

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Nursing

Melva G. Craft-Blacksheare, assistant professor of nursing, School of Nursing, is recommended for promotion to associate professor of nursing, with tenure, School of Nursing.

Academic Degrees:

D.N.P.	2010	Oakland University, Nursing, Rochester, Michigan
M.S.N.	1994	Case Western Reserve University, Nursing, Cleveland, Ohio
M.S.	1986	University of Detroit Mercy, Detroit, Michigan
A.D.N.	1980	Highland Park College, Nursing, Highland Park, Michigan
B.G.S.	1976	University of Michigan, General Studies, Ann Arbor, Michigan

Professional Record:

2011-present Assistant Professor of Nursing, School of Nursing, University of Michigan-Flint, Flint, Michigan

Summary of Evaluation:

Teaching: Professor Craft-Blacksheare is a doctorally-prepared nursing faculty member with board certification and extensive clinical practice experience as a nurse midwife. Her formal academic preparation and clinical practice expertise make her exceptionally well prepared to teach her assigned didactic and clinical courses in maternity nursing, women's health, and introduction to professional nursing. Professor Craft-Blacksheare delivers instruction using face-to-face, mixed, and online modes. Between 2014 and 2017, she also mentored five Doctor of Nursing Practice (DNP) students conducting research on women's health subjects. Professor Craft-Blacksheare has distinguished herself as an outstanding teacher by using creative, innovative, evidence-based, high-quality, and high-impact practices to facilitate her students' mastery of didactic and clinical learning outcomes, including those carried out in the on-campus simulation center with pelvic, birthing, and newborn infant human patient simulators.

Professor Craft-Blacksheare has shown a commitment to teaching excellence and the sustained development of her teaching in a number of ways. Her commitment to improving her teaching skills is evidenced by frequent participation in workshops and technology roundtables offered by the Office of Extended Learning (OEL); individual advisory sessions with OEL staff; attendance and participation at various international, national, and regional conferences that relate to the content material of the courses she teaches; participation in departmental mini-workshops about various topics related to teaching such as effective library use; participation in university-level Thompson Center for Learning and Teaching sessions; and Office of Research and Sponsored Programs workshops offered to assist faculty in their teaching and scholarly activities.

Professor Craft-Blacksheare has integrated and encouraged creative teaching activities focused on empowering students to 'think outside of the box' and become active learners and critical thinkers as well as open-minded, culturally sensitive, and caring individuals. She is a teaching innovator who believes that learning experiences for students are the advancement of quality nursing care

via evidence-based practice. One student commented in an end-of-course evaluation, “I felt that Dr. Craft-Blacksheare was an excellent professor and showed care and concern for all of the students’ learning and progress in the course.”

Research: Professor Craft-Blacksheare is a productive scholar who has published six articles in peer-reviewed journals (four as solo author and two as first author) and has delivered five refereed and two invited podium and poster presentations at local, state, national, and international conferences. Her scholarship has led to the publication of two articles, one of which was a mixed method study about high-fidelity simulation involving students focused on improving their skills in maternal and newborn assessment. This method was subsequently integrated into her teaching of the undergraduate maternity nursing course. She also published a second article on this topic in *Nurse Education Today* aimed at disseminating her findings to nursing faculty who teach maternity nursing and women’s health courses.

Professor Craft-Blacksheare published two articles based on her phenomenological study about African American women’s views about the cause of their Chlamydia infections and made clinically relevant recommendations aimed at prevention of infection among adolescents at high risk. Professor Craft-Blacksheare’s research is also focused on the needs of the larger community, resulting in three publications related to the Flint water crisis. These included an article on environmental injustice in a special issue of the *National Black Nurses Association News* and a review article on the lessons learned from the Flint water crisis related to maternal and child health in the *Journal of Obstetric, Gynecologic, and Neonatal Nursing*. She also addressed the effects of Legionella (Legionnaire’s disease) on newborns with respiratory distress that occurred during the Flint water crisis in an article published in the *Journal of the Black Nurses Association*.

Professor Craft-Blacksheare has served as the project director and primary investigator for grants totaling \$163,000 from the Robert Wood Johnson Foundation for projects to increase diversity and leadership skills among future nursing professionals, which will also help to alleviate the nursing shortage. In so doing, she has created an interdisciplinary blueprint to foster a more diverse nursing workforce to improve healthcare to minorities. In 2018, she published an article related to this topic in the *Journal of Nursing Education*. Further, she submitted an article in June 2018 (that remains under review) about the clinical implications for nurses and other healthcare providers stemming from the Flint water crisis, as well as a book chapter (in progress) about transcultural perspectives regarding childbirth. She also successfully wrote a proposal for \$30,000 to the Michigan Department of Health for a UM-Flint/Genesee County Health Department project to increase access to family health services in Flint.

Recent and Significant Publications:

- Craft-Blacksheare, M., & Frencher, Y. (2018). “Using high-fidelity simulation to increase nursing students’ clinical postpartum and newborn assessment proficiency: A mixed-methods research study,” *Nurse Education Today*, 71, 198-204. doi: 10.1016/j.nedt.2018.09.031.
- Craft-Blacksheare, M. (2018). “The growing impact of Legionella in the Flint Water Crisis,” *Journal of the National Black Nurses Association*, 29(1), 44-50.
- Craft-Blacksheare, M. (2018). “New Careers in Nursing: An effective model for increasing nursing workforce diversity,” *Journal of Nursing Education*, 157(3), 178-183. doi: 10.3928/01484834-20180221-11

Craft-Blacksheare, M. (2017). "The effects of contaminated water on maternal and child health: Lessons learned from the crisis in Flint, Michigan." *Journal of Obstetric, Gynecologic, and Neonatal Nursing*, 46, 258-266. <http://dx.doi.org/10.1016/j.jogn.2016.10.012>

Craft-Blacksheare, M. (2016). Environmental injustice: A look into the Flint water crisis. *National Black Nurses Association News*, Spring 2016.

Service: Professor Craft-Blacksheare has engaged in numerous service activities for UM-Flint, the SON, the nursing profession, and the communities in which she lives and works. Before, during, and after the Flint water crisis, Professor Craft-Blacksheare served as a role model and mentor for UM-Flint nursing and public health students by generously volunteering her midwifery expertise and serving as a vocal advocate for pregnant teens, women, and newborns who were exposed to contaminated river water. She planned, implemented, and evaluated educational programs and tested for lead toxicity and other water-related illnesses. She also established partnerships between the School of Nursing and the U.S. Public Health Service, AmeriCorps, Save the Children, and other national voluntary organizations and community agencies, including the county health department, the three medical centers in Genesee County, the Greater Flint Black Nurses Association, and the UM-Flint chapter of Chi Eta Phi Sorority, a multicultural nursing service sorority. Her community service also included working with the Genesys Hospital Centering Pregnancy Project as a steering committee member to support pregnant women and their access to evidence-based prenatal care.

External Reviewers:

Reviewer (A): "Her carefully detailed Flint's water disaster timeline with case presentations present a brilliant approach to drawing national and global attention to this public health disaster and the middling policies that characterize poor underserved communities."

Reviewer (B): "Her work is very current...and above most of her peers who are working in the same field."

Reviewer (C): "...her publication on recurrent Chlamydia infections...not only clearly disseminates the new knowledge gained from a phenomenological qualitative study but also provides a care model that practitioners can adopt in order to improve outcomes in a vulnerable, high-risk population."

Reviewer (D): "[She]...has shown strength in her scholarship of grantsmanship with funding and with conference presentations on her impactful work."

Reviewer (E): "Another high quality indicator Dr. Craft-Blacksheare has met is being published in the *Journal of Obstetric, Gynecologic, and Neonatal Nursing*. This is the journal of the Association of Women's Health, Obstetric, and Neonatal Nurses, which is the premier national organization for this specialty."

Summary of Recommendations:

Professor Craft-Blacksheare is a very capable and experienced teacher, mentor, scholar, and practicing nurse midwife. Her teaching, research, and service are interconnected, and they focus on pregnancy, women's health, and the academic success of educationally and economically disadvantaged nursing students. Her scholarship on the impact of contaminated water on pregnant teenagers and women during the Flint water crisis is especially exemplary. I recommend Melva G. Craft-Blacksheare for promotion to associate professor of nursing, with tenure, School of Nursing.

Recommended by:



Margaret M. Andrews, Dean and Professor
School of Nursing

Recommendation endorsed by:



Susan E. Alcock, Interim Provost and
Vice Chancellor for Academic Affairs



Susan E. Borrego, Chancellor
University of Michigan-Flint

May 2019