

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Emily J. Nicklett, 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.	2010	Sociology and Health Services Organization and Policy, University of Michigan, Ann Arbor, MI
M.A.	2009	Sociology, University of Michigan, Ann Arbor, MI
M.S.S.W.	2005	Social Work, University of Wisconsin, Madison, WI
B.A.	2002	International Studies and Economic Development, University of Washington, Seattle, WA
A.A.	2000	Clark Community College, Vancouver, WA

Professional Record:

2011 – present	Assistant Professor, School of Social Work, University of Michigan
2010 – 2011	Post-doctoral Fellow in Epidemiology & Biostatistics of Aging Center on Aging and Health, John Hopkins University, Baltimore, MD

Summary of Evaluation:

Teaching: Professor Nicklett consistently exceeds expectations in the domains of teaching and mentorship and making significant contributions to the school. As evidenced by student evaluations of teaching (SET), student comments and unsolicited letters of evaluation, students find her to be knowledgeable, well prepared, and helpful. Professor Nicklett repeatedly performed well in teaching “Basic Social Work Research,” a required research methods course for which students have little enthusiasm. SET scores for this course are continuously above 4.0 on key domains of “excellent course,” “excellent instructor,” and “learned a great deal,” including one semester with 5.00 on “excellent teacher” and “learned a great deal from this course.”

Professor Nicklett’s teaching dossier demonstrates breadth in her teaching content – spanning research methods, human differences through the life course, policies and services for older adults, and comparative perspectives on aging. Breadth is also demonstrated in the several target audiences (e.g., bachelor’s students, MSW students, and doctoral students) for the courses she has taught, reflecting her strengths in adapting instructional methods to specific student groups. In addition, Professor Nicklett offered a special topics doctoral course in research methods for social policy and practice, with the goal of promoting students’ scholarly productivity. Furthermore, Professor Nicklett developed and taught a course called “Aging in Multicultural Britain: International Comparative Perspectives,” through the UM Center for Global and Intercultural Study (CGIS) programs. Such efforts provide evidence of her commitment to mentorship and development of social work students across the curriculum.

Professor Nicklett has an excellent track record of mentorship of MSW and doctoral students in their professional and scholarly development. She shows strong commitment to mentorship as she has mentored seven students in their independent study courses. A number of these students later pursued doctoral degrees in social work at prestigious universities. Professor Nicklett has mentored three doctoral students, a level of doctoral mentorship that is appropriate for an assistant professor. Professor Nicklett has also served as a faculty mentor for the Michigan Institute for Clinical and Health Research (MICHR). She regularly works with students on published research products, demonstrating her commitment to the intellectual and professional development of students.

Research: Professor Nicklett conducts research that examines the impact of structural factors and social determinants of health such as health behaviors, social support, racial and ethnic differences on health outcomes in older Americans. Her research identifies relevant and modifiable risk and protective factors for health that can form the basis for effective public health prevention and intervention programs as well as progressive health policies. Her work is recognized for its significant contributions to understanding the production and perpetuation of known disparities in health status and outcomes among racially and ethnically diverse aging groups. Her work focuses on several high priority issues, for example understanding both the facilitators and barriers to chronic disease management within older age groups.

Professor Nicklett has produced an impressive record of publications in highly respected journals spanning relevant disciplinary (sociology, epidemiology, gerontology) and professional practice fields (social work, public health, medicine). External reviewers noted that the corpus of her research contributions showed clear evidence of independent effort and initiative as a researcher and author of single and first-authored publications (15 out of a total of 22), as well as two book chapters. Professor Nicklett's research and scholarship in the area of social factors that affect chronic disease processes among vulnerable elderly populations made significant and important contributions in the areas of clinical practice, interventions, research, and policy. Her publications have been cited 630 times (Google Scholar, as of October 21, 2016). Her h-index of 11 is higher than the national average for associate professors.

Professor Nicklett's role as an investigator on two NIH Loan Repayment Awards, and as a co-investigator on research grants from the Department of Health and Human Services, the Centers for Disease Control and Prevention, and Robert Wood Johnson Foundation is evidence of her research grant involvement and productivity.

Recent and Significant Publications:

- Nicklett, E. J., Heisler, M., Spencer, M. S., & Rosland, A. M. (2013). Direct social support and long-term health among middle-aged and older adults with type 2 diabetes mellitus. *Journal of Gerontology: Social Sciences*, 68(6): 933-943.
- Nicklett, E. J., & Kadell, A. (2013). Fruit and vegetable intake among older adults: A scoping review. *Maturitas*, 75(4): 305-312.
- Nicklett, E. J. (2011). Socioeconomic status and race/ethnicity independently predict health decline among older diabetics. *BMC Public Health*, 11, 684.
- Nicklett, E. J., Szanton, S., Sun, K., Ferrucci, L., Fried, L. P., Guralnik, J. M., & Semba, R. D. (2011). Neighborhood socioeconomic status is associated with serum carotenoid concentrations in older, community-dwelling women. *Journal of Nutrition*, 141(2), 284-289.
- Nicklett, E. J., & Damiano, S. K. (2014). Too little, too late: Socioeconomic disparities in the experience of women living with diabetes. *Qualitative Social Work*, 13(3), 370-386.
- Nicklett, E. J., Omidpanah, A., Whitener, R., Howard, B. V., Manson, S. M. (in press). Access to care

and diabetes management among older American Indians with type 2 diabetes. *Journal of Aging and Health*.

Service: Professor Nicklett provided strong service to the School of Social Work, University of Michigan, and the broader professional community. At the school level, she served on the Academic Concern's Committee and the Doctoral Program Committee. At the university level, she served as a faculty mentor for the Companions through the Ages (CTA) program, an undergraduate student group that aims to bridge generational divides. For community service, Professor Nicklett participated in REACH Detroit, a community-based participatory research project, and partnered with the Detroit-based Urban Research Center on its various community-led research strategies and partnerships. Her national leadership in the field includes being a co-founder of the Aging, Research, Policy, and Advocacy special interest group (SIG) for the Society for Social Work and Research (SSWR) and serving as Membership Committee Coordinator for the Aging and Public Health section of the American Public Health Association (APHA). She is an active member of several national organizations and has served as a reviewer for over 14 journals, including serving on the editorial board of the *American Medical Journal*, *The Gerontologist*, *Social Science and Medicine*, and *The Journals of Gerontology*.

External Reviewers:

Reviewer A: "...I am most impressed with the one [article] published in the Journal of Gerontology: Social Sciences on social support and long-term health among older adults with diabetes. This study used a special module of the Health and Retirement Study on diabetes and linked it to four waves of measurement. The results showed that receiving support for taking medications, engaging in physical activity, and getting to health care providers were linked to better health outcomes over time. This study uses high quality nationally representative data and employs a longitudinal approach to show how diabetics marshal support for the betterment of their health. Given the anticipated "epidemic" of metabolic diseases with the aging of the population, this article provides an important perspective on the malleability of disease outcomes, specifically the possibility that the health consequences of diabetes can be socially remedied."

Reviewer B: "Her combination of excellence in research, teaching, and service is deserving of promotion, and she shows great promise to grow her career further."

Reviewer C: "I am particularly impressed by 2 of her recent articles ... [that] elucidate the independent and conjoint aspects of each lifestyle behavior [fruit and vegetable intake, and physical activity] on the onset and severity of geriatric conditions and survival. ... [Another article] shines light on modifiable aspects of social support that most directly affect different health outcomes. ... In sum, in my opinion Dr. Nicklett definitely meets the criteria for promotion to Associate Professor at a Research 1 University showing excellence in research, teaching, and service. She has already accomplished much, and will no doubt continue to make significant contributions to the aging and social work field in years to come as indicated in her clearly articulated future direction plans."

Reviewer D: "Turning specifically to the submitted articles efforts to understand predictors of chronic diseases such as diabetes including consideration of social determinants. What is striking is that there are both cross-sectional and longitudinal considerations and use of statistical techniques (ordinal logistic regression, multinomial regression, multilevel cumulative logit regression and hazards analysis among others) that genuinely address each research question. Cumulatively the impact of her work is to highlight that in not over-stating the overall contributions of race/ethnicity,

support and social economic variables in understanding experiences of chronic conditions, value has been established in more targeted consideration.”

Reviewer E: “Dr. Nicklett compares favorably to those successful candidates for tenure and promotion that I have known at [...] and at [...]. Thus it is without hesitation that I endorse Emily Nicklett’s promotion and tenure. Her portfolio provides solid evidence that she merits such and will continue to be a productive scholar and cherished teacher and mentor.”

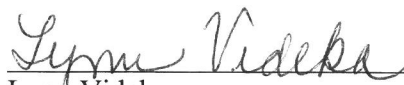
Reviewer F: “Although a growing number of social work scholars are studying health disparities, Dr. Nicklett has made a distinctive contribution to this knowledge base by her analysis of health inequities by race, gender, immigration status, and socioeconomic status, which have implications for practice and policy interventions with older adults who are facing multiple forms of social inequality.”

Reviewer G: “Overall, I assess the quality and impact of Dr. Nicklett’s work to be methodologically vigorous, carefully done and provide the field with empirically strong evidence for program planning and policy formulation to help the vulnerable older populations.”

Reviewer H: “One of Dr. Nicklett’s outstanding contributions ... is her use of longitudinal analyses with the best available data. Another major contribution of her work is its practical utility – the findings have clear implications for improved targeting of prevention and health promotion services.”

Reviewer I: “She has a strong record of collaborative and multi-disciplinary scholarship, and a good record of raising external funds to support her research. Professor Nicklett clearly has many more contributions to make both as a researcher and an educator.”

Summary of Recommendation: Professor Nicklett’s high level of research and scholarship is noted for its broad reach and significant impact on knowledge development and practice efforts in Social Work, as well as other health disciplines and professional fields. She is an excellent teacher and mentor, and is a leader who contributes both in external and internal service. With the unanimous support of the School of Social Work Promotion and Tenure and Executive Committees, I recommend Emily J. Nicklett for promotion to associate professor of social work, with tenure, School of Social Work.



Lynn Videka
Dean, School of Social Work

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