

PROMOTION RECOMMENDATION  
The University of Michigan-Flint  
School of Education and Human Services  
Department of Social Work

Otrude Moyo, associate professor of social work, with tenure, Department of Social Work, School of Education and Human Services, is recommended for promotion to professor of social work, with tenure, Department of Social Work, School of Education and Human Services.

Academic Degrees:

Ph.D.	2001	Brandeis University, Social Policy, Heller Graduate School, Waltham, MA
M.A.	2000	Brandeis University, Social Policy, Heller Graduate School, Waltham, MA
M.S.W.	1997	Southern Illinois University, Social Work, Carbondale, IL
B.S.W.	1995	University of Zimbabwe, Social Work, Harare, Zimbabwe

Professional Record:

2014 - present	Associate Professor and Chair, University of Michigan-Flint.
2011 – 2014	Associate Professor and Women Studies Affiliate, University of Wisconsin – Eau Claire
2011	Adjunct Professor, Union Institute and University – Online Synchronous Instruction
2009 – 2011	Associate Professor, University of Southern Maine
2007 – 2008	Lecturer Applied Social Sciences, University of Plymouth, United Kingdom.
2002 - 2007	Assistant Professor, University of Southern Maine
2002	Adjunct Assistant Professor, Southern Illinois University, School of Social Work
1998 – 1999	Junior Researcher, Brandeis University, the Heller School of Social Policy
1993 - 1994	Monitoring Officer, Zimbabwe Trust-Natural Resource Project Management
1990 – 1992	Junior Research Fellow, University of Zimbabwe, Center for Applied Social Sciences

Summary of Evaluation:

Teaching: Teaching is central to the mission of the School of Education and Human Services, and Professor Moyo has built a compelling case for her classroom teaching practices. She brings expertise to the classroom in social policy, diversity, and social justice, built on a foundation of social welfare and critical multiculturalism. Professor Moyo also incorporates the African philosophy of Ubuntu, a humanist philosophy that a universal bond connects everyone and in working to find ways to live peacefully together with greater compassion toward others.

Professor Moyo has taught multiple iterations of four different courses. All of her syllabi and assignments explicitly connect to the social work competencies students must demonstrate, ensuring that they understand the value and purpose of each course and each assignment within it. She has developed guidelines for writing a social work team/group contract that helps students work in groups more successfully and meaningfully. On student evaluations, Professor Moyo averages an impressive 4.3, and students rated her knowledge of subject matter at almost a 5.0.

Research: Professor Moyo's publication record since becoming an associate professor includes five peer-reviewed journal articles, three of which are solo-authored and two co-authored. She has an additional co-authored article published in a non-peer-reviewed newsletter. She has three book chapters in edited volumes with a book in progress. Professor Moyo was also invited to serve as guest

editor of a special issue of a journal in her field of human services and served as an editor of a special section of another interdisciplinary peer-reviewed online journal. Each of these editor roles underscore the valuing of her influence and impact as a scholar in her field.

#### Recent and Significant Publications:

- Moyo, O.N. (2016). Editor's Introduction: True Learning is Unlearning. *REFLECTIONS: Narrative of Professional Helping* – Special Section, Social Development in Southern Africa, 9, (3) 1-2.
- Caldie, Lauren Rose with Moyo, O.N. (2016) Ubuntu Art Project – Umunt'ngumunt'ngabantu. *REFLECTIONS: Narratives of Professional Helping*, 9, (3) 3-8.
- Moyo, O.N. (2016). Navigating my journey towards learning Ubuntu – A way to decolonizing myself. *REFLECTIONS: Narratives of Professional Helping*, 9, (3) 9-16.
- Moyo, O.N. (2017). A Beautiful Community, But a Troubled City: Flint's Water Crisis. *Alternate Routes: A Journal of Critical Social Research*, 28, 233-247.
- Moyo, O.N. & Courter, David (2016). Political Consciousness: A Perpetual Quest in Social Work, *Journal of Progressive Human Services*, 27, (3) 137-142.
- Moyo, O.N. & Mary Jo Finney (2016). Creating Healthier Academic Work Environments: Exploring Best Practices at the Departmental Level. *The Department Chair*, 27, (2) 22-25.
- Moyo, O. N. (2007). Trampled No More: Voices from Bulawayo's Townships about Families, Life, Survival and Social Change in Zimbabwe. Lenham: University Press of America.

Service: Professor Moyo has gained a vast amount of experience and expertise through her service commitments to her department, school, university, and community. In addition to serving as the chair of the Social Work Department since 2014, Professor Moyo has helped build a collaborative and transparent culture among faculty and staff, which has had a profoundly positive impact on the learning experience of social work students. Her leadership has helped turn a struggling department into one with a clear identity and vision. Professor Moyo also led the department through a re-affirmation of their social work program by the national organization, the Council for Social Work Education (CSWE). Since she is the only senior faculty member in the department, the onus fell to her to lead the faculty and staff through this process. Her organizational skills, leadership, and tenacity, lead the department to receive a full re-affirmation of their programs.

Professor Moyo is active in the local community as well as in Detroit. She is an advisor to the New England Pan- African Association, and continues to be active in the Ubuntu Arts and Dialogues in Diversity Program in Eastern Cape, South Africa. She reviews books for important academic presses, and remarkably, has been trained as a national site visitor for the Council on Social Work Education, an unusual accomplishment for someone who is not yet a full professor. Her service includes participation as a founding member of the Ubuntu Arts and Dialogues in Diversity program in South Africa. The range of her service and the national and international nature of her participation reflect her commitment to social justice for all.

#### External Reviewers:

Reviewer (A): "I find the quality of Dr. Moyo's work to be superb, demonstrate a strong publication program, critical thinking, is clearly focused and represents a valuable contribution to the social work diversity/oppression literature."

Reviewer (B): "Dr. Moyo compares favorably with social work scholars at this stage of their careers. She has an extensive national and international reputation, has produced important scholarship, and

shows considerable promise of continuing to significantly influence the profession of social work. Her interdisciplinary sophistication is unusually strong thus broadening her reach.”

Reviewer (C): “A review of her curriculum vitae makes it clear that Dr. Moyo has been prolific in her scholarship, both in terms of works published in peer reviewed journals, book chapters, and presentations at juried national and international conferences.”

Reviewer (D): “In my opinion, obtaining four grants, producing nine publications, presenting ten times to academic and professional groups, and serving as a guest editor on four occasions, represents an excellent and above average level of scholarly productivity, particularly for someone who has been an academic administrator for the last three years.”

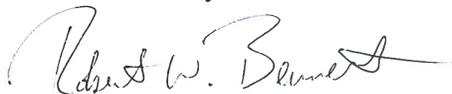
Reviewer (E): “Dr. Moyo stands tall in her field. She has long been a leader in promoting the importance of qualitative research as we come to understand issues of social justice. Her scholarly output has consistently advance the field’s understating of the need to center the voices of vulnerable and oppressed people across the globe as we shape and implement social policy.”

Reviewer (F): “Thinking about her scholarship collectively, she has clearly focused on social justice, a core value of the profession. Most importantly, she has dissected it in a way that calls for the profession to examine its practices to ensure that there is needed attention to the complexities of social justice. In her scholarship, she is not just a writer but a teacher.”

Summary of Recommendation:

Professor Moyo presents exemplary records in teaching, scholarship, and engaged service. I am pleased to recommend Otrude Moyo for promotion to professor of social work, with tenure, Department of Social Work, School of Education and Human Services.

Recommended by:



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Robert W. Barnett, Dean  
School of Education and Human Services

Recommendation endorsed by:



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



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Susan E. Borrego, Chancellor  
University of Michigan-Flint

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