

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Ashley Lacombe-Duncan, 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.	2018	University of Toronto, Factor-Inwentash Faculty of Social Work, Toronto, CA
M.S.W.	2010	University of Toronto, Factor-Inwentash Faculty of Social Work, Toronto, CA
B.S.	2008	University of Waterloo, Waterloo, Ontario, CA

Professional Record:

2020-Present	Adjunct Scientist, Women's College Research Institute, Women's College Hospital, Toronto CA.
2019-Present	Assistant Professor, University of Michigan School of Social Work, Ann Arbor, MI
2018-Present	Core Faculty, Center for Sexuality and Health Disparities, University of Michigan School of Nursing, Ann Arbor, MI
2018-2019	Transitional Post-doctoral Research Fellow, University of Michigan School of Social Work, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Lacombe-Duncan's teaching record is very strong, spanning the areas of diversity and social justice, psychosocial aspects of health, and specialized content on working with LGBTQ+ communities. Her pedagogy models antiracism and the intentional use of self to foster students' learning to be vulnerable and accountable. In turn, these skills build their competence as future social work practitioners. Professor Lacombe-Duncan's demonstrated commitment to her own pedagogical development bears out in a trajectory of rising student feedback scores and strong narrative feedback from students. Professor Lacombe-Duncan is also a committed mentor and demonstrates willingness to extend herself to ensure that MSW and PhD students are well supported. She also has provided curriculum leadership to the SSW by serving as a lead instructor for a required course in the MSW program.

Research: Professor Lacombe-Duncan's research focuses on healthcare access and equity for HIV+ women and lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people. Too often, LGBTQ+ individuals fail to receive HIV care due to lack of provider competence in gender-affirming care. Professor Lacombe-Duncan represents one of the few researchers from any discipline whose work highlights the intersection of HIV healthcare equity and the transgender community, and within this intersection, the unique experiences and challenges of transgender women of color. Her work is therefore positioned for powerful impact upon the organization and provision of care to individuals who experience profound exclusion and marginalization in the US healthcare system.

Professor Lacombe-Duncan's exceedingly strong record features a high rate of peer reviewed top-tier journal article productivity (more than 70 since 2012 and 35 since the beginning of her tenure track appointment) and her work shows clear impact of on other scholars, as evidenced by a strong citation

rate that approaches that of many professors in the field of social work. Professor Lacombe-Duncan has also been highly successful in securing research funding from sources in the United States and Canada, which has enabled her to launch and complete a number of team science efforts. Her expertise in transgender health issues have also prompted invitations to contribute expertise to global health equity studies in Jamaica, Taiwan, and Kenya, for example.

Recent and Significant Publications:

- Lacombe-Duncan, A., Bauer, G.R., Logie, C.H., Newman, P.A., Shokoohi, M., Kay, E.S., Persad, Y., O'Brien, N., Kaida, A., de Pokomandy, A., & Loutfy, M. (2019). The HIV care cascade among transgender women with HIV in Canada: A mixed-methods study. *AIDS Patient Care & STDs* 33(7),308-322.
- Lacombe-Duncan, A., Shokoohi, M., Persad, Y., Underhill, A., Machouf, N., Côté, P., Wheatley, M., Gupta, M., Kyne, L.T., Besharty, A.A., Fung, R., Chan, L.Y.L., Arbess, G., Bourns, A., Nguyen, Q., & Loutfy, M. (2022). Characterizing HIV care among a clinical sample of transgender women living with HIV. *HIV Medicine*, 23(4), 324-330.
- Lacombe-Duncan, A., Berringer, K.R., Green, J., Jacobs, A., Hamdi, A. (2022). “I do the she and her”: A qualitative exploration of HIV care providers’ considerations of trans women in gender-specific HIV care. *Women’s Health*.
- Lacombe-Duncan, A., Logie, C.H., Persad, Y., Leblanc, G., Nation, K., Kia, H., Scheim, A., Lyons, T., Horemans, C., Olawale, R. & Loutfy, M. (2021). Implementation and evaluation of the ‘Transgender Education for Affirmative and Competent HIV and Healthcare (TEACHH)’ provider education pilot. *BMC Medical Education*, 21(1), 1-14.
- Lacombe-Duncan, A., Guta, A., & Newman, P. (2021). Pre-exposure prophylaxis (PrEP) implementation for gay, bisexual and other men who have sex with men: Implications for social work practice. *Health & Social Work*, 46(1), 22-32.
- Lacombe-Duncan, A., Jadwin-Cakmak, L., Trammell, R., Burks, C., Rivera, B., Reyes, L., Abad, J., Ward, L., Harris, H., Harper, G., & Gamarel, K. (2021). “...Everybody else is more privileged. Then it’s us...” A qualitative study exploring community responses to intersectional exclusion and health-disparaging social determinants of health among trans women of color in Detroit, Michigan. *Sexuality Research and Social Policy*.

Service: Professor Lacombe-Duncan is an exceptional citizen within the SSW, serving as two years as the chair of an important standing committee that promotes the fairness and equity of financial aid processes and workflows. Professor Lacombe-Duncan’s service to the profession is laudable and exhibits good synergy with her scholarship, for example, advising a national organization on curriculum matters pertaining to LGBTQ+ individuals. She has also served as a Centers for Disease Control (CDC) study section reviewer, attesting to the respect she has garnered within the national community of HIV researchers.

External Reviewers:

Reviewer (A): “In closing, let me reiterate that Dr. Lacombe-Duncan has been highly productive at the UM-SSW. Her research is high quality and has made significant contributions to social work, public health, and closing the health gap. I have no doubt that she will continue to do impactful work for years to come. Her work on trans women living with HIV is quite influential. She would definitely meet requirements for tenure and promotion at [my institution]. UM-SSW is very fortunate to have Dr. Lacombe-Duncan on their faculty.”

Reviewer (B): “As should be clear by now, I hold Dr. Lacombe-Duncan in high regard and very much hope that the decision to tenure her will be positive. If she were under consideration for tenure

as an Associate Professor at the [my institution], I am fully confident that she would be promoted with tenure.”

Reviewer (C): “In sum, Dr. Lacombe-Duncan has made an appropriate, and significant, contribution to her field of study at this point in her career. Throughout her body of scholarship are clear implications for understanding the needs of LGBTQ+ communities, as well as significant implications for both clinical and policy practice.”

Reviewer (D): “If I was a member of the promotion and tenure committee, I would certainly vote affirmatively to promote her to the rank of associate professor with tenure.”

Reviewer (E): “Dr. Lacombe[-]Duncan has a dossier suitable for promotion and tenure at any R1 university and school of social work. I hope you will give her your strongest consideration for promotion and tenure. She will continue to do strong, impactful work, amplifying the reputation and strength of the University of Michigan School of Social Work”

Reviewer (F): “The rigor, quality, and quantity of her publications and scholarly work are in line with the significant contributions expected of faculty being promoted and tenured at research universities that are peers to the University of Michigan. Her publication record, funding success, and national service suggest her trajectory as a scholar will continue to expand and further contribute to the social work profession in relation to healthcare access and equity for LGBTQ+ populations.”

Reviewer (G): “Unquestionably, yes. Dr. Lacombe-Duncan meets and exceeds the standards for promotion and tenure at my institution. Her scholarly productivity, along with her significant accomplishments and contributions in the areas of teaching/mentoring and service, make her an obvious candidate for promotion and tenure. After reviewing her promotion materials, I unequivocally endorse her promotion.”

Summary of Recommendation: Professor Lacombe-Duncan is breaking new ground in the arena of health equity research and is making important contributions to the school, university, and profession through her scholarship, teaching, and service. It is with the support of the School of Social Work Executive Committee that I recommend Ashley Lacombe-Duncan for promotion to the rank of associate professor of social work, with tenure, School of Social Work.



Beth Angell
Dean and Professor of Social Work
School of Social Work

May 2023