

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Approved by the
Regents
May 21, 2015

Shawna J. Lee, 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:

PhD	2005	Social Work and Psychology, University of Michigan
MS	2003	Psychology, University of Michigan
MPP	2002	Social Welfare Policy, University of Michigan
MSW	2001	Interpersonal Practice, University of Michigan
BA	1997	Psychology, University of Michigan

Professional Record:

2012–Present	Assistant Professor, University of Michigan, School of Social Work
2007–2012	Assistant Professor, Wayne State University, School of Social Work
2006–2007	Assistant Professor, University of South Carolina, College of Social Work

Summary of Evaluation

Teaching: Professor Lee makes significant contributions to the School of Social Work's educational mission. She has taught the required master's-level course on social welfare policy and services. Students generally give Professor Lee very positive ratings for her excellence as a teacher (4.45 of 5.00) and the quality of her courses (4.01 of 5.00). As evidenced by their comments, students find her to be enthusiastic, knowledgeable, interesting, and helpful.

Professor Lee has included numerous students in her research projects. In doing so, she contributes to the professional development of both master's and doctoral students by providing mentorship and opportunities to publish in peer-reviewed journals. In fact, Professor Lee has included students on at least five peer-reviewed publications. As an active member of the school's Learning Community on Poverty and Inequality, she also contributes to the mentorship of doctoral students by providing feedback on students' conference presentations, manuscripts in progress, and practice job talks.

Service: Professor Lee's service to the School of Social Work, university, and profession is noteworthy. Regarding her service contributions to the school, she was engaged in planning the 2014 Winter Child Welfare Learning Community Collaboratory titled "LGBTQ Parents: Strengthening the Welfare of Children" as a member of the Child Welfare Learning Community. Regarding her contributions at the university level, Professor Lee is a convener of a conference entitled, "Positive Technology: Utilizing Mobile Devices for Psychosocial Intervention." This initiative involves bringing together a cross-disciplinary investigative team that includes co-planners from the Office of Technology Transfer. She has considerable responsibility for overseeing the organization of this conference, which is scheduled to take place in March 2015.

Professor Lee's contributions to the profession are especially noteworthy. She is an editorial board member of top-ranked social work journals, including *Child Maltreatment* and *Research*

on *Social Work Practice*, positions which contribute to the national presence of the School of Social Work. She receives and accepts numerous requests each month to serve as an ad hoc reviewer for top-ranked journals. Furthermore, not only has she joined the Prevention Committee of the American Professional Society on the Abuse of Children (APSAC), but she was also chosen as the Membership Committee chairperson. She is also a member of the Prevention Committee and as such is one of a handful of individuals leading the updates on the APSAC Guidelines for Practitioners, which are used by thousands of child welfare practitioners throughout the U.S. The recommendations from this committee are likely to have a significant impact on reducing child maltreatment.

Research: Professor Lee conducts empirical research on fathering, child maltreatment, child welfare, and corporal punishment. She uses both primary and secondary data, along with a wide range of sophisticated analytic strategies to advance knowledge in these areas. Professor Lee has produced innovative and state-of-the-art research in her topic areas that highlights the importance of father presence, parenting skills, and family involvement in mediating the occurrence of child abuse and its impact on child and family. She has translated her findings into new interventions, often involving readily available technologies. Professor Lee's work crosses disciplinary boundaries to influence not only the field of social work, but developmental psychology, sociology, family studies, and public health. Her emerging work in the area of mobile technologies is especially innovative. This work has the potential for significantly increasing fathers' involvement in the lives of their infants and the subsequent reduction in the serious and widespread problem of child maltreatment.

Professor Lee has published a total of 30 peer-reviewed articles in high-impact journals—and on almost three-quarters of these works she is listed as the first author. Additionally, she has authored numerous book chapters and presents regularly at national research conferences. The research findings that she has disseminated through these venues are exceptionally strong. She has demonstrated expertise in the use of sophisticated analytic strategies that are not part of standard doctoral training, including (but not limited to) latent class analysis, analysis of surveys that include complex weighting and stratification, cross-lagged path analysis, and analysis of dyads.

Many useful insights have been gained from her sophisticated and thoughtful approach to analysis and her work has led to early and notable impact. Professor Lee has published in top journals such as *Pediatrics*, *Developmental Psychology*, *Child Maltreatment*, and *Child Abuse & Neglect*. Professor Lee had 878 citations (Google Scholar). This is a remarkable level of impact that exceeds most of her peers at the same level. Professor Lee's research furthermore has gained significant media attention, showing that her sphere of influence goes well beyond the academic community. Local, national and international media outlets that have discussed her work include the *U.S. News & World Report*, *CNN American Morning*, *WebMD*, *Time Magazine*, *Reuters*, *Washington Post*, *Chicago Tribune*, and *Parenting Magazine*.

Professor Lee has received a variety of federal and institutional grants to support her work. For example, she received an award of nearly \$300k as a principal investigator from Kansas State University via a cooperative agreement with the U.S. Department of Agriculture to develop a

smartphone app as part of her Mobile Dad project. She was also a co-investigator on a large multi-year grant from the Centers for Disease Control and Prevention.

Recent and Significant Publications:

- Kim, J., Lee, S. J., Taylor, C. A., Guterman, N. B. Dyadic Profiles of parental disciplinary behavior and links with parenting context. *Child Maltreatment*. 2014; 19: 79-91.
- Lee, S. J., Grogan-Kaylor, A., Berger, L. Parental spanking of 1-year-old children and subsequent Child Protective Services involvement. *Child Abuse & Neglect*. 2014; 38: 875-883.
- Lee, S. J., Altschul, I., Gershoff, E. T. Does warmth moderate longitudinal associations between maternal spanking and child aggression in early childhood? *Developmental Psychology*. 2013; 49(11): 2017-2028.
- Lee, S. J., Sobek, J. L., Djelaj, V., Agius, L. When practice and policy collide: Child welfare workers' perceptions of investigation processes. *Children and Youth Services Review*. 2013; 35(4): 634-641.
- Lee, S. J., Taylor, C. A., Bellamy, J. L. Paternal depression and childhood neglect in father-involved families of young children. *Child Abuse & Neglect*. 2012; 36: 461-469.
- Lee, S. J., Altschul, I., Shair, S. R., Taylor, C. A. Hispanic fathers and risk for maltreatment in father-involved families of young children. *Journal of the Society for Social Work and Research*. 2011; 2(2): 125-142.
- Lee, S. J., Yelick, A., Brisebois, K., Banks, K. L. Low-income fathers' barriers to participation in family and parenting programs. *Journal of Family Strengths*. 2011; 11(1): 1-16.
- Taylor, C. A., Lee, S. J., Guterman, N. B., Rice, J. Use of spanking for 3-year-old children and associated intimate partner aggression or violence. *Pediatrics*. 2010; 126(3): 415-424.

External Reviewers:

Reviewer A: "I think both the quality and quantitative sophistication of Dr. Lee's publications far [exceed] what I have seen for faculty who have been working for a similar length of time as Dr. Lee."

Reviewer B: "Dr. Lee is a high[-]performing scholar and teacher. She outperforms her peers at similar points in the scholarly careers and shows sophistication in her ability to manipulate and analyze large datasets."

Reviewer C: "[Professor Lee] is addressing important questions that can have significant ramifications on the lives of children and parents. Although she can and does couch her studies [in] theoretical perspectives, there is a clear orientation to discovering usable knowledge to address contemporary social problems."

Reviewer D: "[Professor Lee's] work on corporal punishment is pushing the field forward in much needed ways and providing a basis for changing policy and practice. Her service work with the American Professional Society on the Abuse of Children is one means to facilitate this change. The high relevance and timeliness of her work in this area is demonstrated by the widespread attention it has received in the popular media. As further evidence of the importance of her work in this area, I have assigned Dr. Lee's work in a class I teach, Social Work Practice in Early Childhood."

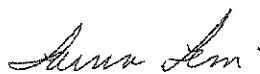
Reviewer E: “Dr. Lee’s work is different, valuable because she shows a keen awareness of the conceptual complexity of the issues involved, understands and embraces the methodological approaches needed to make meaningful contributions, and brings to bear her sophisticated understanding of the child-parent and family-community relationships within which punishment and maltreatment must be understood. Her publications are thoughtful and insightful...”

Reviewer F: “Based on my review of her materials, I characterize Dr. Lee as making significant, important and novel contributions to the fields of child maltreatment, child welfare and the prevention of corporal punishment. Based on her current research and her continuing scholarly research trajectory, I believe that Dr. Lee is well on her way to becoming a national expert in the field of child maltreatment with specific expertise in understanding how fathers' parenting behaviors and family roles contribute to maltreatment.”

Reviewer G: “I have great respect for her attempts to grapple with such a highly contentious issue with the utmost care, thoroughness, and rigor. On the topic of paternal roles in child maltreatment and corporal punishment, I believe Dr. Lee is one of the most, if not the most, influential researcher we have in the U.S. in terms of contemporary scholarship. Her work is highly nuanced, and very cutting[-]edge in its application.”

Reviewer H: “Prof. Lee’s dedication to educating child welfare agencies and others about the research findings on corporal punishment is important. I am impressed by the degree to which Prof. Lee combines a very strong identity as a social worker with an understanding of the importance of embracing interdisciplinary approaches, techniques and ways of thinking if these complex problems are to be successfully addressed.”

Summary of Recommendation: I recommend, in agreement with the school’s tenure and promotion and executive committees, that Assistant Professor Shawna J. Lee be promoted 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

May 2015