

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

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

Academic Degrees:

Ph.D.	2015	Michigan State University, School of Social Work, East Lansing
M.S.W.	2009	University of Michigan, School of Social Work, Ann Arbor
B.A.	2006	Ewha Women's University, College of Liberal Arts, Seoul, Korea

Professional Record:

2016 - present Assistant Professor of Social Work, University of Michigan-Flint

Summary of Evaluation:

Teaching: Professor Ma's course syllabi are clearly organized, detailed and communicative of course content, processes, and expectations. Professor Ma consistently presents the goals for each course and makes sure that students are aware of the competencies they are expected to master as a result of their independent study coupled with what Professor Ma's describes as "dynamic interaction and engaged learning."

Professor Ma's teaching statement clearly indicates that she prioritizes teaching excellence and being responsive to the needs of her students. She views herself as a guide, facilitator of learning, and community builder. She takes great care to make sure that she exposes her students to relevant and rigorous content. Professor Ma clearly holds expertise, which she shares readily with her students. In spite of her wealth of knowledge and experience, she strives to allow her practice to spur professional growth.

Professor Ma's course evaluations are consistently favorable. Over the past four years, she has taught 21 sections of the following five courses for the Bachelor of Social Work (BSW) program and the online Substance Abuse Treatment (SAT) program: SRW 270: Introduction to Quantitative and Qualitative Data Analysis, SRW 301: Human Behaviors and the Social Environment: Micro Systems, SRW 302 Human Behaviors and the Social Environment: Macro Systems, SRW 330: Protective Services – Child Welfare, SAT 202: Problems of Substance Abuse. Professor Ma's record of teaching excellence is well established. Her students have rated her courses high (overall average 4.6 mean) and they have rated her as an excellent teacher (overall mean 4.8). The student comments indicate that she is an accessible, knowledgeable and helpful faculty member. Professor Ma has established herself as an exemplary leader in the area of teaching, and her influence on her social work students will inspire contributions in the field of social work that reach far beyond the University of Michigan-Flint.

Research: Professor Ma's scholarship record in the four years since her arrival at UM-Flint is nothing short of remarkable. Professor Ma published 17 peer-reviewed articles in high impact, interdisciplinary journals including *Developmental Psychology* (impact factor equals 3.342) and *Child Abuse and Neglect* (impact factor equals 2.845). She was the first author in seven of these articles and took the lead on conceptualization, data analysis, interpretation, and writing. She has

also received five grants totaling \$33,374. This is an exceptional level of productivity for a scholar in a teaching intensive institution.

Professor Ma's scholarship agenda is impressive in terms of the level of her productivity, the intentional connectedness to her teaching, and service commitments as well as the impact of her research in the profession of social work. In addition to being highly active as a researcher, Professor Ma articulates how she translates her research in the social work practice through her work in the community and provides research in civic engagement opportunities to UM-Flint students. Professor Ma expresses her commitment to community-engaged pedagogical practices stating she offers support to parents and professionals working to promote child well-being through translating her scholarship into data-driven practice implications in Flint, Michigan.

Recent and Significant Publications:

- Cuartas, J., Ward, K. P., Ma, J., & Grogan-Kaylor, A. (2020). Physical punishment and Colombian children and adolescents' cognitive and behavioral outcomes. *Journal of Applied Developmental Psychology, 68*, 101140.
- Ma, J., Grogan-Kaylor, A., & Lee, S. (2020). Does community violence exposure moderate the associations between spanking and early child behavior problems? *Aggressive Behavior, 46*(3), 210-219.
- Grogan-Kaylor, A., Ma, J., Lee, S. J. & Klein, S. (2020). A longitudinal analysis of the spatial spread of police-investigated physical child abuse. *Child Abuse and Neglect, 99*, 104264.
- Grogan-Kaylor, A., Castillo, B., Ma, J., Ward, K. P., Lee, S. J., & Pace, G. T., & Park, J. (2020). A Bayesian analysis of associations between neighborhoods, spanking and child externalizing behavior. *Children and Youth Services Review, 112*, 104930.
- Ward, K. P., Lee, S. J., Pace, G. T., Grogan-Kaylor, A., & Ma, J. (2020). Attachment style and the association of spanking and child externalizing behavior. *Academic Pediatrics, 20*(4), 501-507.
- Cuartas, J., Grogan-Kaylor, A., Ma, J., & Castillo, B. (2019). Civil conflict, domestic violence, and poverty as predictors of corporal punishment in Colombia. *Child Abuse and Neglect, 90*, 108-119.
- Han, Y., Ma, J., Bang, E., & Song, J. (2019). Dynamics of bullies and victims among Korean youth: A propensity score stratification analysis. *Children and Youth Services Review, 98*, 252-260.
- Han, Y., Kim, H., Ma, J., Hong, H., & Song, J. (2019). Neighborhood predictors of bullying and victimization trajectories among South Korean adolescents. *Journal of Community Psychology, 47*(7), 1714-1732.

Service: Professor Ma meets and exceeds expectations in the area of service. Not only has Professor Ma contributed notable service, she has done so seamlessly by connecting her service and scholarship agenda particularly in her collaborative partnerships with students and community members in her research. She mentors students and provides service to the Social Work Department in her role as coordinator of assessments, which is a labor-intensive role mandated by the Council on Social Work Education. Professor Ma is engaged in the Flint community and offers parenting workshops that allow her to share her expertise in the local community.

External Reviewers:

Reviewer (A): "Dr. Ma's research agenda is strong and based on her performance to date, there is no apparent reason why she would not continue performing at this level."

Reviewer (B): "Aside for her productivity, Dr. Ma clearly has a well-articulated and focused line of research, and her research focus is 'spot on' in terms of its relevance to the field of child and family well-being."

Reviewer (C): “The clear integration of her scholarly work and her service contribution is something that I believe most junior and many senior social work faculty members strive to achieve yet struggle to accomplish.”

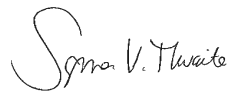
Reviewer (D): “Skilled and productive researchers demonstrate certain common characteristics. Among these is consistency of interest in a topic pursued over a number of years in an effort to understand its nuances. Prof. Ma’s focus on the physical abuse of children, especially the use of corporal punishment, demonstrates this.”

Reviewer (E): “In all, the fact that Dr. Ma has contributed to 17 articles published in peer-reviewed journals, for seven of which she was first author, covering topics of spanking, corporal punishment, physical abuse, child and adolescent behavior, and parenting and community education, allows me to be confidently conclude that in the area of research and scholarly activity, Dr. Ma’s record merits promotion with tenure to Associate Professor.”

Summary of Recommendation:


Professor Ma has established herself as a strong teacher, researcher, scholar, servant-leader, and citizen of the university and community. In spite of challenging circumstances, she has persevered her ability to interweave connections between her areas of research expertise, service contributions, and a genuine commitment to promoting the success of her students. Her ability to excel in teaching, service, and scholarship are a tribute to her success as an assistant professor. Professor Ma has exceeded expectations in the areas of teaching, scholarship, and service. I recommend Julie Ma for promotion to associate professor of social work, with tenure, School of Education and Human Services.

Recommended by:



Sapna V. Thwaite, Ph.D.
Interim Dean, School of Education and Human Services

Recommendation endorsed by:



Sonja Feist-Price, Provost and
Vice Chancellor for Academic Affairs



Debasish Dutta, Chancellor
University of Michigan-Flint

May 2021