

PROMOTION RECOMMENDATION
THE UNIVERSITY OF MICHIGAN
COLLEGE OF LITERATURE, SCIENCE AND THE ARTS

Approved by the
Regents
May 21, 2015

Lilia M. Cortina, associate professor of psychology, with tenure, and associate professor of women's studies, with tenure, College of Literature, Science, and the Arts, is recommended for promotion to professor of psychology, with tenure, and professor of women's studies, with tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	1999	University of Illinois, Urbana-Champaign
A.M.	1996	University of Illinois, Urbana-Champaign
B.A.	1993	Pomona College

Professional Record:

2007 – present	Associate Professor, Department of Psychology and Department of Women's Studies, University of Michigan
2000 – 2007	Assistant Professor, Department of Psychology and Department of Women's Studies, University of Michigan
1999 – 2000	Psychology Intern, Department of Psychiatry, Medical University of South Carolina

Summary of Evaluation:

Teaching – Professor Cortina is an exemplary teacher who is equally adept at addressing large undergraduate lectures and facilitating graduate seminars. She has made significant contributions in the undergraduate and graduate curriculum, including development of a large undergraduate course entitled “Introduction to the Psychology of Women and Gender,” which draws psychology and women's studies students and provides important teaching experiences for graduate students in the Joint Ph.D. Program in Psychology and Women's Studies. Students give her consistently high ratings and their comments are uniformly positive. Outside the classroom, Professor Cortina has a highly active laboratory that engages undergraduate and graduate students in her research. Her graduate students have been successfully placed in academic positions.

Research – Professor Cortina's research lies at the intersection of Industrial/Organizational Psychology, Psychology of Gender, and Applied Psychology. Her work focuses on harassment and incivility in organizations, with special attention on how they affect unrepresented groups. Professor Cortina has documented the antecedents and outcomes of incivility and harassment in the workplace and she is widely considered to be one of the leaders in this area. She has published in the flagship journals of her field and has been creative in securing internal and external funding to support her research. Professor Cortina has collaborated internationally with researchers to obtain funding, including serving as a co-principle investigator on a five-year grant from the Social Sciences and Humanities Research Council of Canada. She has also been highly active in presenting her work at national conferences.

Recent and Significant Publications:

“Dimensions of disrespect: Mapping and measuring gender harassment in organizations,” with E. A. Leskinen, *Psychology of Women Quarterly*, 38, 2013, pp. 107-123.

“Selective incivility as modern discrimination in organizations: Evidence and impact,” with D. Kabat-Farr, et al., *Journal of Management*, 39(6), 2011, pp. 1579-1605.

“Gender harassment: Broadening our understanding of sex-based harassment at work,” with E. A. Leskinen and D. Kabat, *Law & Human Behavior*, 35, 2011, pp. 25–39.

“Unseen injustice: Incivility as modern discrimination in organizations,” *Academy of Management Review*, 33, 2008, pp. 55-75.

Service – Professor Cortina has taken on major leadership positions in each of her departments and her record of service has been exemplary. She is currently serving as the director of graduate studies (2014-2016) in Women’s Studies. Previously, she chaired the joint program in Women’s Studies and Psychology (2007-2012). This is a complex graduate program that involves joint doctoral degrees with three other LSA departments. Nationally, she has served on editorial boards of top journals in her field.

External Reviewers:

Reviewer (A)

“...Dr. Cortina’s work reflects the very best scholarship in the country on gender-based harassment. The University of Michigan is very lucky to count her among their faculty in two different departments, as her research undoubtedly strengthens the national and international reputation of your Departments of Psychology and Women’s Studies.”

Reviewer (B)

“Not only does Professor Cortina have many publications, but also she is an innovator. Her research on workplace incivility has broken new ground. Many researchers have examined sexual harassment, including Professor Cortina, but little attention has been directed to the apparently milder problem of incivility.”

Reviewer (C)

“She is an internationally recognized expert on sexual harassment and workplace incivility, has received numerous awards, serves on numerous boards, is training the best of the next generation of Psychologists, and her work is not only highly influential in advancing the science of psychology but also the practice in helping to improve the lives of women in organizations, courts, the military and many other settings.”

Reviewer (D)

“Lilia’s national impact arises not only from groundbreaking research on incivility but also the sheer quality of work that she has done in this and related workplace victimization research.”

Reviewer (E)

“Lilia is a researcher of mistreatment in organizations, particularly as directed toward those who are low in social power. ... Her work is systematic, methodologically sophisticated and conceptually strong. ...Cortina is a highly visible scholar whose work is widely known. Her contributions to the discipline of organizational psychology...have been impactful and

provocative, and I have no doubt that she will continue to produce outstanding research in the coming years. Given the quality of her scholarly accomplishments and the promise of more to come I cannot imagine not promoting her to full professor.”

Reviewer (F)

“Her research productivity is admirable and clearly places her at the level of a full professor. ... Her work is being recognized in important ways. ... Cortina’s research on workplace incivility is ideal for an interdisciplinary approach that applies methods and theory from both psychology and women’s studies.”

Reviewer (G)

“Looking at the progression of her work, Dr. Cortina not only has a rich pipeline of projects and funded grant proposals, but has also been very productive. This scholar is not sitting back on her laurels, but instead is becoming even more prolific with time. ...she has produced 16 articles and refereed book chapters that are published or in press over the past four years...”

Reviewer (H)

“Dr. Cortina is a pioneer in the study of workplace incivility... Dr. Cortina bridges feminist studies and social/organizational psychology with theoretical sophistication enthusiasm. She addresses key questions in both women’s studies and psychology in her research program, and does so with methodological rigor and generativity. It was a pleasure to learn more about the range and substance of Dr. Cortina’s work.”

Summary of Recommendation:

Professor Cortina’s research has clearly documented the antecedents and outcomes of incivility and harassment in the workplace. She is an outstanding teacher and a successful mentor. She has taken on significant leadership positions in service to her departments and the wider community. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Associate Professor Lilia M. Cortina be promoted to the rank of professor of psychology, with tenure, and professor of women’s studies, with tenure, College of Literature, Science, and the Arts.



Andrew D. Martin
Dean, and Professor of Political Science
College of Literature, Science, and the Arts

May 2015