

PROMOTION RECOMMENDATION
The University of Michigan-Flint
School of Nursing

Judy Haefner, 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.	2000	Wayne State University, Mental Health Nursing, Detroit, Michigan
B.S.N.	1996	Wayne State University, Nursing, Detroit, Michigan
B.S.	1989	Wayne State University, Secondary Education, Detroit, Michigan

Professional Record:

2011-present	Assistant Professor of Nursing, School of Nursing, University of Michigan-Flint, Flint, Michigan
2012-present	Nurse Practitioner, Summit Psychiatric Services, Outpatient Psychiatry, Farmington, Michigan

Summary of Evaluation:

Teaching: Professor Haefner developed and taught the required courses for the Doctor of Nursing Practice (DNP) and post-master's certificate in psychiatric mental health nurse practitioner (PMHNP) programs. She also supervised and mentored students enrolled in independent study and capstone research courses. A multitasking teacher, Professor Haefner seamlessly interweaves research, theory, and clinical practice into her courses. Professor Haefner has taught multiple sections in an eight-course graduate mental health theory and practicum sequence in both the MSN and DNP programs. From fall 2011 to winter 2018, MSN and DNP students completing the eight-course sequence responded to the two primary questions, "Overall, this was an excellent course and Overall, the instructor was an excellent teacher," with the majority of median ratings at 4.1 and above out of a possible 5.0 for both questions (with the exception of one course/semester). Professor Haefner teaches and mentors graduate students in research. She currently chairs ten DNP research committees.

Research: Professor Haefner's scholarship is focused on two lines of translational research: 1) assessing and treating mental health conditions in children and adults and 2) the application of family systems theory to clinical practice. Many primary care providers who manage children and adolescents find it difficult to recognize depressive symptoms. When clinical manifestations of symptoms go unrecognized, children fail to receive treatment, often resulting in delayed growth and development, attempted suicide, and/or behaviors that pose a danger to others. Recognizing that primary care providers are at the forefront of the diagnosis, treatment, and evaluation of depression in children, adolescents, and adults, Professor Haefner created an evidence-based algorithm for evaluating depression and a second algorithm for treatment with prescription medications. She disseminated both algorithms regionally and nationally to primary care nurse practitioners through the presentations and publications. Since her initial appointment, Professor Haefner has been first author on eight publications, and she currently is conducting research on the integration of interprofessional collaboration into graduate-level nursing mental health courses.

Professor Haefner contributed to the academic success of economically and educationally disadvantaged BSN majors participating in the second degree/second career program by assisting with the Robert Wood Johnson Foundation New Careers in Nursing sponsored project in 2014. She was also awarded \$9,000 in internal grant funding to support her research, including the 2017 Catalyst Course Design Program, TCLT Faculty Development Teaching Grant, and the International Global Students Fund for Program Development.

Recent and Significant Publications:

- Haefner, J., Abedi, M., Morgan, S., & McFarland, M. R. (in press). Group therapy for refugees. *Journal of Psychosocial Nursing and Mental Health Services*. Accepted for publication August 2018.
- Muladore, E., Brown, J. A., Haefner, J., & Kupferschmid, B. (2018). Improving patient education about tobacco withdrawal and nicotine gum use by registered nurses in inpatient psychiatry: A feasibility study. *Journal of Psychiatric Mental Health Nursing*, August 2018. doi: 10.1111/jpm.12495.wileyonlinelibrary.com/journal/jpm
- Haefner, J. (in press May 2019). Emotional cutoff: Bowen's family theory. In J. Lebow (Ed). *Springer Encyclopedia of Couple and Family Therapy*, Springer Publications.
- Haefner, J. (2017). Complementary and integrative health practices for depression. *Journal of Psychosocial Nursing*, 55(12), 22-33.
- Haefner, J., Daly, M., & Russell, S. (2017). Assessing depression in primary care. *Journal of Doctoral Nursing Practice*, 10(1), 1-11.

Service: Professor Haefner's service to the School of Nursing (SON), the University of Michigan-Flint (UM-Flint), the healthcare and nursing professions, and the community have been extensive and impactful. Highlights of her service to nursing include the following: active participation in faculty governance before and after the creation of the SON in 2016, including inaugural membership on the SON Executive Committee; participation in national accreditation reviews of the UM-Flint graduate nursing programs by the Commission on Collegiate Nursing Education; and leadership for the PMHNP graduate and post-master's certificate curricula. Her university service includes membership on the Faculty Council from 2016 to present. Specific outcomes and activities for the preceding committees and task forces are found in her narrative discussion of service.

Professor Haefner is an active member in the American Psychiatric Nurses Association (APNA) and has served on the Board of Directors of the Michigan Chapter of the APNA since 2014. She is also a member of the International Society of Psychiatric-Mental Health Nurses, the National Alliance on Mental Illness, and the Pi Delta Chapter of Sigma Theta Tau International, the global honor society of nursing.

Professor Haefner maintains an active practice one day per week at an outpatient mental health clinic that enables her to remain current with practice guidelines for the promotion of mental health and treatment of mental illness. In her clinical practice, Professor Haefner provides mental health services for people who have experienced head trauma primarily due to motor vehicular accidents and helps her patients cope with the significant impairment they experience in performing daily activities. Professor Haefner's previous practice included the mental health care of children and adolescents. Her practice experience enables her to educate advanced practice PMHNP students to implement innovative treatments for depression, including group therapies, integrative and complementary therapies, and primary care treatment of depression in children, adolescents, and adults.

External Reviewers:

Reviewer (A): "... her emphasis on broadening the application of mental health knowledge to clinical practice in both primary care and mental health treatment is very important. The current lack of mental health providers in the state and country requires creative efforts to provide access to all who need treatment. Dr. Haefner's scholarly emphasis supports the delivery of care to people suffering with psychiatric illnesses in all types of settings."

Reviewer (B): "She demonstrates that there is important work that is being done by clinicians...the depth she adds to our field is critical. Translational application of research and theory is very much needed, and she demonstrates that impressively."

Reviewer (C): “[Her study on treating children and adolescents for depression]...was well written, published in a peer-reviewed clinical practice journal, and was highlighted for CE credits that would draw in readers from the clinical practice setting.”

Reviewer (D): “She...encourages [DNP students in] writing for publication and developing professional presentations. ... With complete certainty, Professor Haefner would meet the requirements for promotion and tenure.”

Reviewer (E): “Her scholarship is strong. ... There is strong evidence of research and scholarship activity. ... Her publications appear in high impact journals.”

Reviewer (F): “I find Dr. Haefner’s publications to be timely, well written, and scholarly. These papers, in my opinion, demonstrate fluency in writing that is clinically relevant and of great importance to the growing body of knowledge in nursing.”

Summary of Recommendations:

Professor Haefner is an experienced teacher, mentor, scholar, and board certified PMHNP who provides didactic and clinical instruction for DNP and post-master’s PMHNP students. Her teaching, research, and service are interconnected, and they focus on assessing and treating mental health conditions in children, adolescents, and adults. She has also conducted research on the application of family systems theory to psychiatric/mental health clinical practice. Professor Haefner’s future plans include research on collaboration in interprofessional education among psychiatric/mental health professionals such as psychiatrists, psychologists, psychiatric social workers, and PMHNPs. I recommend Judy Haefner be promoted 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