

PROMOTION RECOMMENDATION
The University of Michigan
School of Public Health

Paul J. Fleming, assistant professor of health behavior and health education, School of Public Health, is recommended for promotion to associate professor of health behavior and health education, with tenure, School of Public Health

Academic Degrees:

Ph.D.	2015	University of North Carolina, Chapel Hill, NC
M.P.H.	2011	Emory University, Atlanta, GA
B.A.	2006	University of Illinois, Urbana-Champaign, Champaign, IL

Professional Record:

2021 - Present	Faculty Affiliate, Curtis Center for Health Equity Research and Training, School of Social Work, University of Michigan, Ann Arbor, MI
2017 - Present	Faculty Associate, Population Studies Center, Institute for Social Research, University of Michigan, Ann Arbor, MI
2017 - Present	Faculty Associate, Global Public Health, School of Public Health, University of Michigan, Ann Arbor, MI
2017 - Present	Faculty Expert, University of Michigan Poverty Solutions, University of Michigan, Ann Arbor, MI
2016 - Present	Assistant Professor, Department of Health Behavior and Health Education, School of Public Health, University of Michigan, Ann Arbor, MI
2015 - 2016	Post-doctoral Fellow, Division of Global Public Health, University of California, San Diego, San Diego, CA
2014 - 2015	Research Associate, Department of Sociology, University of California, San Francisco, San Francisco, CA
2014 - 2015	Research Associate, School of Nursing, University of California, San Francisco, San Francisco, CA

Summary of Evaluation:

Teaching: Professor Fleming is an integral part of the Department of Health Behavior and Health Education's teaching mission. He focuses his teaching and mentoring on creating an inclusive space for students' professional development and helping them develop the capacity to research and intervene upon the root causes of health inequities. He has taught three courses since joining the University of Michigan including two courses he developed, HBEHED 679: Historical Roots of Health Inequities and HBEHED 590: Principles of Community Engagement for Public Health. The third course is a large, required course for the department. All three courses consistently have extremely high student course evaluations (above 4.8 in recent years for both Q1 and Q2). The development of HBEHED 679 led to the publication of an article in *Pedagogy in Health Promotion* that was selected for their "2020 Best of PHP Article Collection" and was the second most downloaded paper from that journal in 2020. He was nominated for the Teaching Innovation Award for his teaching of HBEHED 590 in 2021.

Professor Fleming is currently co-chair of two dissertation committees and member of one more. He was previously co-chair of two dissertation committees and was a member of four more.

Research: Professor Fleming is known for his research in three main areas including: 1) challenging patriarchal norms and gender inequalities to improve health, 2) understanding the harmful effects of xenophobic immigration policies on health, and 3) integrating anti-racism principles into public health policies and practices. He uses community-based participatory research and works with community-based organizations. An overarching theme to his research is understanding the root causes of health inequities both in the US and globally.

Professor Fleming has published 54 papers since 2016 (66 overall). He was the first or senior author on 34 of those (42 overall). Many of these papers are published in leading journals in his field such as *American Journal of Public Health*, *Journal of Immigrant and Minority Health*, and *Social Science and Medicine*. According to Google Scholar, he has 2,379 citations and an h-index of 27 (as of December 7, 2022). He has another five papers currently under review. Professor Fleming has received modest external funding. He is currently the principal investigator (PI) on a \$250,000 grant from the Total Healthcare Foundation and a small grant from Michigan Medicine. He is a multiple PI on two additional small grants from the university and is a subcontract PI on a grant from the Michigan Health Endowment Fund. He was previously PI on an R03 (\$100,000) from the National Institute of Child Health and Human Development (NICHD) and a \$100,000 grant from the Gates Foundation. He was also previously PI on seven small grants with funding from various sources within the university or small external grants (<\$50,000).

Recent and Significant Publications:

Fleming, P.J., Lopez, W.D., Spolum, M., Anderson, R.E., Reyes, A.G., Schulz, A.J. (2021) Policing Is a Public Health Issue: The Important Role of Health Educators. *Health Educ Behav.* Oct;48(5):553-558. doi: 10.1177/10901981211001010. Epub 2021 Apr 3. PMID: 33813932; PMCID: PMC8807347.

Fleming, P.J., Lopez, W.D., Ledon, C., Llanes, M., Waller, A., Harner, M., Martinez, R., Kruger, D.J. (2019) 'I'm going to look for you and take your kids': Reproductive justice in the context of immigration enforcement. *PLoS One.* Jun 4;14(6):e0217898. doi: 10.1371/journal.pone.0217898. PMID: 31163074; PMCID: PMC6548392.

Fleming, P.J., Novak, N.L., Lopez, W.D. (2019) U.S. Immigration Law Enforcement Practices and Health Inequities. *Am J Prev Med.* Dec;57(6):858-861. doi: 10.1016/j.amepre.2019.07.019. PMID: 31753268.

Fleming, P.J., Silverman, J., Ghule, M., Ritter, J., Battala, M., Velhal, G., Nair, S., Dasgupta, A., Donta, B., Saggurti, N., Raj, A. (2018) Can a Gender Equity and Family Planning Intervention for Men Change Their Gender Ideology? Results from the CHARM Intervention in Rural India. *Stud Fam Plann.* Mar;49(1):41-56. doi: 10.1111/sifp.12047. Epub 2018 Feb 14. PMID: 29441577; PMCID: PMC6469641.

Fleming, P.J., Lopez, W.D., Mesa, H., Rion, R., Rabinowitz, E., Bryce, R., Doshi, M. (2019) A qualitative study on the impact of the 2016 US election on the health of immigrant families in Southeast Michigan. *BMC Public Health.* Jul 15;19(1):947. doi: 10.1186/s12889-019-7290-3. PMID: 31307435; PMCID: PMC6631662.

Service: Professor Fleming has served on several committees in the Department of Health Behavior and Health Education, notably the department's Diversity, Equity, and Inclusion committee. He also supported students who developed the Decolonizing Public Health teach-in. He was instrumental in creating the School of Public Health Junior Faculty Advisory Board, which brings together more than 50 junior faculty members around issues of equity and inclusion and other topics important to junior faculty. Professor Fleming's most notable national service has been serving on the steering committee for Public Health Awakened, since 2018, and establishing a Michigan chapter. In addition, he has been invited to serve as an expert reviewer on a National Institutes of Health study section, reviewed for journals, and helped to organize national conferences. He has a strong presence in the local community through serving on the Washtenaw County Exploratory Committee on Reparations and by advising the Ann Arbor Mayor and City Council about public health related to police violence.

External Reviewers:

Reviewer A: "Professor Fleming's tenure packet documents an impressive body of work. Dr. Fleming's works in all three research areas stands in a class with other comparable researchers working in these fields who are advancing to more senior positions and status in their fields. His productivity, his publications in multiple well-regarded journals, and his citation indices are all indicators of these accomplishments. If I were to review this record for consideration for hiring as a tenured associate professor or to promote to tenured associate professor at [my institution], I would be confident that Fleming met these standards."

Reviewer B: "He has published important work in this area that is highly regarded and cited. In fact, I regard him as one of the leading scholars in this area. His research trajectory is positive and strong, and I see no signs of it slowing down. If he were at my university, he would, without question, be viable for promotion to the rank of tenured Associate Professor."

Reviewer C: "In summary, I find that he is an extremely impressive [junior] scholar, an emerging researcher and instructor with a range of methodological skills and deep commitment to principles of social justice and equity in the field of public health. [His] publications reflect the insightful work of a researcher, essayist, and skilled mixed methods analyst, and they have been recognized as influential in WHO and UN reports. From my perspective, he surpasses the requirements for someone considered for promotion and tenure at [my institution]."

Reviewer D: "In considering Dr. Fleming's full research, education/teaching, and service portfolio, I believe he is worthy of promotion to the rank of associate professor with tenure. He has demonstrated productivity and impact in research, education/teaching, and service and, importantly, his contributions have significant pragmatic implications for communities, departments of public health, and other stakeholders outside academe. His national reputation is growing, as evidenced by invited editorials and study section membership."

Reviewer E: "Dr. Fleming's trajectory of productivity in both publication and research funding are stellar! Dr. Fleming is on a clear trajectory to developing an international and national reputation in this very important and niche program of research. Without reservation, I enthusiastically and unequivocally recommend Paul Fleming, PhD to the rank of Associate

Professor with Tenure in the Department of Health Behavior and Health Education at the University of Michigan.”

Reviewer F: “His work related to structural racism in institutions and policies is also innovative and high quality. His scholarship in this area is at the forefront of how the field is thinking about public health practice and is policy-relevant. Promotion criteria at the [my institution] are similar to the University of Michigan. I have no doubt that Dr. Fleming would be a strong candidate for promotion at our institution.”

Summary of Recommendation: Professor Fleming has a strong record of public health research that adopts fundamental cause analysis focusing on socio-political factors that cause poor health across a range of health issues. He has an excellent record in teaching and service. It is with the support of the School of Public Health Executive Committee that I recommend Paul J. Fleming for promotion to associate professor of health behavior and health education, with tenure, School of Public Health.



F. DuBois Bowman, Ph.D.
Dean, School of Public Health

May 2023