

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

Benjamin J. Dantzer, assistant professor of psychology, and assistant professor of ecology and evolutionary biology, College of Literature, Science, and the Arts, is recommended for promotion to associate professor of psychology, with tenure, and associate professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	2012	Michigan State University
M.Sc.	2006	University of Louisiana
B.Sc.	2004	Northern Michigan University

Professional Record:

2014 - present	Assistant Professor, Department of Psychology and Department of Ecology and Evolutionary Biology, University of Michigan
2013 – 2014	Bye-fellow, Christ’s College, Cambridge
2012 – 2014	Post-doctoral Fellow, Department of Zoology, University of Cambridge
2012 – 2014	Director of Studies in Natural Sciences, Churchill College, Cambridge
2012	Lecturer, Department of Zoology, Michigan State University

Summary of Evaluation:

Teaching – Professor Dantzer is a dedicated instructor who has demonstrated skill in teaching large undergraduate lecture courses (Q1: 3.95 and Q2: 4.36), as well as graduate seminars (Q1: 4.43 and Q2: 4.97). He is committed to developing increasingly effective methods of teaching, and to adopting innovative tools and approaches to enhance and assess learning. He is the recipient of the competitive CAREER award from the National Science Foundation, which emphasizes the integration of original and inclusive pedagogical approaches to undergraduate education with a scientist’s groundbreaking research program. He is an excellent mentor who regularly engages undergraduate students and graduate students in his research, including in his field work in natural animal habitats. Professor Dantzer’s mentoring emphasizes research excellence, inclusivity, rigor, open-access to data, and public engagement.

Research – Professor Dantzer is an evolutionary biopsychologist, who investigates animal behavior in natural environments. His research combines observational, bioscience, and modeling approaches to understand the evolutionary adaptive mechanisms that underlie social-cooperative behavior, the effects of resource scarcity on maternal stress, parenting, and offspring survival, and how the interactive effects of environmental stressors and species-specific responses to stress influence life-span differences across species. He has made important discoveries about the specific biological pathways through which evolutionary inheritance (nature) is shaped by the ecological, maternal, and social environment (nurture). In over 50 publications, including some that appear in the most prestigious outlets in science, Professor Dantzer has reported new evidence of the effects of stress on parenting, social behavior, and offspring survival, which has informed new developments in evolutionary theory and advanced

our understanding of epigenetic mechanisms at work in natural selection. Professor Dantzer's excellent research program has substantial momentum with many papers in the pipeline and clear directions for future inquiry, which bodes extremely well for his continued high level of success and productivity.

Recent and Significant Publications:

"The development of individual differences in cooperative behaviour: maternal glucocorticoid hormones alter helping behaviour of offspring in wild meerkats," with C. Dubuc, et al., *Philosophical Transactions of the Royal Society B*, Feb 25, 2019, 374(1770).

"The effects of stress and glucocorticoids on vocalizations: a test in North American red squirrels," with M. Sehmsweeney, *Behavioral Ecology*, 30(4), 2019, pp. 1030-1040.

"Social conflict and costs of cooperation in meerkats are reflected in measures of stress hormones," with N. C. Bennett, *Behavioral Ecology*, 28(4), June 3, 2017, pp. 1131-1141.

"Measures of physiological stress: A transparent or opaque window into the status, management, and conservation of species?" with Q. E. Fletcher, *Conservation Physiology*, 2(1), Jan. 1, 2014, p. 023.

Service – Professor Dantzer is an excellent departmental citizen who has served on the Psychology Executive Committee, and has made substantial contributions to the recent self-study of Psychology's undergraduate program. He is generous in his service to the biopsychology area of the Department of Psychology, contributing to graduate student admissions, and to the development of the new "Evolution and Behavior" track. He gives to the profession through service on editorial boards, an associate editorship, and numerous journal reviews, in addition to organizing symposia and workshops in his field. He actively promotes science in the public arena through lectures and other forms of outreach.

External Reviewers:

Reviewer (A)

"In almost every year since he received his PhD he has published as first or last author at least one paper that I think is outstanding."

Reviewer (B)

"Ben has collected junior investigator awards like other people collect stamps! ... Of the trainees that have worked with Dr. Clutton-Brock, his postdoc advisor, over several decades, Ben is one of the most successful at any career stage, which is saying a lot, given that these folks are among the leaders of the field throughout the world!"

Reviewer (C)

"He is outstandingly productive, he has obtained research funding and most importantly he is asking (and answering) highly creative and interesting questions. I tend to be sparing in my use of superlatives, but in this case, I believe it is well deserved. He would easily obtain tenure at [my institution]."

Reviewer (D)

"With regard to the criterion for promotion to Associate Professor with tenure, it is obvious to me that Dr. Dantzer has met or exceeded the usual expectations. ... Compared to the research

efforts of others at Prof. Dantzer's career stage, and the clarity of questions that are being pursued, I would rank him very highly."

Reviewer (E)

"I would say without reservation that Dantzer's profile and achievements deserve tenure in a major research-intensive university."

Reviewer (F)

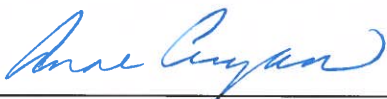
"I am extremely impressed with the quality, quantity, focus and scholarly impact of Dantzer's research. He is enormously productive. Equally important, his work is creative. It sets new standards through its novel integration of evolutionary theory and behavioral mechanisms in the study of animal social behavior."

Reviewer (G)

"Dr. Dantzer has had a spectacular career so far. He has been awarded just about every major fellowship, graduate to postdoctoral and beginning faculty levels, which are available in the USA."

Summary of Recommendation:

Professor Dantzer is pursuing an excellent research program in terms of the quality and quantity of the published scholarship. He has also been a successful teacher, a valued mentor, and a generous citizen at the department and national level. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Assistant Professor Benjamin J. Dantzer be promoted to the rank of associate professor of psychology, with tenure, and associate professor of ecology and evolutionary biology, without tenure, College of Literature, Science, and the Arts.



Anne Curzan, Dean
Geneva Smitherman Collegiate Professor of
English Language and Literature, Linguistics
and Education
Arthur F. Thurnau Professor
College of Literature, Science, and the Arts

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