

PROMOTION RECOMMENDATION
THE UNIVERSITY OF MICHIGAN
MEDICAL SCHOOL
DEPARTMENT OF PSYCHIATRY

Brian M. Hicks, Ph.D., associate professor of psychiatry, with tenure, Department of Psychiatry, Medical School, is recommended for promotion to professor of psychiatry, with tenure, Department of Psychiatry, Medical School.

Academic Degrees:

Ph.D.	2007	University of Minnesota
M.A.	2004	University of Minnesota
B.A.	1999	Eastern Michigan University

Professional Record:

2016—present	Associate Professor of Psychiatry, with tenure, University of Michigan
2016—present	Adjunct Associate Professor of Psychology, University of Michigan
2011—2016	Adjunct Assistant Professor of Psychology, University of Michigan
2009—2016	Research Assistant Professor of Psychiatry, University of Michigan

Summary of Evaluation:

Teaching: Dr. Hicks' educational activity covers a broad spectrum of learners and trainees. He is an instructor of the Advanced Psychopathology Lab course for undergraduate students, supervises clinical psychology graduate students and staff, and mentors post-doctoral trainees, including through a National Institute on Alcohol Abuse and Alcoholism-funded T32 program. As an instructor of the Advance Psychopathology Lab course, he is responsible for organizing the entry of students into the class and placement into research labs, coordinating guest speakers for the course, leading several lectures, and assigning student grades. As the associate director of the T32 Multidisciplinary Alcoholism Research Training Program, he participates in the selection and evaluation of post-doctoral trainees, leads a monthly seminar, and serves as the primary or secondary mentor for one or two post-doctoral trainees. Several of these trainees have published peer-reviewed articles, and four trainees have transitioned to tenure track assistant professor positions at other universities. The most rewarding part of his educational activities has been mentoring junior scientists in the content area of psychopathology research and in the completion of scientific products. Dr. Hicks is an effective communicator in day-to-day interactions with junior scientists and assisting to move projects forward. He maintains close relationships with those he has mentored and their consistent and high-level of success.

Research: Dr. Hicks' research interest seeks to understand the genetic, environmental, and developmental influences that contribute to substance use, antisocial behavior, and personality. His focus has been on adolescence and young adulthood when substance use and antisocial behavior tend to occur, during a time of dramatic change in personality development. His research focus includes neurobiological influences, by incorporating brain-based measures (EEG, MRI) into longitudinal designs and twin samples to better parse genetic and environmental influences. Dr. Hicks is involved in the Adolescent Brain Cognitive Development (ABCD) study as the site

lead on the ABCD-Social Development (SD) sub-study funded by the National Institute of Justice ($N \sim 2400$) which focuses on delinquency and victimization. The ABCD-SD will be the most sophisticated attempt to understand how brain development can help to account for the age crime curve.

Dr. Hicks has secured funding as the principal investigator on four R01 grants from the National Institute on Drug Abuse and the National Institute on Alcohol Abuse and Alcoholism, as well as smaller grants and subcontracts of R01 and U01 grants funded by NIDA, NIAAA, and the National Institute of Justice. He has published 94 peer-reviewed articles and received early career contribution awards from the Behavior Genetics Association, the Society for the Scientific Study of Psychopathy, and the Society for Research in Psychopathology. He received the Research Faculty Recognition Award from the Office of Research at the University of Michigan.

Recent and Significant Publications:

Clark DA, Durbin CE, Heitzeg MM, Iacono WG, McGue M, Hicks BM: Sexual development in adolescence: An examination of genetic and environmental influences. *Journal of Research on Adolescence*, 30, 502-520, 2020.

Arterberry BJ, Padovano HT, Foster KT, Zucker RA, Hicks BM: Higher average potency across the United States is associated with progression to first cannabis use disorder symptom. *Drug and Alcohol Dependence*, 195, 186-192, 2019.

Foster KT, Hicks BM, Zucker RA: Positive and negative effects of internalizing on alcohol use problems from childhood to young adulthood: The mediating and suppressing role of externalizing. *Journal of Abnormal Psychology*, 127, 394-403, 2018.

Clark DA, Durbin CE, Hicks BM, Iacono WG, McGue M: Personality in the age of industry: Structure, heritability, and correlates of personality in middle childhood from the perspective of parents, teachers, and children. *Journal Research in Personality*, 67, 132-143, 2017.

Samek DR, Hicks BM, Keyes MA, Iacono WG, McGue M: Antisocial peer affiliation and externalizing disorders: Evidence for gene x environment x development interaction. *Development and Psychopathology*, 29, 155-172, 2017.

Service: Dr. Hicks serves as a grant reviewer for the NIH and other national and international funding organizations, including the Marsden Fund Royal Society of New Zealand. He is a consulting editor for *Assessment*, *Personality Disorders: Theory, Research and Treatment*, *Psychological Assessment* and *Psychology of Addictive Behaviors*. He is a member of four professional associations including Research Society on Alcoholism and Society for Research in Psychopathology. He is a member on the Psychiatry Department's Recruitment and Space committee, the Dual Diagnosis Group, the Faculty Recruitment Committee and the CBT for Addiction Group.

External Reviewers:

Reviewer A: "...the quantity of Dr. Hicks's [sic] record of published research is quite impressive in a number of respects...Dr. Hick's [sic] research is impressive, not only for its quantity, but also for its quality, impact, and programmatic nature...his work shows a nice blend of both theoretical reviews and empirical studies. Most importantly, his line of research is quite focused and programmatic. Specifically, it investigates a range of topics related to the development and course of externalizing psychopathology."

Reviewer B: "...he is undoubtedly among the leading group of highly research-active scientist in the area of behavior genetics and addiction...Dr. Hicks' extensive and successful efforts in obtaining external funding for his research program are extremely impressive...he would certainly be able to achieve promotion to full professor at [my institution].

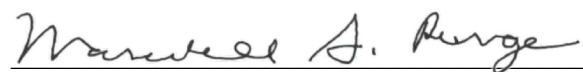
Reviewer C: "Dr. Hicks had conducted a number of very impactful studies and has demonstrated a clear record of scientific achievement that clearly supports his promotion to the rank of Professor with tenure at the University of Michigan or indeed at any other leading university in the US, including [my institution]...He has established a highly respected national reputation and is clearly poised to continue his record of very high achievement in years to come."

Reviewer D: "Overall, I judge the quality, quantity, focus and scholarly impact of Dr. Hick's [sic] work to be excellent...the work...is well targeted at central issues in psychopathology and substance use...Dr. Hicks has been a leader in this area, highlighting the importance of development and also trying to identify the actual mechanisms transducing effects of constitutional variables into psychopathologically relevant behaviors and how these emerge over time."

Reviewer E: "I was immediately impressed by his thoughtful and through work, which has substantially advanced our understanding of psychopathy...Dr. Hick's [sic] publication track record is outstanding...He is therefore ranked above the majority of his peers in his field."

Summary of Recommendations:

Dr. Hicks has made substantial contributions to the study of substance abuse treatment, and the causes of substance abuse in individuals from the standpoint of developmental neuroscience, genetic background, and personality disorders, particularly in adolescents. He is an excellent clinician, educator and has strong service. I am pleased to recommend Brian M. Hicks, Ph.D. for promotion to professor of psychiatry, with tenure, Department of Psychiatry, Medical School.



Marschall S. Runge, M.D., Ph.D.
Executive Vice President of Medical Affairs
Dean, Medical School

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