

PROMOTION RECOMMENDATION
The University of Michigan
College of Literature, Science, and the Arts

Ramaswami Mahalingam, associate professor of psychology, with tenure, and associate professor of women's studies, without tenure, College of Literature, Science, and the Arts, is recommended for promotion to professor of psychology, with tenure, and professor of women's studies, without tenure, College of Literature, Science, and the Arts.

Academic Degrees:

1998	Ph.D.	University of Pittsburgh
1994	M.Ed.	University of Pittsburgh
1982	B.E.	Annamalai University, India

Professional Record:

2012 – present	Associate Professor, Department of Women's Studies, University of Michigan
2008 – present	Associate Professor, Department of Psychology, University of Michigan
2003	Visiting Professor, Department of Psychology, City University of New York
2001 – 2008	Assistant Professor, Department of Psychology, University of Michigan
1999 – 2007	Assistant Research Scientist, Institute for Research on Women and Gender, University of Michigan
1998 – 2001	Fellow, Michigan Society of Fellows, University of Michigan

Summary of Evaluation:

Teaching – Professor Mahalingam is an award-winning teacher who has taught a wide variety of courses at the undergraduate and graduate levels. Student evaluations of his undergraduate and graduate courses have consistently been in the upper quartile. Professor Mahalingam has also played a major role in mentoring students outside of the classroom by serving the Department of Psychology as the director of the Honors Program (the largest such program in the country) and the Accelerated Master's Degree Program (AMDP). In addition, he has mentored a large number of undergraduate and graduate students doing research in his laboratory.

Research – Professor Mahalingam's research focuses on different aspects of identity (e.g., race, class, ethnicity, gender), including how they intersect to influence discrimination and how people respond to discrimination. He has studied these issues in a wide range of marginalized populations in real-world settings. His work has provided important new insights into the causes and consequences of discrimination and how intersecting identities play a role in discriminatory behavior. Professor Mahalingam has produced fourteen articles and eight book chapters since his promotion in 2008 and he has seven additional articles under review. A number of these have appeared in high-impact journals and six of them have been cited over 50 times. In recognition of his growing stature among his colleagues, Professor Mahalingam was elected as a fellow of the American Psychological Association (2011).

Recent and Significant Publications:

- “Intersectional reflexivity: Methodological challenges and possibilities for qualitative, equality, diversity and inclusion research,” with D. Atewologun, in Handbook of Research Methods on Diversity Management, Equality and Inclusion at Work, R. Bendl, et al., (eds.), 2016.
- “Theoretical, methodological, and ethical challenges to the study of immigrants: Perils and possibilities,” with V. C. Rabelo, *New Directions for Child and Adolescent Development*, 141, 2013, pp. 25-41.
- “Multiple–group path analysis of the role of everyday discrimination on self-rated physical health among Latina/os in the USA,” with K. Molina and M. Alegria, *Annals of Behavioral Medicine*, 45(1), 2012, pp. 33-44 (DOI 10.1007/s12160-012-9421-2).
- “Transnational motherhoods: A transnational intersectionality perspective,” with S. Balan and K. Molina, in *Handbook of Feminist Psychology*, S. A. Lloyd, et al., (eds.), Sage, 2009, pp. 69-81.

Service – Professor Mahalingam has served in many capacities since his last promotion, both internally and externally. In addition to directing both the Honors Program (2011-2016) and the Accelerated Master’s Degree Program (2012-2016) in the Department of Psychology, he has served on the Executive Committee, Augmented Executive Committee, Undergraduate Committee, Graduate Committee, and an area admissions committee. Externally, Professor Mahalingam has served on three editorial boards and has been invited to review grant applications for the National Science Foundation, the National Institutes of Health, and the Department of Defense. He has also served on an advisory committee for a national association.

External Reviewers:

Reviewer (A)

“I consider Dr. Mahalingam’s ability to create a research program based on studying diverse groups of people...as truly exceptional. ... His teaching, scholarship and service accomplishments are extraordinary...”

Reviewer (B)

“...[Mahalingam] has made a significant impact on the field of immigration and lower caste India and their equivalents in other countries, and more generally minorities and marginal voices. ... His scholarship is theoretically grounded, and significant in its implications for further research and practice, manifesting intellectual vitality.”

Reviewer (C)

“In my opinion, Dr. Mahalingam is one of a small handful of people who have contributed original and significant ideas to the understanding of the interplay between race, gender, culture, power and privilege. ...my evaluation of Dr. Mahalingam could not be higher: He is a brilliant psychologist and an extraordinary behavioral scientist.”

Reviewer (D)

“In short, when viewed as a whole, in my estimation, Dr. Ram Mahalingam’s [sic] work is of the highest quality, impressive quantity and is genuinely positioned to make him, in time, one of the most respected scholars of diversity and intersectionality of our generation.”

Reviewer (E)

“I believe Dr. Mahalingam’s body of work has secured him as an internationally respected scholar in the psychology of intersectionality, which derives from an unparalleled combination of his expertise in gender studies and cultural psychology. ... In sum, [the] body of work that Dr. Mahalingam has published is deeply thoughtful, provocative, and impactful.”

Reviewer (F)

“...Dr. Mahalingam provides evidence of excellence in his scholarly writings. The breadth and scope of his scholarship has tremendous reach in helping us forge a better understanding of social justice, culture, and factors related to the general well-being of individuals who have remained voiceless in an increasingly interconnected world. The ties he has developed with scholars across the United States and internationally demonstrate strong foresight in mobilizing support toward working to implement changes in social and health systems that need a consistent voice for those who live in economically and socially challenging ecological niches.”

Reviewer (G)

“I am particularly impressed by Dr. Mahalingam’s [sic] ability to frame questions, to bridge conceptualizations and methodologies, and to do so with clear integrity.”

Reviewer (H)

“Ram is, in essence, a scholar’s scholar integrating the methods and theoretical orientations of multiple disciplines from philosophy, anthropology, sociology, and psychology and producing extraordinarily powerful empirical work. ... He is a one of a kind thinker and researcher who has been able to produce work that gets us to think and see the world in new ways. His work on culture, context, power, and privilege is, perhaps, the most sophisticated and important in the field of developmental psychology.”

Summary of Recommendation:

Professor Mahalingam’s work reflects very well on his department and beyond. He has made important contributions to research, teaching, mentoring, and service. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Associate Professor Ramaswami Mahalingam be promoted to the rank of professor of psychology, with tenure, and professor of women’s studies, without tenure, College of Literature, Science, and the Arts.



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

May 2017