the

American Journal of Public Health, Diabetes Care, Journal of General Internal Medicine, American Journal of Community Psychology, Maternal and Child Health Journal and Diabetes Educator.

In addition, Professor Kieffer has been very successful in securing external funding. She has been the principal investigator on seven research projects and served as a co-investigator on several others. Collectively, these research projects totaled \$15,000,000 in direct costs. These grants were funded by a variety of agencies including the Centers for Disease Control and Prevention (CDC), various National Institutes of Health (NIH) institutes as well as several foundations. The primary focus of Professor Kieffer's research is on health disparities that impact underrepresented racial, immigrant and low-income women and children. In particular, her research is on both investigating and addressing disparities in maternal and infant health with a focus on obesity and diabetes. There are several notable strengths to Professor Kieffer's research. Professor Kieffer was among the first researchers to investigate obesity and diabetes during pregnancy. Prior to her work, most of this research and maternal and child health care policy focused almost exclusively on prevention of low birth weight. Her research contributed to a more nuanced and useful understanding of the impact of maternal risk factors for chronic disease on disparities in perinatal health and outcomes. Her work also contributed to more effective policy and program development with the aim of moderating risks associated with obesity and diabetes both during and after pregnancy.

Another major aspect of Professor Kieffer's work is her community-based work, in particular her partnership with local community groups in Detroit. She established the REACH Detroit partnership between the Community Health and Social Services, Inc. (CHASS) in Detroit and the University of Michigan. Various grants from the CDC and several foundations funded this partnership. Her work with CHASS was part of community-based participatory research where the community partners are equal participants in all aspects of the intervention and research.

Lastly, one of Professor Kieffer's major initiatives is her work on promoting sustainability among community health workers (CHW). Her work in this area was based on the lack of sustainability of successful CHW programs because they are supported by short-term grants. Professor Kieffer notes that this lack of sustainability leaves a well-trained, mostly female, low-income, racial minority workforce without stable employment. To this end, in 2012 Professor Kieffer convened a major statewide conference of 80 researchers, health system leaders, policymakers, funders, community organization leaders and CHWs to discuss strategies to successfully sustain CHW efforts. She is also tracking and assessing progress in this arena. Her work in this area is critical because it adds to a research base which is needed to prove the importance of sustainably integrating CHWs in health and human services systems with the potential of having funding mechanisms such as Medicaid and Medicare reimbursement.

Recent and Significant Publication:

- Kieffer E, Welmerink D, Welch K, Sinco B, Schumann C, Uhley V. Periconception dietary intake does not vary by duration of United States residence for Mexican immigrant women. *Journal of the Academy of Nutrition and Dietetics*. 2013; 113(5): 652-658.
- Kieffer E, Caldwell C, Welmerink D, Welch K, Sinco B, Guzman JR. Effect of the Healthy MOMs lifestyle intervention on reducing depressive symptoms among pregnant Latinas *American Journal of Community Psychology*. 2013.
- Spencer M, Rosland A, Kieffer E, Sinco B, Palmisano G, Anderson M, Guzman JR, Heisler M. Effectiveness of a community health worker intervention among African American and Latino adults with type 2 diabetes: a randomized controlled trial. *American Journal of Public Health*. 2011; 101(12): 2253-2260.
- Kim C, McEwen LN, Kieffer EC, Herman WH, Piette JD. Self-efficacy, social support and associations with physical activity and body mass index among women with histories of gestational diabetes mellitus. *The Diabetes Educator*. 2008; 34(4): 719-728.

- Two Feathers J, Kieffer E, Palmisano G, Anderson M, Janz N, Spencer M, Guzman R, James S. Development, implementation and evaluation of the REACH Detroit diabetes lifestyle curriculum. *Diabetes Educator*. 2007; 33(3): 509-520.
- Kim C, Kieffer E, Sinco B. Racial and ethnic variation in access to healthcare, provision of services, and ratings of health among women with a history of gestational diabetes mellitus. *Diabetes Care*. 2007; 30(6): 1459-1465.
- Spencer MS, Kieffer EC, Sinco BR, Palmisano G, Guzman R., James S, Graddy-Dansby G, Two Feathers J, James SA, Heisler ME. Diabetes-specific emotional distress among African Americans and Latinos. *Journal of Health Care for the Poor and Underserved*. 2006; 17:88-105.
- Thornton P, Kieffer EC, Salabarría-Peña Y, Odoms-Young AM, Willis SK, Kim HK, Salinas MA. Weight, diet and physical activity-related beliefs and practices among pregnant and postpartum Latino women: the role of social support. *Maternal and Child Health Journal*. 2006; 10(1): 95-104.

External Reviewers:

Reviewer A: "In summary, Dr. Kieffer has an established reputation as a premier scholar in our field. There is no doubt that her work will continue to push us forward. If there were a tenured [professor] position in our [institution] Dr. Kieffer would be a strong and likely successful candidate, and I would strongly encourage the University of Michigan to award her this position."

Reviewer B: "Dr. Kieffer is a model scientist in my perspective, for utilizing all of her scientific knowledge gained from her empirical work to the translation of this science in to applicable interventions...and the development of community-academic management teams...In my estimation, Dr. Kieffer is the very best in bringing that combination of excellent science and the true translation of it."

Reviewer C: "One reason that I think that Dr. Kieffer would receive appointment at [my institution] is that she is a model of infusing social justice into her research, teaching/mentoring, and service at multiple levels."

Reviewer D: "In my opinion, Dr. Kieffer clearly profiles as professor with tenure. I have no hesitation in recommendation Dr. Kieffer for this position give her national stature and recognition as a leader in the areas of diabetes and obesity and adverse pregnancy outcomes, and the use of community-based participatory research methods to build, implement, and evaluate community interventions. There is no doubt that Dr. Kieffer would be promoted at [my institution] where I serve as chair of the school's Appointment, Promotion, and Tenure Committee."

Reviewer E: "In sum, the articles and materials I reviewed suggest a body of scholarship that makes real contributions in several areas...Both the quantity and the quality of her scholarship, her work in progress, and her success in obtaining federal and other grant support for her work, are suggestive of a trajectory consistent with promotion to professor...I am confident that were Dr. Kieffer at [my institution] she would receive a favorable review for promotion to professor."

Reviewer F: "From a broader policy perspective, the use of CHWs is essential for two reasons: CHWs are more economical than registered nurses or other health professionals. The use of CHWs also addresses the critical need for employment within many communities that face significant health concerns. Dr. Kieffer's current work with [the Michigan CHW Alliance] seeking to promote sustainability of the CHW workforce is therefore important for economic development and for public health."

Reviewer G: “In Dr. Kieffer’s seminal research work on health disparities, community health workers form an integral component of her health promotion programs. Findings from her intervention projects have significantly contributed to the development of effective CHW models and form the growing body of evidence documenting the unique ability of CHWs to serve as bridges between community members and health care services. In particular, Dr. Kieffer has documented the effectiveness of CHWs in diabetes education, prevention and care. However, in my assessment her contributions to CHW models are broader and more foundational.”

Reviewer H: “In reading Dr. Kieffer’s dossier I was struck by how well her research agenda aligns with the strategic directions and priority areas of the National Prevention Strategy (NPS)—a 2011 multi-faceted federal policy from the Office of the Surgeon General that is being used to guide the implementation of the Public Health Prevention Fund of the Affordable Care Act. Dr. Kieffer has been conducting community-based participatory research for 20 years that is directly linked to the four NPS strategic directions of Clinical and Community Preventive Services, Empowered People, Elimination of Health Disparities, and Healthy and Safe Community Environments and with several of the NPS priority areas, including Healthy Eating, Mental and Emotional Well-Being, and Reproductive and Sexual Health. Given that these are the priority areas for federal funding, Dr. Kieffer is well positioned to continue and grow her external funding for her research.”

Reviewer I: “In sum, Professor Kieffer has outstanding commitment to the academy and diverse communities and she has the credentials and reputation as a stellar researcher. She has made important contributions to the study of health in minority and poor communities. I can only conclude that Professor Kieffer is worthy of a promotion to the rank of [professor] with tenure. I am confident that, if she were at [my institution], Professor Kieffer would have the record for promotion to [professor].”

Summary of Recommendation: Given the strength of her research work, her heavy investment in the teaching of social work, and her exemplary record of service to the communities that are the focus of social work, I recommend, in agreement with the school’s tenure and promotion and executive committees, that Associate Professor Edith C. Kieffer be promoted to the rank of 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

May 2014