

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

H. Luke Shaefer, assistant professor of social work, School of Social Work, is recommended for promotion to associate professor of social work, with tenure, School of Social Work.

Academic Degrees:

Ph.D.	2008	University of Chicago, Social Service Administration
A.M.	2005	University of Chicago, Social Service Administration
B.A.	2001	Oberlin College, Politics

Professional Record:

2011	Visiting Fellow, John F. Kennedy School of Government, Harvard University
2011	Visiting Scholar, Institute for Research on Poverty, University of Wisconsin-Madison
2006–present	Assistant Professor, School of Social Work, University of Michigan

Summary of Evaluation

Teaching: Professor Shaefer is an excellent teacher and his record clearly demonstrates both a deep commitment to instruction and a generosity in mentoring students and young scholars. Professor Shaefer has been recognized for his teaching excellence with the 2012–13 Professor of the Year Award, conferred by the School of Social Work's Student Union.

While at the SSW, Professor Shaefer has taught five different courses in management, macro practice, economics and nonprofit leadership. He has regularly taught SW560, a key required course for the MSW program. Although such required courses are often unpopular with students, his sections consistently receive high ratings. He has also gone beyond the basic courses in the school to create needed new approaches to meet its pedagogical goals. For example, he developed and taught an undergraduate course as part of the school's efforts to reach out to that student body. He has also spearheaded further development of the Joint Doctoral Program's partnership with Economics, creating a bridging course for doctoral students that links social work and economics. Over all the courses he has taught, he has scored well on the questions asking students to rate the excellence of the given course (Q1) and his instruction (Q2). His average Q1 score over nine courses is 4.39; his average for Q2 is 4.56.

Beyond the classroom, Professor Shaefer has an impressive record of mentoring students. He has been a member of four doctoral dissertation committees and five prelim committees. Furthermore, he has an unusual and proven track record of publishing with both masters and doctoral students. His publications include at least a dozen student co-authors.

Service: Professor Shaefer's service record is commensurate in scope with his rank, although it is notable for its impact and significance. Professor Shaefer has been a valued colleague, having been recognized by the governing faculty at the School of Social Work by being elected to the Executive Committee for the 2012–13 academic year as its sole untenured member. As noted above, he has further developed the Joint Doctoral Program in Social Work and Economics. He has served on the Commencement Planning Committee, and he has used his expertise serving on an important ad hoc Salary Compression Committee which conducted a comparative analysis of faculty salaries at the SSW.

In the larger social work community, Professor Shaefer has been an active participant in the Society of Social Work Research (SSWR), the most important social work research-based conference in the U.S. He has been an ad hoc reviewer for a number of important refereed journals.

He also provides ongoing commentary on matters of policy significance. As noted with regard to his knowledge development, his research has informed public discourse on poverty and appropriate interventions. He has also contributed op-ed and commentary pieces to news outlets and actively sought to make research findings available to the public.

Research: Professor Shaefer's work focuses on the security (or more accurately, the insecurity) of low-income families in the U.S., including those living near-poverty and those living in extreme poverty. He examines the impact and effectiveness of a broad range of social welfare programs that are known, in popular parlance, as the "safety net." Professor Shaefer rightly recognized that major shifts in social welfare policies during the 1990s were dramatically re-shaping the basic structure of the safety net. He has relentlessly sought to understand the totality of policy reform and its impact on the nation's poor. His work has touched on food insecurity, income insecurity, as well as health and health insurance insecurity. In essence, Professor Shaefer's research agenda investigates the well-being of families who depend on this new patchwork system, and he evaluates the effectiveness and adequacy of the protections available to them.

Professor Shaefer's scholarship reflects the power of interdisciplinary work. His work appeals to economists, public policy scholars, and social workers alike. In spite of its interdisciplinary appeal, Shaefer's scholarly agenda remains quintessentially social work in nature. This is true for at least three reasons. First, he asks and answers policy questions, always worrying about the real impact on poor families. Second, his questions are holistic and comprehensive in nature: rather than limiting his investigations to a single, isolated domain, he seeks to understand the interconnected impact of this collection of programs. Third, his questions straddle the public and private sectors; he asks questions about the low-income working poor and their access and uptake of public benefit programs. Professor Shaefer recognizes that it is at the intersections of these systems that poor people are most likely to fall through the cracks.

Professor Shaefer has been an extremely prolific scholar while at the University of Michigan. His publication record includes articles appearing in broad selection of top-tier interdisciplinary journals such as *Social Service Review*, *Monthly Labor Review*, and the *Journal of Policy Analysis and Management*. Professor Shaefer's work has also received considerable media attention. For example, his research has been cited in major media outlets including *The New Republic*, *Washington Post*, *CNN*, *Chicago Tribune*, and the *New York Times*. Among other things, this is an indication of the currency, relevance, and impact of his scholarship.

Professor Shaefer has been recognized for his accomplishments, and his work has been singled out for its excellence. For example, he was awarded the prestigious Deborah K. Padgett Early Career Achievement Award from the Society for Social Work and Research, and his article on part-time workers as primary or secondary wage earners won the L.R. Klein Award for Best *Monthly Labor Review* Article by an Author outside the Bureau of Labor Statistics in 2009.

Professor Shaefer's future research will continue his trajectory of creative and courageous work. For example, he is currently investigating two frontiers. First, he plans to continue to explore "extreme poverty" along with renowned scholar Kathy Edin. Their efforts are uncovering a hidden but deeply troubling social problem, that of near-destitution poverty in the United States. Second, he plans to continue his groundbreaking work, started at Michigan, on mid-level dental providers and possibilities

for expanded oral health care delivery in poor and underserved areas. His work could offer a roadmap for the rest of the country.

Recent and Significant Publication:

- Gould-Werth, A. & Shaefer, H.L. (2013). Do alternative base periods increase unemployment? Insurance receipt among low-educated unemployed workers. *Journal of Policy Analysis and Management*, 32(4), 835-852.
- Shaefer, H.L. & Edin, K. (2013). Rising extreme poverty in the United States and the response of federal means-tested transfers. *Social Service Review*, 87(2), 250-268.
- Gould-Werth, A. & Shaefer, H.L. (2012). Participation in unemployment insurance: differences in application rates and receipt among applicants by education and race and ethnicity. *Monthly Labor Review*, October, 28-41.
- Shaefer, H.L. & Ybarra, M. (2012). The welfare reforms of the 1990s and the stratification of material well-being among low-income households with children. *Children and Youth Services Review*, 34(9), 1810-1817.
- Hill, H.D. & Shaefer, H.L. (2011). Covered today, sick tomorrow? Trends and correlates of children's health insurance instability. *Medical Care Research and Review*, 68(5), 523-536.
- Shaefer, H.L. & Miller, M. (2011). Improving access to oral health care services among underserved populations in the US: is there a role for mid-level dental providers? *Journal of Health Care for the Poor and Underserved*, 22(3), 740-744.
- Shaefer, H.L. (2010a). Identifying key barriers to unemployment insurance for disadvantaged workers in the United States. *Journal of Social Policy*, 39(3), 439-460.
- Shaefer, H.L. (2010b). Nonstandard work and economic crisis. What changes should we expect? *Journal of Poverty*, 14(1), 17-32.
- Shaefer, H.L. (2009). Part-time workers: key differences between primary and secondary wage earners. *Monthly Labor Review*, October, 3-15.
- Shaefer, H.L. & Sammons, E.D. (2009). The development of an unequal social safety net: a case study of the employer-based health insurance (non) system. *Journal of Sociology and Social Welfare*, 36(3), 179-199.

External Reviewers:

Reviewer A: "A final theme that emerged from Dr. Shaefer's work is that he employs rigorous econometric techniques and utilizes large secondary datasets to address...important policy topics...He has become an expert in using the Survey of Income and Program Participation (SIPP), which is no small feat. Notably, he has shared this expertise with numerous graduate students and others, by leading trainings and workshops...Overall, this work is important and makes a contribution to the body of work in his area."

Reviewer B: "In sum, this appears to be a relatively easy call. Luke Shaefer has been an extremely productive scholar who has, in a short period of time, contributed importantly to our understanding of how effective our safety net programs have been during the recent period of severe labor market distress. He has already generated an important body of work in this regard, and it appears that he will continue to be productive over time. I therefore strongly support his promotion to the rank of associate professor with tenure at the School of Social Work of the University of Michigan."

Reviewer C: "The bottom line first: Dr. Shaefer is an extraordinary scholar and has compiled a record far, far beyond what would be required for promotion, both in quality and quantity. He has already made significant and profound contributions to the field. He is clearly the best policy scholar of his generation."

Reviewer D: "I must admit that I am incredibly impressed with the quality of his research, the breadth of questions asked, and the sheer quantity of output that he has produced over a relatively short time period."

Reviewer E: "In reviewing the assistant professors and associate professors of his cohort (degrees awarded since '03-'04) at five other top schools of social work...I did not see any scholar whose overall productivity and scholarly quality would top Dr. Shaefer's in the area of anti-poverty social policy. Hence I would rank him as very probably *the* top scholar among those who have entered this field between five and ten years ago. Based on his scholarly record and involvement of national service activities, I believe Dr. Shaefer would clearly and uncontroversially be promoted to associate professor with tenure under the standards and practices in my department at [my institution], another top-ranked school of social work."

Reviewer F: "All things considered, I extend to Luke Shaefer my highest possible recommendation for tenure and promotion to Associate Professor. He is most deserving."

Reviewer G: "In my view, Dr. Shaefer presents a strong case for promotion in social work. In a short period of time, he has established himself as an engaged and capable scholar."

Reviewer H: "With regard to how he compares to his peers, I can't think of another junior scholar who has produced a comparable body of research on social safety net programs. Most scholars 5 years from Ph.D. are still working to establish themselves in one or two areas. Shaefer has made important contributions to several, and with much more work underway or planned. Her certainly seems to be a rising star (or perhaps already is one)."

Summary of Recommendation: Professor Shaefer has been productive and influential as a researcher, a teacher, and in his service to the school, the university, and the broader community. He has engaged in ground-breaking work addressing research questions of importance to the country and to the vulnerable communities with which social work is engaged. He has been tireless in introducing our students to this work and encouraging their participation. In agreement with our tenure and promotion and executive committees, I recommend Assistant Professor H. Luke Shaefer for promotion to the rank of associate 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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