

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

Stephen M. Garcia, associate professor of psychology, with tenure, and associate professor of organizational studies, with tenure, College of Literature, Science, and the Arts, is recommended for promotion to professor of psychology, with tenure, and professor of organizational studies, with tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	2002	Princeton University
Ed.M.	2002	Harvard University
M.A.	1999	Princeton University
A.B.	1995	Stanford University

Professional Record:

2011 – present	Associate Professor, Department of Psychology and Organizational Studies Program, University of Michigan
2012 – 2014	Adjunct Associate Professor, Stephen M. Ross School of Business, University of Michigan
2008 – 2011	Assistant Professor, Department of Psychology and Organizational Studies Program, University of Michigan
2003 – present	Faculty Associate, Institute for Social Research, University of Michigan
2003-2008	Adjunct Assistant Professor, Ross School of Business,, University of Michigan
2002-2008	Assistant Professor, Gerald R. Ford School of Public Policy, University of Michigan

Summary of Evaluation:

Teaching – Professor Garcia has proven to be a conscientious and effective teacher. In the Organizational Studies Program, he has taught a popular course in negotiations, a seminar in marketing, and “Inside Organizations,” which is a required core course, and notoriously difficult to teach. In Psychology, he taught a larger version of his negotiations course, as well as classes on the psychology of competition. He also taught in the Comprehensive Studies Summer Bridge Program over the past three years in an effort by Organizational Studies to recruit incoming first year students as a means of diversifying its student body. Professor Garcia’s courses have been very successful based on student ratings. Professor Garcia has been an active mentor of undergraduate research, working with students through the Undergraduate Research Opportunities Program (UROP) and supervising honors theses in the Department of Psychology. Professor Garcia has been an effective mentor of graduate students with whom he has published and served on dissertation committees.

Research – Professor Garcia is a social psychologist who studies competition and social comparison as well as judgment and decision-making, using primarily experimental methods. He has shown, among other things, that an individual’s performance on a task is inversely related to the number of people who are simultaneously working on it, that the standards of comparison

that individuals use are affected by the cultures in which they were raised, and that the addition of further rewards to an award recipient may create a loss in value if the newly-added reward is of lower magnitude than the original one. Since receiving tenure, Professor Garcia has maintained a strong level of productivity, publishing thirteen articles, eleven of which have appeared in refereed journals and five of which he was the lead author (this is in addition to his nineteen pre-tenure articles). As the internal and external reviewers indicate, this work is of extremely high quality and originality, and a considerable amount of it has appeared in leading journals.

Recent and Significant Publications:

- “The status signals paradox,” with K. Weaver and P. Chen, *Social Psychological and Personality Science*, in press.
- “The adding-and-averaging effect in bundles of information: Preference reversals across joint and separate evaluation,” with K. Weaver, *Journal of Experimental Psychology: Applied*, in press.
- “Social comparison before, during, and after the competition,” with Z. Reese and A. Tor, in *Social Comparison, Judgment and Behavior*, J. Sul, et al. (eds.), Oxford University Press, in press.
- “The psychology of competition: A social comparison perspective,” with A. Tor and T. Schiff, *Perspectives on Psychological Science*, 8, 2013, pp. 634 –650.

Service – Professor Garcia has provided generous service in his department and program, at the university level, and in the profession. He has distinguished himself in the Organizational Studies Program (OS) directing the unit’s extremely successful faculty searches over the past three years, serving on the OS Advisory Committee, and having served on the Admissions and Curriculum Committee. He also directed the honors program in Organizational Studies. Professor Garcia has served on several important committees in Psychology, including the Awards Committee, Diversity Committee, and departmental Executive Committee. He has served on several university committees (including ADVANCE and the Judiciary committee), numerous editorial boards, and other forms of national service, all of which were noted as exceptional by members of both departments.

External Reviews:

Reviewer (A)

“Overall, I am impressed by both the quantity and the quality of Dr. Garcia’s research and scholarship. His work is published in very high quality journals. His research designs are clever. ...I think in the future Dr. Garcia’s work will get even more interesting and will have even more impact. ...I think in the future Dr. Garcia’s work will get even more interesting and will have even more impact.”

Reviewer (B)

“In terms of both the quantity and quality of his publications, I believe that Dr. Garcia is a strong candidate for promotion to Professor. ... Dr. Garcia is an unusually creative scholar, has a broad knowledge of the field, and possesses a rare ability to bridge and integrate applied and theoretical science. I believe that Dr. Garcia will continue to make valuable scholarly contributions throughout his career.”

Reviewer (C)

“This letter is written in strong support for the promotion of Dr. [Garcia] to the rank of full Professor in Organizational Studies at the University of Michigan. ... The committee doesn't need me to count Dr. Garcia's manuscripts, because they can do so themselves, but I will point out that 30 peer-reviewed articles and 6 book chapter/reviews would be considered a high rate of publication in organizational behavior by most top-tier universities.”

Reviewer (D)

“I am happy to support his promotion to Full Professor. ...his track record is outstanding. Just since his promotion to Associate, he has published abundantly in important, selective social psychology journals...and important applied outlets. He has also been an invited contributor representing social comparison as competition in significant collections. These invitations represent his considerable reputation in the field, as the go-to social-comparison authority.”

Reviewer (E)

“His research productivity since receiving tenure has been outstanding, with multiple publications in the best journals in Management... Marketing... and Psychology... Based on mere numbers, Steve deserves promotion to full professor. ...his recent papers have made important contributions. These papers are both theoretically and empirically excellent.”

Reviewer (F)

“He is a leading expert on the broad intersection of social comparison processes and competition and his work has relevance to a wide-range of phenomena and social contexts. His record of past accomplishment and his trajectory going forward both suggest that promotion to full professor is warranted at this time.”

Summary of Recommendation:

Professor Garcia has amassed an excellent record of scholarship, has been a successful teacher (both in the classroom and in mentoring), and has contributed an exemplary level of service for both of his units, the university, and the profession. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Associate Professor Stephen M. Garcia be promoted to the rank of professor of psychology, with tenure, and professor of organizational studies, with tenure, College of Literature, Science, and the Arts.



Elizabeth R. Cole, Interim Dean
Professor of Women's Studies, Psychology,
and Afroamerican and African Studies
College of Literature, Science, and the Arts

May 2019