

PROMOTION RECOMMENDATION
The University of Michigan
School of Social Work

Xiaoling Xiang, 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.	2015	University of Illinois at Urbana Champaign, Champaign-Urbana, IL
M.S.W.	2011	The Chinese University of Hong Kong, Hong Kong
B.A.	2009	Peking University, YuanPei College, Beijing, China

Professional Record:

2017-Present Assistant Professor, School of Social Work, University of Michigan, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Xiang's teaching record is very strong. She has offered four different MSW courses whose content ranges from research, program evaluation, and adulthood and aging. Professor Xiang employs an extremely methodical approach to inviting and incorporating student feedback, using pre-course and mid-course surveys to constantly adjust her pedagogy to meet student learning needs. Professor Xiang also excels in mentoring students individually, frequently involving them as first authors and co-authors, extending individual research opportunities, and providing practicum supervision. Professor Xiang demonstrates strong curricular leadership as well, serving as the faculty lead for the Older Adults and Families from a Lifespan Perspective Pathway for the past two years.

Research: Professor Xiang's research focuses on the mental health and well-being of older adults, including the analysis of factors that influence their mental health and also the development of interventions to address late-life depression. Professor Xiang's program of research stands out within the field of social work for its interdisciplinary approach, incorporating biological, cognitive, ecological, and systemic factors to understanding the alarming rate of depression among older adults and how it can be addressed in an effective and accessible manner.

By employing nationally representative datasets and highly sophisticated analysis techniques, Professor Xiang's scholarship improves upon existing knowledge regarding how risk of depression varies across subgroups of older adults. For example, she has provided the only analysis of bidirectional effects between being homebound and experiencing depression among older adults, providing greater insight than previous studies that used cross-sectional evidence.

Professor Xiang also engaged in a painstaking, multi-stage process of developing a digital intervention tailored for homebound older adults with depression, Empower @ Home. Finding that existing digital cognitive behavioral treatments were poorly tailored to older adults, she undertook training in intervention science and created a digital intervention targeting the engagement preferences of older adults. After testing feasibility and acceptability to older adults, she is now conducting effectiveness testing in agencies across Michigan. She has also been vigorous in pursuit of funding for her research and has received more than a million dollars in sponsored research grants. Her next goal, for which she is well positioned, is to seek a major NIH grant to fund a large-scale

implementation-effectiveness study of Empower @ Home.

Professor Xiang pre-tenure accomplishments are extremely impressive and the metrics regarding her productivity are congruent with those accomplishments. With a well-established publication record at the time of hire, she has published 46 articles since 2017 and notably, these publications appear in top-tier journals in the fields of gerontology, health, and social work. Professor Xiang's citation metrics indicate that her publications have been cited 1440 times and her h-index of 25 is comparable to that of many senior scholars in social work.

Recent and Significant Publications:

- Xiang X., An R., & Oh H. (2020). The bidirectional relationship between depressive symptoms and homebound status among older adults. *Journals of Gerontology: Social Sciences*, 75(2), 357-366. doi:10.1093/geronb/gbx180
- Xiang X., Leggett A., Himle J., & Kales H. (2018) Major depression and subthreshold depression among older adults receiving home care. *American Journal of Geriatric Psychiatry*, 26(9), 939- 949. doi:10.1016/j.jagp.2018.05.001
- Xiang X., Sun Y., Smith S., Lai P., & Himle J. (2020) Internet-based cognitive behavioral therapy for depression: A feasibility study for home care for older adults. *Research on Social Work Practice*, 30(7), 791-801. doi:10.1177/1049731520927783
- Xiang X., Lu X., Halavanau A., Xue J., Sun Y., Lai P., & Wu Z. (2020). Modern senicide in the face of a pandemic: An examination of public discourse and sentiment about older adults and COVID-19 using machine learning. *Journals of Gerontology: Social Sciences*. doi:10.1093/geronb/gbaa128
- Xiang X., Cheng J., Zuverink A., & Wang X. (2020). Perceptions and practice behaviors regarding late-life depression among private duty home care workers: A mixed-methods study. *Aging and Mental Health*, 24(1), 1904-1911. doi:10.1080/13607863.2019.1636207
- Xiang X., Yang Y., Cheng J., & An R. (2021). The impact of late-life disability spectrum on depressive symptoms: A fixed-effects analysis of panel data. *Journals of Gerontology: Social Sciences*, 76(4), 810-819. doi:10.1093/geronb/gbaa060

Service: Professor Xiang is a diligent citizen of the School of Social Work, and her expertise in gerontology enables her to provide leadership in the professional curriculum. At the national level, Professor Xiang serves as a reviewer for many top-tier journals. Professor Xiang was selected as a reviewer for study sections at the Federal level, which also attests to the respect her work is garnering nationally. Given her growing prominence, her national leadership is expected to grow in the future. At the local level, she has supported community partner organizations serving older adults as a consultant and evaluator. Across all of these commitments, her service efforts demonstrate strong value and good synergy with her areas of expertise.

External Reviewers:

Reviewer (A): "The quality and quantity of her research output far exceeds the expectations for promotion to associate professor and tenure at my institution (home institution) or, I believe, at any other top 10 institution in social work."

Reviewer (B): "Dr. Xiang would undoubtedly meet the criteria for tenure and promotion to Associate Professor at [my institute], based on her peer-reviewed publication record, grant funding record, and service to the field."

Reviewer (C): “Given the cohesiveness and strength of her publication, citation and grant funding record, Dr. Xiang no doubt ranks in the top 10% of her peers across the nation and most likely in the top 5%. I have no doubt that Dr. Xiang would be promoted to Associate Professor with tenure at my institution.”

Reviewer (D): “I strongly believe that she would be promoted and awarded tenure at my institution.”

Reviewer (E): “Dr. Xiang’s research portfolio is not only tenurable, but indeed looks like the research portfolio of a more senior scholar, and I strongly recommend tenure based on the strength of her research alone...In sum, Dr. Xiang’s quantity and quality of publications on important social work issues are outstanding and far surpass contributions of most candidates at this same point in their careers. Indeed, the quantity and quality of her research look like the portfolio of a more senior scholar. From a research perspective, I am confident she would earn tenure at [my institution] and I highly recommend tenure for her at this time.”

Reviewer (F): “In summary, Dr. Xiang is an excellent scholar who will only become stronger in the future. Her dossier compares very favorably [sic] those of highly successful scholars in the field,...at the same point in their careers. I am confident that she would be granted promotion to the rank of tenured associate professor at [my institution].”

Reviewer (G): “Based on the materials I reviewed, I believe Dr. Xiang would meet the research and service requirements for promotion to Associate Professor and tenure at my institution.”

Reviewer (H): “I can say without reservation that Dr. Xiang’s work would meet requirements for promotion and tenure at [my institute].”

Summary of Recommendation: Professor Xiang has made important contributions to the profession, the university, and the School of Social Work through her scholarly work in mental health intervention for older adults, her dedicated efforts to promote student learning, and her engagement in service at all levels. It is with the support of the School of Social Work Executive Committee that we recommend Xiaoling Xiang 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