

PROMOTION RECOMMENDATION  
The University of Michigan – Flint  
College of Arts and Sciences  
Department of Behavioral Sciences

Heather Laube, associate professor of sociology, with tenure, Department of Behavioral Sciences, College of Arts and Sciences, is recommended for promotion to professor of sociology, with tenure, Department of Behavioral Sciences, College of Arts and Sciences.

Academic Degrees:

Ph.D. 2003 University at Albany, State University of New York, Sociology, Albany, NY  
M.A. 1997 University of Wisconsin-Milwaukee, Sociology, Milwaukee, WI  
B.A. 1994 University of Wisconsin-Madison, Sociology and Women's Studies, Madison, WI

Professional Record:

2010-Present Associate Professor of Sociology, University of Michigan-Flint, Michigan  
2003-2010 Assistant Professor University of Michigan-Flint, Michigan

Summary of Evaluation:

Teaching: Professor Laube has successfully taught a wide range of courses since earning tenure in 2010. Courses range from introductory to graduate level and include a variety of modes (face-to-face, online synchronous and online asynchronous). She teaches core courses in the sociology major, women and gender studies, program electives and those that support general education. Professor Laube's teaching philosophy is collaborative. She strives to create a culture of mutual trust where students feel connected. Students are encouraged to leave their comfort zones. Her principal goal is that students "gain the desire and capacity to be informed, engaged and active learners, so they can thoughtfully express their views and develop creative ways to address local and global problems." Within the student evaluations, ratings for excellent courses and instructors are solid and comments are uniformly positive. The evaluations and submitted materials demonstrate that Professor Laube is highly skilled in teaching the relevance of sociology. She is an engaging and effective instructor. She readily bridges the gap between her expertise and student understanding. She creates a transformative experience by ensuring complex concepts and theories are accessible.

Research: Professor Laube centers much of her scholarly work "on how gendered and racialized institutional structures shape possibilities for institutional equity and inclusivity." She has published two peer-reviewed journal articles and two refereed book chapters since her last promotion. She is the sole author on the recent journal articles. Additional book reviews, invited lectures, conference papers and a pedagogical publication complement the record. Her scholarly activity often involves intense collaboration with students. She is also active in her professional community, serving as a guest editor and is often invited to contribute book reviews for highly regarded journals. Impressively, her research is inextricably linked to her teaching and service. Multiple works are in progress. The article "Outsiders Within Transforming the Academy: The Unique Positionality of Feminist Sociologists" was published in *Gender and Society*, which is ranked #2 in the field of Women's Studies and #16 within Sociology. The international relevance of her scholarly interests was recognized with a Fulbright Award in 2015. Her scholarship was further acknowledged with the Lucinda Stone Senior Faculty Award.

Recent and Significant Scholarly Activity:

- Laube, Heather. 2021. "Outsiders Within Transforming the Academy: The Unique Positionality of Feminist Sociologists." *Gender & Society* 35(3):476-500.
- Laube, Heather. 2021. "Power, Power, Participation, and Protest in Flint, Michigan: Unpacking the Policy Paradox of Municipal Takeovers." *Contemporary Sociology: A Journal of Reviews* 50(2):168-70.
- Laube, Heather. 2019. "Building Connections Across Difference: Mentoring for Institutional Change," Pp. 95-113 in Crimmins, Gail (ed.): *Strategies For Resisting Sexism In The Academy: Higher Education, Gender and Intersectionality*.

Service: Professor Laube has provided a breadth of impactful service. She has served her programs, the college, university and profession well. Professor Laube served as the chair of the Department of Sociology, Anthropology and Criminal Justice during a particularly challenging time. She led efforts to create transparent and equitable policies as well as an evaluation of goals and commitments. As a faculty fellow for the TCLT, Professor Laube used her expertise to revise the faculty mentoring program. Professor Laube has coordinated multiple events involving guest speakers, film screenings and visiting scholars that benefit the entire campus. She has served in the important role of search advocate and on multiple promotion committees. Professor Laube has served as the director of Women and Gender Studies and as the co-chair of the Women's Educational Center. She has also served on a variety of ad-hoc committees that benefited from her expertise. These include a committee of sexual misconduct prevention and another related to campus climate assessment. Professionally, Professor Laube has served the Sociologists for Women in Society in over 15 elected and appointed positions. This activity earned her the 2021 *Sociologists for Women in Society Feminist Mentor Award*. Supportive nominations came from colleagues across the country.

External Reviewers:

Reviewer A: "Notably, Dr. Laube has also conducted research (e.g., her Fulbright work) and presented multiple papers internationally—all of which show that her scholarly reputation and impact have grown significantly in the past few years."

Reviewer B: "It is the way that Professor Laube's work so seamlessly contributes to all aspects of academia's tripartite mission—in scholarship, teaching and service—that I find most impressive."

Reviewer C: "The work is notable for the unique historical perspective it provides, but also for the fact that Professor Laube conducted the research with a team of students."

Reviewer D: "This work represents an impressive cumulative body of independent work."

Reviewer E: "Dr. Laube has published in outstanding peer reviewed publication outlets and presented at highly regarded scholarly meetings, nationally and internationally."

Reviewer F: "This type of critical and complicated work provides the unique and important contribution to the literature and discipline that Dr. Laube has become known for among researchers."

Reviewer G: "Since tenure she has earned three major awards – a Fulbright to Karl Franzens University in Austria, the Lucinda Hinsdale Stone Senior Faculty Award from the University of Michigan, Flint, and the Feminist Mentoring Award from the Sociologists for Women in Society. These roles and awards do an excellent job of capturing Professor Laube's remarkable breadth – as a teacher, researcher, colleague, leader, and mentor."

Reviewer H: “Dr. Laube’s piece has numerous important impactful points, which can help transform not only STEM fields, but universities in general, to be more equitable and inclusive places.”

Reviewer I: “Theoretically, her work has contributed to the literature on social movements and collective action, feminist perspectives on gendered organizations, and the importance of intersectional frameworks for understanding the experiences of marginalized individuals and groups.”

Reviewer J: “Heather has made major contributions to the field of the sociology of gender, higher education, and social change not just in the United States but internationally as well.”

Reviewer K: “In general, I see Dr. Laube’s work as central to advancing our knowledge about the experiences of critical scholars, and more specifically, feminist scholars, and understanding the nature of the double-bind they face.”

Reviewer L: “Prof. Laube’s file is extremely strong and clearly supports the case for her promotion to full professor, for several reasons: her solid research record of high quality of impactful scholarship.”

Summary of Recommendation:

Professor Laube is an engaging and highly effective teacher who provides students with transformational experiences. Praise from students and peers is consistently enthusiastic and positive. Her record of student advising, and support is strong. Professor Laube’s program of research has been productive and impactful. She has an outstanding record of service to her department, the college, university and profession. It is with the support of the College of Arts and Sciences Executive Committee that I recommend Heather Laube for promotion to professor of sociology, with tenure, Department of Behavioral Sciences, College of Arts and Sciences.

Recommended by:



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Susan Gano-Phillips, Dean  
College of Arts and Sciences

Recommendation endorsed by:



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



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Debasish Dutta, Chancellor  
University of Michigan – Flint

May 2022