

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Addie Weaver, assistant professor of social work, School of Social Work, is recommended for promotion to associate professor of social work, with tenure, School of Social Work.

Academic Degrees:

Ph.D.	2011	University of Pittsburgh, Social Work, Pittsburgh, PA
M.S.W.	2009	University of Pittsburgh, Social Work, Pittsburgh, PA
M.P.A.	2006	Marywood University, Public Administration Scranton, PA
B.A.	2004	Lycoming College, Sociology and Political Science, Williamsport, PA

Professional Record:

2015 - present	Assistant Professor, University of Michigan School of Social Work Ann Arbor, MI
2013 - 2015	Research Investigator, University of Michigan School of Social Work, Ann Arbor, MI
2011 - 2013	Post-Doctoral Fellow, University of Michigan School of Social Work, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Weaver ranks as a highly effective teacher in our School, where strong teaching is a norm. She has participated in a special course on human trafficking, has participated in creation of the highly successful Social Work MOOC initiative to reduce the cost of MSW education, and works to mentor PhD and MSW students.

Research: Professor Weaver's research focuses on rural populations' access to mental health services, especially for rural-dwelling adults, and parenting women. These are important populations who face health disparities and, thus, Professor Weaver's work has strong social purpose as well as practical and innovative policy and service applications. Professor Weaver has been highly productive since she joined the school as a post-doctoral fellow. She published 32 articles since joining UM, with 30 since becoming an assistant professor. She is first author on 14 articles. Professor Weaver has been awarded a prestigious career development (K01- \$667,937) award from the National Institute of Mental Health, in which she developed intervention research skills to create a technology based cognitive-behavioral therapy (CBT) application for rural dwelling adults. She has leveraged this support to expand her work to postpartum women in a rural WIC (Women, Infants and Children) program, a federally funded program administered by the state of Michigan. Awards from the Michigan Department of Health and Human Services (\$150,000) and the University of Michigan Depression Center (\$100,000) funded this maternal-and child health depression intervention study.

Professor Weaver approaches her research with a clear and systematic design process, beginning with exploratory work with the communities involved to identify strategies that will make CBT depression prevention treatment attractive and more accessible to her population. In her work with rural-dwelling adults, she found that churches were a location that was attractive and accessible to this underserved group. She went on to create a church-ministry delivered depression intervention program, entitled Raising Our Spirits Together (ROST). For low income, postpartum mothers,

locating CBT depression interventions in the WIC clinics, where they applied and went to pick up supplemental nutritional benefits and other services, greatly enhanced access to behavioral health services.

For both populations, Professor Weaver then created technology-assisted tools to deliver CBT therapy. These tools include simplified presentation of the cognitive theory concepts that are fundamental to CBT therapy, and creating engaging story narratives to deliver the basic intervention and to aid the patient to adapt these thinking strategies to better master challenges in their own lives, thus lifting their moods. Professor Weaver's h-index (a measure of how frequently her publications are accessed) is 13, higher than the average h-index of associate professors in schools of social work, which is nine. That the state of Michigan invested funds in the rural postpartum women's intervention project attests to the social relevance and need for Professor Weaver's focus and approach to improve rural mothers' mental health.

Recent and Significant Publications:

- Weaver, A., Taylor, R.J., Chatters, L.M., & Himle, J.A. (2018). Depressive symptoms and psychological distress among rural African Americans: The role of material hardship and perceived health status. *Journal of Affective Disorders*, 236, 207-210.
- Weaver, A., Greeno, C.G., Fusco, R.A., Zimmerman, T. & Anderson, C.M. (2019). "Not just one, it's both of us": Low-income mothers' perceptions of Structural Family Therapy delivered in a semi-rural community mental health center. *Community Mental Health Journal*, 55, 1152-1164
- Weaver, A., Taylor, R.J., Chatters, L.M., & Himle, J.A. (2018). Depressive symptoms and psychological distress among rural African Americans: The role of material hardship and perceived health status. *Journal of Affective Disorders*, 236, 207-210.
- Weaver, A. & Lapidus, A. (2018). Mental health interventions with community health workers in the United States: A systematic review. *Journal of Healthcare for the Poor and Underserved*, 29, 159-180.
- Weaver A. & Himle, J.A. (2017). Cognitive behavioral therapy for depression & anxiety disorders delivered in rural settings: A review of the literature. *Journal of Rural Mental Health*, 41, 189-221.
- Weaver, A., Himle, J.A., Taylor, R.J., Matusko, N.N., & Abelson, J.M. (2015). Urban vs rural residence and the prevalence of depression and mood disorder among African American women and non-Hispanic white women. *JAMA Psychiatry*, 72, 576-583.

Service: Professor Weaver has a strong service record. She ably and diligently fulfills her service obligations to the SSW and the university by her participation on several committees over the past five years including the SSW Doctoral Committee and the Lecturer Advisory and Review Committee, which fulfills the important responsibility of carefully reviewing LEO Lecturer performance. She has also served on the school's Recruitment, Admissions, Student Services and Financial Aid Committee. At the university level, she has served on the Liaison Committee for the Michigan Medicine Depression Center, and the Rackham Faculty Allies for Diversity Committee, which she co-chairs within the school. In terms of professional service, Professor Weaver is an active grant and journal reviewer and created a research interest group on rural populations' mental health in the major social work research association.

External Reviewers:

Reviewer A: "Dr. Weaver is in the top range of social work faculty at her level. Given her line of work, she displays the potential and promise that would result in promotion and tenure at my institution. She has a bright future ahead."

Reviewer B: “Dr. Weaver...would undoubtedly exceed the bar for tenure at my institution...and both of the institutions...at which I held tenure prior to taking a deanship at my current institution.”

Reviewer C: “Dr. Weaver...clearly excels in her field and is deserving of promotion and tenure based on her contributions. I believe she would also meet requirements for promotion to associate professor with tenure at [my institution] as well as other top Schools of Social Work.”

Reviewer D: “Dr. Weaver’s strong application for promotion and tenure would meet and exceed the requirements at our School for the level of appointment sought.”

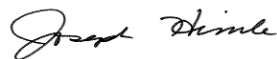
Reviewer E: “I think that Dr. Weaver’s work likely meets the requirements for tenure at my institution.”

Reviewer F: “Dr. Weaver would meet the criteria for promotion to Associate Professor with tenure at [my institution] based on the quantity and quality of scholarship publications and grant funding activity.”

Reviewer G: “She is a dedicated scholar who is making important contributions to the field of mental health in disparity populations, with a particular focus on rural populations – an understudied and underserved group. It is my opinion that Dr. Weaver would be promoted at peer institutions, including my own.”

Reviewer H: “If she were being reviewed for promotion at [my institution], the quality and contribution of her scholarship to date would likely be deemed as deserving of tenure.”

Summary of Recommendation: Professor Weaver is an outstanding scholar and educator who has demonstrated leadership and service to social work knowledge development, to the SSW, the university, and community. It is with the support of the SSW Executive Committee that we recommend Addie Weaver for promotion to the rank of associate professor of social work, with tenure, School of Social Work.



Joseph Himle
Interim Dean, School of Social Work