

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Kristin S. Seefeldt, assistant professor of social work, School of Social Work, and assistant professor of public policy, Gerald R. Ford School of Public Policy, is recommended for promotion to associate professor of social work, with tenure, School of Social Work, and associate professor of public policy, without tenure, Gerald R. Ford School of Public Policy.

Academic Degrees:

Ph.D.	2010	Sociology and Public Policy, University of Michigan, Ann Arbor, MI
M.S.	1996	Public Policy, University of Michigan, Ann Arbor, MI
B.A.	1990	American Government, Georgetown University, Washington, D.C.

Professional Record:

2012 - present	Assistant Professor, University of Michigan School of Social Work
2013 - present	Assistant Professor, University of Michigan Gerald R. Ford School of Public Policy
2012 - present	Assistant Research Scientist, University of Michigan Population Research Center
2009 - 2010	Assistant Research Scientist, University of Michigan Gerald R. Ford School of Public Policy
2004 - 2010	Assistant Director, University of Michigan National Poverty Center
2010 - 2012	Assistant Professor, Indiana University School of Public And Environmental Affairs
2011 - 2012	Adjunct Assistant Professor, Indiana University Department of Sociology

Summary of Evaluation

Teaching: Professor Seefeldt is making an important contribution to the school in the area of teaching by taking on required foundation and advanced policy courses. She is passionate about teaching social welfare policy in a way that is accessible to students, despite many students stated lack of interest in policy. She also taught similar classes at Indiana University, her previous academic institution.

Research: Professor Seefeldt explores the ways in which women and their families' lives are affected by social support services. Her career has been devoted to the exploration of the ways in which public welfare and employment programs are experienced in the lives of impoverished families. Her work draws on a range of research approaches carefully selected to be responsive to the questions being asked. She works with her research findings to propose policy and program alternatives that are most likely to benefit low-income households. Her work has had a highly significant impact on policy and public programs, as well as on the field of poverty studies.

Professor Seefeldt is a skilled, creative and productive researcher. Her work has contributed enormously to our understanding of impoverished women and their families. Furthermore, she translates her research into policy recommendations for the improvement of women's lives. We conclude that her knowledge development clearly meets the bar for promotion to associate professor with tenure.

Recent and Significant Publications:

- Seefeldt, Kristin S. and John Graham. 2013. America's Poor and the Great Recession. Bloomington, IN: Indiana University Press.
- Seefeldt, Kristin S. 2015. "Constant Consumption Smoothing, Limited Investments, and Few Repayments: The Role of Debt in the Financial Lives of Economically Vulnerable Families." *Social Service Review* 89(2): 263-300.
- Burgard, Sarah, Kristin S. Seefeldt, and Sarah Zelner. 2012. "Housing Instability and Health: Findings from the Michigan Recession and Recovery Study." *Social Science and Medicine* 75(12) 2215-2224.
- Seefeldt, Kristin S. 2015/2017. "Waiting it Out: Time, Action, and the Process of Securing Benefits." *Qualitative Social Work*, 16(3): 300-316 (Available online in advance of 2017 print publication).
- Seefeldt, Kristin S. 2008. Working After Welfare: How Women Balance Jobs and Family in the Wake of Welfare Reform. Kalamazoo, MI: W.E. Upjohn Institute for Employment Research.
- Seefeldt, Kristin S. and Heather Sandstrom. 2015. "When there is No Welfare: The Income Packaging Strategies of Disconnected Mothers Following an Economic Downturn." *Russell Sage Journal of the Social Sciences* 1(1), 139-158.

Service: Professor Seefeldt served on two formal committees at the School of Social Work and worked with alumni to organize a poverty simulation in Flint. She has been an active participant in the Learning Community on Poverty and Inequality and active in discussions of the Diversity, Equity, and Inclusion plan as part of the Multi-cultural and Gender Affairs (MGA) Committee. At the university level, she has been on the steering committee for the National Poverty Center and has been actively engaged with the launch and ongoing activities of the UM Poverty Solutions Initiative. For an assistant professor, she has been extraordinarily active in national activities.

External Reviewers:

Reviewer A: "In my assessment, this body of research is more than adequate, both in quantity and in quality, to justify promotion to associate professor with tenure at the School of Social Work."

Reviewer B: "In my view, she is among the very best qualitative social policy scholars nationally. Were she being considered for tenure at [my institution] I would be enthusiastic in my support and am confident that her record of scholarship would be more than sufficient for promotion to associate professor. In fact, while Seefeldt is only seven years post-PhD, both the quality and quantity of her contributions compare favorably with those of individuals I have recently reviewed for promotion to full professor."

Reviewer C: "Based on my review of Dr. Kristen Seefeldt's research, plus her teaching and service record, I believe she clearly exceeds the bar for promotion to Associate Professor with tenure. I believe Seefeldt would easily earn tenure at [my institution]. In my opinion, her record at least equals those of other tenured qualitative and mixed-method scholars at similar stages..."

Reviewer D: "...has been a pleasure to engage with Professor Seefeldt's work, which I believe strongly supports the award of tenure and promotion by the School of Social Work at the University of Michigan, [m]oreover, the sophistication of her scholarship, which is well beyond the assistant professor level, assures its impact. Based on my time at [my institution] and my recent service as Chair of the Personnel Committee, which manages promotion and tenure processes, I am confident that Professor Seefeldt would be awarded promotion."

Reviewer E: “[H]er productivity and contributions are well beyond her peers at the same point in their careers and she would certainly be suitable for promotion to the rank of associate professor at [my institution].

Reviewer F: “[L]et me begin with the caveat that I am not familiar with [junior] scholars in Social Work schools, which is the cohort to which Seefeldt should be compared. All of the peers I would name are sociologists. If Seefeldt were being considered for promotion with tenure in my department it would be a strong but not slam dunk case. I find this case overall to be meritorious of tenure.”

Reviewer G: “I recommend her whole-heartedly for promotion and tenure. Dr. Seefeldt would be promoted without controversy to Associate Professor with tenure under the standards and practices in my department.... Kristin’s research achievements, professional standing, and scholarly potential merit tenure in your School.... Kristin’s research would clearly pass muster for tenure and promotion in [my institution].”

Reviewer H: “Dr. Seefeldt has an exceptionally strong record of national leadership for an assistant professor. She has served in two roles where most, if not all, of her peers were tenured mid or late-career faculty members or leadership-level practitioners. As a member of the Association for Public Policy Analysis and Management (APPAM), I know that their policy council elections are truly competitive, attracting more strong candidates than spaces on the council. Her election to the APPAM Policy Council speaks to the regard in which the policy scholarship community holds her, and her leadership in trying to increase diversity at the annual meetings was quite needed.”

Reviewer I: “...strongly endorse her promotion to Associate Professor with tenure at Michigan.”

Summary of Recommendation:

Professor Seefeldt’s work has contributed enormously to our understanding of impoverished women and their families, translating her research into policy recommendations for the improvement of women’s lives. She is an excellent teacher and has made significant service contributions to the school and the university. We are pleased to recommend Kristin S. Seefeldt for promotion to associate professor of social work, with tenure, School of Social Work, and associate professor of public policy, without tenure, Gerald R. Ford School of Public Policy.



Lynn Videka
Dean
School of Social Work



Michael S. Barr
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