

PROMOTION RECOMMENDATION  
The University of Michigan-Flint  
College of Arts and Sciences  
Department of Psychology

William F. McKibbin, assistant professor of psychology, Department of Psychology, College of Arts and Sciences, is recommended for promotion to associate professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences.

Academic Degrees:

Ph.D.	2010	Florida Atlantic University, Boca Raton, Florida
M.A.	2007	Florida Atlantic University, Boca Raton, Florida
B.A.	2004	University of South Florida, Tampa, Florida

Professional Record:

2010-Present	Assistant Professor of Psychology, University of Michigan-Flint
2008-2010	Adjunct Instructor, Nova Southeastern University, Fort Lauderdale, Florida
2007-2010	Graduate Instructor, Florida Atlantic University, Boca Raton, Florida

Summary of Evaluation:

Teaching – Teaching some of the most demanding courses in the psychology curriculum, focused on research methods, statistical analysis, and research writing, Professor McKibbin has demonstrated that he can effectively engage students in learning about the science of psychology. He engages students from introductory level survey courses which fulfill general education requirements to capstone undergraduate courses, and he does so with increasingly relevant real world learning and an eye toward the transferability of skills developed to a wide variety of career pathways. Professor McKibbin has actively reflected on his course delivery, sought feedback from peers and students, and continues to demonstrate an evolving pedagogical practice in his courses which are high quality, research intensive, and theory-rich.

Research – Professor McKibbin's research is grounded in evolutionary theory and focused in the areas of survival and reproduction. More specifically, his extensive body of research spanning more than 20 publications in international peer-reviewed journals and invited book chapters examines the somewhat different adaptive challenges faced by males and females in our distant past, aimed at exposing the underpinnings of human motivation. He investigates socially troubling topics such as sexual coercion and sperm competition among males and as well as socially sensitive topics such as rape avoidance behaviors in women, using innovative methodologies and cutting edge theoretical perspectives. He has quickly become a leader in his field and is highly cited in both of his primary research areas. His trajectory for continued research is clear and he is expected to be productive in both research mentorship of undergraduate students and in publication for many years to come.

## Recent and Significant Scholarly Activity:

### *Peer-Reviewed Journal Articles*

- Horgan, T., Broadbent, J., McKibbin, W. F. and Duehring, A.\* (2015). "Show Versus Tell? The Effects of Mating Context on Women's Memory for a Man's Appearance and Speech." *Journal of Social and Personal Relationships*, 1-18.
- McKibbin, W. F., Miner, E. J., Shackelford, T. K., Ehrke, A.D.\* and Weekes-Shackelford, V. A. "Men's Mate Retention Varies With Men's Personality and Their Partner's Personality." *Personality and Individual Differences*, 56, 62-67.
- McKibbin, W. F., Pham, M. N. and Shackelford, T. K. (2013). "Human Sperm Competition in Post-Industrial Ecologies: Sperm Competition Cues Adult DVD Sales Rank." *Behavioral Ecology*, 24, 819-823.
- McKibbin, W. F. and Shackelford, T. K. (2013). Comment on "Reexamining Individual Differences in Women's Rape Avoidance," by Snyder and Fessler (2012). *Archives of Sexual Behavior*, 42, 1-4.
- Starratt, V. G., McKibbin, W. F. and Shackelford, T. K. (2013). "Experimental Manipulation of Psychological Mechanisms Responsive to Female Infidelity." *Personality and Individual Differences*, 55, 59-62.
- McKibbin, W. F. and Shackelford, T. K. (2011). "Women's Avoidance of Rape." *Aggression and Violent Behavior*, 16, 437-443.
- McKibbin, W. F., Shackelford, T. K., Miner, E. J., Bates, V. M. and Liddle, J. R. (2011). "Individual Differences in Women's Rape Avoidance Behaviors." *Archives of Sexual Behavior*, 40, 343-349.
- McKibbin, W. F., Starratt, V. G., Shackelford, T. K. and Goetz, A. T. (2011). "Perceived Risk of Female Infidelity Moderates the Relationship Between Objective Risk of Female Infidelity and Sexual Coercion in Humans (*Homo sapiens*)." *Journal of Comparative Psychology*, 125, 370-373.

### *Book Chapters*

- McKibbin, W. F. (2014). "Evolutionary Psychology and Rape Avoidance." In Weekes-Shackelford, V. A. and Shackelford, T. K. (Eds.), Evolutionary Perspectives on Human Sexual Psychology and Behavior. New York: Springer.
- McKibbin, W. F. and Shackelford, T. K. (2012). "Women's Avoidance of Rape: An Evolutionary Psychological Perspective." In Beaver, K. M. and Walsh, A. (Eds.), The Ashgate Research Companion to Biosocial Theories of Crime. Farnham, UK: Ashgate.
- McKibbin, W. F. (2012). "Sperm Competition and Sexual Conflict." In A. T. Goetz and T. K. Shackelford (Eds.), The Oxford Handbook of Sexual Conflict in Humans. New York: Oxford University Press.

### *Other Scholarly Article*

- McKibbin, W. F. (2013). "Why Do We Orgasm at All?" *HuffPost TED Weekends*. Retrieved from [http://www.huffingtonpost.com/william-mckibbin/male-orgasm-research\\_b\\_2697390.html](http://www.huffingtonpost.com/william-mckibbin/male-orgasm-research_b_2697390.html). (Invited submission.)

### *Scholarly Presentations*

- Rivera-Salas, M.\* and McKibbin, W. F. (2015). "Affective Temperaments and Rape Avoidance," 27th Annual Meeting of the Human Behavior and Evolution Society. Columbia, Missouri.
- Mayer, C.\* and McKibbin, W. F. (2015). "Ethical Perceptions of Undergraduate Students Regarding Research Requirements," Meeting of Minds XXIII, Dearborn, Michigan.
- Mayer, C.\* and McKibbin, W. F. (2015). "Ethical Perceptions of Undergraduate Students Regarding Research Requirements," University of Michigan-Flint 2015 Student Research Conference, Flint, Michigan.
- Moffitt, N.\* (2015). "Female Mate Preferences in Short and Long Term Relationships," Annual Meeting of the Midwestern Psychological Association, Chicago, Illinois. (Stein, J. and McKibbin, W. F., faculty co-sponsors).
- Duehring, A.,\* Horgan, T., Broadbent, J. and McKibbin, W. F. (2014). "Show Versus Tell? The Effects of Mating Context on Women's Memory for a Man's Appearance and Speech," 3<sup>rd</sup> Annual Nonverbal Behavior Preconference, 15<sup>th</sup> Annual Conference of The Society for Personality and Social Psychology, Austin, Texas.
- Orr, J.\* and McKibbin, W. F. (2014). "Women's Rape Avoidance Behaviors and Surgency: A Correlational Study," Meeting of Minds XXII, Oakland, Michigan.
- Rivera-Salas, M.\* and McKibbin, W. F. (2014). "Affective Temperaments and Rape Avoidance," University of Michigan-Flint Student Research Conference, Flint, Michigan.
- McKibbin, W. F. (2013). "Correlates and Predictors of Women's Rape Avoidance: Personality and History of Victimization," 25th Annual Meeting of the Human Behavior and Evolution Society, Miami, Florida.
- Sturk, C.D.\* and McKibbin, W. F. (2012). "Effects of Sperm Competition and Perceived Risk of Infidelity in the Workplace," Meeting of Minds XX, Dearborn, Michigan.
- Ehrke, A.,\* Villarreal, A.\* and McKibbin, W. F. (2012). "Acquaintance Rape: Avoidance Strategies, Unacknowledged Rape, and Rape Myths," Meeting of Minds XX, Dearborn, Michigan.
- Ehrke, A.,\* Villarreal, A.\* and McKibbin, W. F. (2012). "Acquaintance Rape: Avoidance Strategies, Unacknowledged Rape, and Rape Myths," University of Michigan-Flint Student Research Conference, Flint, Michigan.
- McKibbin, W. F. (2011). "Human Psychological Adaptation to Sperm Competition," American Psychological Association Annual Conference, Washington, D.C.

\* Undergraduate Student.

Service – Professor McKibbin has been a vital and important figure in the work of the Department of Psychology, having provided extensive service to his department over the years including: chairing a faculty search committee, serving on two other faculty search committees, developing a department-wide assessment tool, and serving as a coordinator for the human subject participant pool. He has also served as an advisor to the Students for Free Thought Club, and has been elected or appointed to numerous committees including the Student Concerns Committee, the CAS Nominating Committee, and the Research and Creative Activities Committee. Professionally, Professor McKibbin has been extremely active as an editorial reviewer for 18 journals. In all of his service activities, Professor McKibbin is viewed as an active and energetic contributor.

### External Reviewers:

Reviewer (A): "...his research mainly focuses on conflict in romantic relationships... ... I believe that his research has both breadth and depth... ...his research had been cited over 600 times by other researchers... ...In considering his peer group, he is doing exceptionally well."

Reviewer (B): "He has an impressive number of publications for a 2010 Ph.D., including 19 articles in peer-reviewed journals and 7 book chapters or reviews. Dr. McKibbin often publishes in *Personality and Individual Differences*, which is a well-respected... ...journal."

Reviewer (C): "The candidate's published research has made a substantial contribution to our understanding of the biological basis of mating-related behaviors and sexual coercion in humans. His work has made a very substantial contribution to the field and is published in both leading psychology journals (e.g., *Personality and Individual Differences* and *Personality and Social Psychology Bulletin*) and leading journals in the fields of evolutionary biology and biological anthropology (e.g., *Behavioral Ecology and Human Nature*)."

Reviewer (D): "Most of the published papers are in the excellent international journals of psychology... ...Dr. William F. McKibbin a [sic] very creative and productive researcher who made a significant number of scientific contributions..."

Reviewer (E): "I would be remiss if I did not note that Dr. McKibbin's published scientific research over the past five years has been not only of consistently high quality, exceptionally so for a faculty member at an institution with a strong emphasis on teaching, but also that he has contributed a significant *number* of important peer-reviewed publications to the field of evolutionary psychology over this time."

Reviewer (F): "His breadth of work is distinctive in that he has worked on multiple topics (e.g., sexual aggression, intimate partner violence, infidelity, sperm competition) from cutting-edge theoretical perspectives using diverse methodologies... ... Having multiple publications across the *Personality and Individual Differences*, *Review of General Psychology*, *Journal of Family Violence*, *Personality and Social Psychology Bulletin*, and *Human Nature*, would place Dr. McKibbin in a very elite group – perhaps the top 10% of all Assistant Professors in Psychology."

Reviewer (G): "...he has already mentored an extremely impressive number of undergraduate students with many of these completing honors theses under his mentorship... ...and also provides an invaluable service to his field, serving as a reviewer for twenty journals... ... He has also been responsible for the development of some novel methods and measures, such as the Rape Avoidance Inventory and the Mate Retention Inventory Short Form, which could be useful contributions to his field as these measures are applied by other researchers to their own studies."

Summary of Recommendation:

Since joining the Department of Psychology, Professor McKibbin has established an outstanding record of scholarship while compiling a strong record of teaching development and university and professional service. The departmental review committee, the College Executive Committee, and I feel that he has exceeded the threshold for tenure and promotion in scholarship and has fully met the threshold for teaching and service. We therefore unanimously recommend that William F. McKibbin be promoted to associate professor of psychology, with tenure, Department of Psychology, College of Arts and Sciences.

Recommended by:



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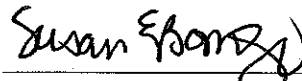
Susan Gano-Phillips, Dean  
College of Arts and Sciences

Recommendation endorsed by:



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Douglas G. Knerr, Provost and  
Vice Chancellor for Academic Affairs



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Susan E. Borrego, Chancellor  
University of Michigan-Flint

May 2016