

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

Muniba Saleem, assistant professor of communication and media, College of Literature, Science, and the Arts, is recommended for promotion to associate professor of communication and media, with tenure, College of Literature, Science, and the Arts.

Academic Degrees:

Ph.D.	2011	Iowa State University, Ames
M.S.	2008	Iowa State University, Ames
B.A.	2006	The Ohio State University, Columbus

Professional Record:

2014 – present	Assistant Professor, Department of Communication and Media, Adjunct Assistant Professor, Department of Psychology, and Faculty Associate, Research Center for Group Dynamics, ISR, University of Michigan, Ann Arbor
2012 – 2014	Assistant Professor, Department of Behavioral Sciences, University of Michigan, Dearborn

Summary of Evaluation:

Teaching – Professor Saleem is a thoughtful and skilled teacher with an ability to lead student discussions on difficult topics, while ensuring that all students feel respected and comfortable when speaking up. This is an invaluable asset and her courses on intergroup relations at the undergraduate and graduate levels are extremely valuable to the department. Professor Saleem has taught a wide range of courses. Her reflective and inclusive approaches to teaching as outlined in her teaching statement are innovative and useful tools.

Research – Professor Saleem is a scholar of media psychology, whose research centers on the role of media in interpersonal and intergroup relations. Her work concerns the effects of media use and psychological processes on both pro- and anti-social behaviors and outcomes. Her earlier work investigated the influence of media use on interpersonal and intergroup aggression and prosocial outcomes. Professor Saleem’s recent research brings her interest in intergroup relations to the societal level by examining racial and ethnic stereotyping and anti-minority sentiments in the media. Her particular focus concerns Arabs and Muslims, and the effect these media depictions have on Arab and Muslim viewers and their relations with the majority group.

Recent and Significant Publications:

“When and how negative media representations empower collective action in minorities,” with I. Hawkins, et al., *Communication Research*, in press.

“Social identity threats: How media and discrimination affect Muslim Americans’ identification as Americans and trust in the U.S. Government,” with M. Wojcieszak, et al., *Journal of Communication*, 69(2), 2019, pp. 214-36.

“Adolescent intergroup contact attitudes across peer networks in school: Selection, influence, and implications for cross group friendships,” with D. Rivas-Drake, et al., *Child Development*, doi:10.1111/cdev.13061.

“Perceived discrimination and intergroup behaviors: The role of Muslim and American identity integration,” with E. Dubow, et al., *Journal of Cross Cultural Psychology*, 49(4), 2018, pp. 602-17.

Service – Professor Saleem’s service exceeds expectations for a junior faculty member, particularly given her service on various committees in Arab and Muslim American studies, the Research Center for Group Dynamics, the college, and the university. Her expertise on intergroup relations has allowed her to make important contributions to diversity, equity, and inclusion (DEI) initiatives on campus.

External Reviewers:

Reviewer (A)

“What I can say for sure is that her case is a ‘slam dunk’ and you should promote her without delay. I would also like to add one more thing you did not ask me about and that is her teaching. I found Dr. Saleem’s approach to instruction and instructional improvement a breath of fresh air and quite inspiring.”

Reviewer (B)

“...Dr. Saleem is clearly one of the top scholars in her cohort and one of the top 3 or 4 scholars of any rank studying media and intergroup relations. She currently has 25 publications. ...I would characterize 17 of them as Tier 1 journals and 5 of the publications to be in flagship journals. She has published in some of the top journals in both psychology and communication. This is a truly outstanding research record for someone at this stage in her career. I am writing 7 promotion letters this year as an external reviewer. This is the strongest case I am evaluating...”

Reviewer (C)

“I regard Dr. Saleem as one of the top...scholars [in her cohort] in this area. Even beyond the specific area of intergroup work, she is probably in the top echelon of all media researchers in the country over the past five years, just based on her overall publication record and the quality of places where her work has appeared. From 2015 to the present, she has published 16 peer-reviewed articles, nine of which are first-authored. ... More impressive, the first-authored work is being published in outlets that are of incredibly high quality... This record puts her with the elite researchers in our discipline.”

Reviewer (D)

“Dr. Saleem’s abilities in the role of academic teacher and mentor are outlined in a most impressive way in her Teaching Statements, which also contains a critical reflection of challenges she encountered in her teaching. It is also reflected in the substantial number of students who are co-authors on her papers. In total, 14 co-authors are designated as students, of whom six feature as first authors on the respective papers. This shows that Dr. Saleem has been successful in supervising students to a high standard, enabling them to be lead authors on papers accepted by top journals.”

Reviewer (E)

“...her work has tremendous potential to influence our understanding of the psychological impact of media on the intersection of aggression and race-relations in society. This is already borne-out in the strong citation rate of her body of scholarship at this early stage in her career.... In addition to recognizing the impressive volume of Dr. Saleem’s work, the quality of her research is equally laudable.”

Reviewer (F)

“I knew...before reading Dr. Saleem’s dossier materials, that she was an exciting new voice in the field, having produced outstanding social scientific treatments of the topics of media and stereotyping; media and identity; and intergroup conflict, terrorism, and aggression. Even with this initially favorable impression, however, I was astonished by the exceptional quantity and quality of what I encountered in Dr. Saleem’s tenure and promotion dossier materials.”

Summary Recommendation:

Professor Saleem is an unparalleled scholar, a sought-after teacher and mentor, and a collaborative citizen within and outside of the University of Michigan. She is an exceptionally promising researcher with impressive scholarly accomplishments. The Executive Committee of the College of Literature, Science, and the Arts and I recommend that Assistant Professor Muniba Saleem be promoted to the rank of associate professor of communication and media, with tenure, College of Literature, Science, and the Arts.



Anne Curzan, Dean
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