

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Daphne C. Watkins Jacobs, associate professor of social work, with tenure, School of Social Work, is recommended for promotion to professor of social work, with tenure, School of Social Work.

Academic Degrees:

Ph.D. 2006 Texas A&M University, College Station, TX
B.A. 2002 University of North Carolina, Wilmington, NC

Professional Record:

2015-present Associate Professor (with tenure), School of Social Work, University of Michigan, Ann Arbor, Michigan
2009-2015 Assistant Professor, School of Social Work, University of Michigan, Ann Arbor, Michigan
2007-2009 Research Investigator, Department of Obstetrics and Gynecology, University of Michigan, Ann Arbor, Michigan
2007-2009 Research Investigator, Program for Research on Black Americans Institute for Social Research, University of Michigan, Ann Arbor, Michigan
2006-2007 Research Fellow, Survey Research Center, Institute for Social Research. University of Michigan, Ann Arbor, Michigan

Summary of Evaluation

Teaching: Professor Watkins Jacobs is a gifted teacher. In MSW and doctoral courses, her students rate her as one of the best teachers they have had. Her students consider her to be an excellent teacher, who delivers excellent courses, and from whom they learn a lot. Her primary teaching assignments include MSW basic research methods courses, advanced courses on mixed methods research, and on research focused on racial minority populations. The courses she teaches are central to the MSW and PhD programs.

Professor Watkins Jacobs is also a generous and attentive mentor. She has advised Undergraduate Research Opportunity Program (UROP) students and MSW students. She co-chaired two dissertations. She also mentors several post-doctoral fellows and junior faculty, and together with her mentees, has built one of the most successful and generative research labs in the school. Professor Watkins Jacobs has also created an online continuing education course based on her methodological approaches to mixed methods research. This CE course is taken by PhDs from several disciplines and across the country.

Research: Professor Watkins Jacobs is a scholar of race gender and health, specifically focusing her work since her PhD studies on the mental health of Black men. To date, she has published 57 peer-reviewed publications, with 25 of these published between 2016 to now. In addition, she has published 12 book chapters or encyclopedia entries. In 2015, she published one book, entitled, Mixed Methods Research (Oxford University Press), and has one more book under contract, Mixed Methods Research Using Secondary Data Sources (Sage Publications). Professor Watkins Jacobs' research is highly cited. In a 2017 article on foremost Black scholars in social work, published in the respected journal, *Research on Social Work Practice*, Professor Watkins Jacobs is ranked as the 18th most cited African American scholar, based on a multi-measure citation index. These indicators

represent strong visibility of Professor Watkins Jacobs' research and esteem in the field of mental health services for Black men.

Professor Watkins Jacobs has produced an admirable quantity of research focused on Black men's mental health over the past 11 years. Her research is carefully culturally attuned, with findings communicated in an exquisitely clear manner. Her research is creative in concept and generates mental health applications that are attractive to consumers informs the reduction of health disparities. Professor Watkins Jacobs has already made important substantive and methodological contributions to social work research. She is productive and on a trajectory to make major impacts on reducing health disparities for Black men's mental health.

Recent and Significant Publications:

- Jefferson, S. O., Watkins, D. C., & Mitchell, J.A. (2016). The retrospective roles of black women in the coddling of black boys. *Journal of Cultural and Ethnic Diversity in Social Work*, 25(3), 173-192. [Journal Impact Factor: 0.71].
- Watkins, D. C., *Wharton, T., Mitchell, J. A., Matusko, N., Kales, H. (2017). Perceptions and receptivity of non-spousal family support: A mixed methods study of psychological distress among older, church-going African American men. *Journal of Mixed Methods Research*, 11(4): 487-509. DOI: 10.1177/1558689815622707 [Journal Impact Factor: 1.60].
- Watkins, D. C., *Allen, J. O., *Goodwill, J. R., & *Noel, B. (2017). Strengths and weaknesses of the Young Black Men, Masculinities, and Mental Health (YBMen) Facebook Project. *American Journal of Orthopsychiatry*, 87(4), 392-401. PMID: 27977287 [Journal Impact Factor: 1.69].
- Watkins, D.C. (2017). Rapid and rigorous qualitative data analysis: The RADaR technique for applied Research. *International Journal of Qualitative Methods*, 16(1):1-9. DOI: 10.1177/1609406917712131 [Journal Impact Factor: 1.28].
- Watkins, D. C., Mitchell, J. A., Hawkins, J., & Mouzon, D. M. (2017). A field scan of physical and mental health interventions for adult Black men in the United States. Commissioned report submitted to RISE for Boys and Men of Color. University of Pennsylvania. [Report]. Goodwill, J.R., *Anyiwo, N., *Williams, E.G., *Johnson, N.C., Mattis, J., & +Watkins, D. C. (In Press). Media representations of popular culture and the construction of Black masculinities. *Psychology of Men and Masculinity*. [Journal Impact Factor: 1.96].

Service: Professor Watkins Jacobs has made steady and strong contributions to service to the School of Social Work, the University, and to national and international organizations. She has diligently served on Social Work committees as assigned over the years. She served as the chair of the 2017 Department of Psychiatry MLK Day. She has served on several committees in public health, psychology, for national social work and public health organizations, including serving a two two-year term as the president of the American Men's Study Association, a national research organization. In 2015 and 2016, the Foundation Policy Research Workgroup collaborating with the 'My Brother's Keeper' White House Initiative, created to empower boys and young men of color through strategic public-private partnerships, contacted Professor Watkins Jacobs to solicit her review of their 'My Brother's Keeper' program and policy levers, and she made recommendations for ways the federal government and private/public partners could act to positively impact outcomes for boys and young men of color. She also reviews grants for Canada Institute of Health and reviews manuscripts for several journals.

External Reviewers:

Reviewer A: "In my opinion Dr. Watkins would be an extraordinarily strong candidate for promotion to Full Professor at [my institution]."

Reviewer B: “I feel confident that my department would excitedly grant Dr. Watkins promotion with tenure were she under review for promotion at [my institution]. I enthusiastically recommend Dr. Watkins for promotion to Full Professor with tenure.”

Reviewer C: “Given Dr. Watkins’ experience, expertise, accomplishments and stature in her field, she would be promoted to full professor at my university. Thus, I enthusiastically support the promotion of Dr. Daphne Watkins to the rank of Professor at the School of Social Work, University of Michigan.”

Reviewer D: “In closing, I strongly recommend Dr. Daphne C. Watkins for promotion to Full Professor. If she were to be considered for promotion at my institution, her record of research and scholarship, as well as her impact on the field of African American men and depression, and mixed methods research would be commensurate with the very top success metric associated with being promoted to Full Professor.”

Reviewer E: “I am uncertain whether my colleagues would evaluate the achievements over the past three years as sufficiently reaching the benchmarks we apply for the final tenure line promotion to full Professor. As impressive as is her trajectory, I believe that many of my colleagues would deem this final promotion to be premature. ...I want to emphasize my assessment of her recent and overall achievements as being impressive, valuable, and impactful—a very strong trajectory.”

Reviewer F: “Based on review, I conclude that Professor Watkins meets the standard for promotion and tenure. As a context, I have served on promotion and tenure committees at...I have also been an external reviewer for a number of academic institutions...covering a range of disciplines such as sociology, psychology, anthropology, public health, social work, and medicine. Professor Watkins is among the stand outs among my past reviews.”

Reviewer G: “Given the innovative, broad and important range of Dr. Watkins’ scholarship, she meets the standards for promotion to full professor at [my institution] and other peer institutions. Her personal narrative of entering and excelling in higher education was quite inspiring.”

Reviewer H: “In short, in my opinion, Dr. Watkins is a star! The University of Michigan is fortunate to have such a productive, creative and committed [junior] scholar on its faculty. I would enthusiastically recommend her for promotion to full professor, with tenure at [my institution].”

Summary of Recommendation:

Professor Watkins Jacobs’ strong conceptual and methodological contribution to the study of Black men’s mental health disparities, her outstanding teaching and mentoring and strong service to the school, university, professional and international communities warrant promotion to professor. I am pleased to recommend Daphne C. Watkins Jacobs for promotion to professor of social work, with tenure, School of Social Work.



Lynn Videka
Dean, School of Social Work

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