

PROMOTION RECOMMENDATION
The University of Michigan
School of Public Health
Department of Health Management and Policy

Melissa S. Creary, assistant professor of health management and policy, and assistant professor of global public health, School of Public Health, is recommended for promotion to associate professor of health management and policy, with tenure, and associate professor of global public health, without tenure, School of Public Health.

Academic Degrees:

Ph.D.	2016	Emory University, Atlanta, GA
M.P.H.	2004	Emory University, Atlanta, GA
B.S.	2000	Emory University, Atlanta, GA

Professional Record:

2022 — Present	Assistant Professor, Global Public Health, School of Public Health, University of Michigan, Ann Arbor, MI
2018 — Present	Faculty Expert, Poverty Solutions, University of Michigan, Ann Arbor, MI
2017 — Present	Faculty, Center for Bioethics and Social Sciences in Medicine, University of Michigan, Ann Arbor, MI
2016 — Present	Assistant Professor, Department of Health Management and Policy, School of Public Health, University of Michigan, Ann Arbor, MI
2016 — Present	Faculty, Science, Technology and Society Program, College of Literature, Science, and Arts, University of Michigan, Ann Arbor, MI
2016 — Present	Faculty Affiliate, Science, Technology, and Public Policy (STPP) Program, Ford School of Public Policy, University of Michigan, Ann Arbor, MI
2016 — Present	Faculty Affiliate, Institute for Research on Women and Gender, Office of Research, University of Michigan, Ann Arbor, MI
2009 — 2009	International Experience and Technical Assistance (IETA) Assignee, World Health Organization, Geneva, Switzerland
2008 — 2013	Health Scientist, Centers for Disease Control and Prevention, National Center on Birth Defects and Developmental Disabilities, Division of Blood Disorders, Epidemiology and Surveillance Team, Atlanta, GA
2007 — 2008	Hepatitis Prevention, Immunization, Vaccines and Biologicals Expanded Programme on Immunization, World Health Organization, Geneva, Switzerland
2007 — 2008	Associate Service Fellow, Centers for Disease Control and Prevention, National Center on Birth Defects and Developmental Disabilities Division of Blood Disorders, Epidemiology and Surveillance Team, Atlanta, GA
2005 — 2007	Oak Ridge Institute for Science and Education (ORISE) Fellow, Centers for Disease Control and Prevention, National Center on Birth Defects and Developmental Disabilities Division of Blood Disorders, Epidemiology and Surveillance Team, Atlanta, GA

Summary of Evaluation:

Teaching: Professor Creary has taught several courses, including HMP626: Race, Ethnicity, Culture and Policy, which she developed, and PUBHLTH 381: Public Health Systems, a large undergraduate course. Her teaching evaluation scores have improved during her time as an assistant professor. The courses she currently teaches, including the large undergraduate class, received evaluation scores that are at or above 4.5 out of 5.0 for both Q1 (“excellent course”) and Q2 (“excellent teacher”), along with high scores on Q199 (“explained material clearly”) and Q1631 (“advanced my understanding of the subject matter”) in recent years. Professor Creary is also dedicated to innovation in teaching, particularly in the development of a Massive Open Online Course (MOOC) on Coursera titled “Structural Racism: Causes of Health Inequities in the U.S.” In addition, she was co-lead for the development of the Health Equity via Anti-Racist Training (HEART) MOOC based on anti-racist pedagogy from work she and coauthors published in the *American Journal of Preventive Medicine* (Peoples, Fleming, and Creary, 2023).

Professor Creary has mentored numerous masters students in health management and policy. She has served on the dissertation committees of three Ph.D. students thus far, and currently serves on the dissertation committee of a fourth student. She also serves as mentor to a T32 postdoctoral trainee. She regularly coauthors papers with students and other trainees.

Research: Professor Creary is an interdisciplinary scholar with training in humanities-based disciplines and extensive public health practice experience. She contributes to the fields of public health, bioethics, and science and technology studies (STS). Her anti-racist public health and social justice work focuses on three areas: public health and bioethical prioritization of blood and bleeding disorders; just and equitable practice and policy making; and public health transformation via anti-racist approaches. Her research is both U.S. and globally focused. Professor Creary currently has a total of 37 peer-reviewed publications, with 25 since 2016 when she was appointed as an assistant professor. According to Google Scholar (October 30, 2023), Professor Creary has 1,185 citations, with an h-index of 15 and i10-index of 18. Her peer-reviewed publications appear in leading generalist journals (*BMJ Global Health, JAMA Network Open, Health Affairs*) as well as specialty journals (*Social Science and Medicine, BioSocieties*). Professor Creary has demonstrated an increasing trajectory in publishing and others citing her work. She also has a growing body of writing for public audiences which demonstrates her commitment to public engagement.

Professor Creary has a strong research funding record despite having focus areas that have historically been outside the scope of National Institutes of Health (NIH) funding. She is currently the co-principal investigator, co-investigator, or external consultant on ten grants, five of which are extramurally funded by entities such as NIH, Robert Wood Johnson Foundation, and Total Health Care Foundation.

Recent and Significant Publications:

Hendy, Katherine, Amanda I. Mauri, and Melissa Creary. “Bounded Equity: The Limits of Economic Models of Social Justice in Cannabis Legislation.” *Contemporary Drug Problems*. 50, no. 1 (2023): 121–135. <https://doi.org/10.1177/00914509221147133>

Nong, Paige, Melissa Creary, Jodyn Platt, Sharon Kardia. "Critical Analysis of White Racial Framing and Comfort with Medical Research." *AJOB Empirical Bioethics*. (2023): 1-9. doi:10.1080/23294515.2022.2160506

Creary, M. Bounded Justice and the Limits of Health Equity. *Journal of Law, Medicine & Ethics*, 49(2), 241-256 (2021). DOI:10.1017/jme.2021.34

Creary, M. Legitimate suffering: a case of belonging and sickle cell trait in Brazil. *BioSocieties*, 16, 492–513 (2021). DOI: 10.1057/s41292-021-00250-8

Creary, Melissa S. Biocultural citizenship and embodying exceptionalism: Biopolitics for sickle cell disease in Brazil. *Social Science & Medicine* 199 123-131 (2018). <https://doi.org/10.1016/j.socscimed.2017.04.035>

Service: Professor Creary has made significant contributions to service in the department, school, university, and beyond. For the department, Professor Creary has served on the Curriculum Committee, the Global Health Management and Policy Committee, and was a member of the search committee for the anti-racism cluster hire. She has also served the department by providing talks for the department's Summer Enrichment Program (SEP) and the Griffith Leadership Center, and has offered a workshop on anti-racist pedagogy. For the School of Public Health, Professor Creary co-founded in 2016 and served on the Diversity, Equity and Inclusion (DEI) Junior Faculty Working Group, which has evolved into the School of Public Health Junior Faculty Advisory Board. Professor Creary served on the dean's Anti-Racism Working Group and the school's Global Health Advisory Committee. For the university, Professor Creary has co-developed the HEART MOOC for instructors. She also has consulted for the National Center for Institutional Diversity and served as a reviewer for the University of Michigan Precision Health Investigators Award and the Latin American and Caribbean Studies Foreign Language and Area Studies Fellowships Program.

Externally, Professor Creary also serves the larger public health and policy field by sitting on a work group sponsored by the National Human Genome Research Institute, and the NIH on Democratizing Education for Sickle Cell Disease Gene Therapy Project. She also sits on the board of directors for the Sickle Cell Disease Association of America and on 500 Women Scientists, an international organization dedicated to making science open, inclusive, and accessible. She is an advisor for the National Sickle Cell Information Center. In addition, Professor Creary has previously served as a subject matter expert for the Research and Health Equity Working Group Chair for the National Hemophilia Foundation and as a subject matter expert for the National Marrow Donor Program. She also serves on the Executive Committee for the Society for the Social Studies of Science.

External Reviewers:

Reviewer A: "Dr. Creary is in the top 1% of Assistant Professors that I have reviewed and recommended for tenure; her work is a clear demonstration of 'superior intellectual attainment.' Her level of achievement exceeds some of the most successful sociologists and anthropologists of our time. Creary will join these colleagues in the pantheon of high-profile scholars of race, science, and medicine of the 21st century. Prof. Creary would get tenure at any of the Ivy League or R-1 public universities at which I have worked."

Reviewer B: "Overall, I find Professor Creary's work to be sophisticated, important, and impactful. I was very impressed by the samples of Professor Creary's scholarship provided to

me. At the core of this work is Creary’s concept of bounded justice, which she effectively develops as a framework for analyzing, as she puts it, ‘the entanglement of justice, inclusion, and citizenship for vulnerable populations.’ I can confidently state that Professor Creary’s scholarship shows the work of a major and accomplished scholar.”

Reviewer C: “She has distinguished herself as a scholar focused on conceptual frameworks for justice and their application to rare genetic disease...her work on the conceptual framework of ‘bounded justice’ is a highly significant contribution to the bioethics literature. Dr. Creary is an emerging thought leader and practitioner who serves as a critical role model for junior and senior scholars in the field.”

Reviewer D: “Her contributions to the field regarding the development and application of the Bounded Justice framework is significant, innovative, and outstanding. Based on my independent review, Dr. Creary has led and generated high-quality and impactful work. I anticipate that she will continue to produce high quality and impactful research, and will continue to be a productive scholar.”

Reviewer E: “Dr. Creary is an impressive, creative, and increasingly productive scholar who integrates the social sciences, bioethics, science and technology studies, and analyses of social justice and health equity policy in generative ways. In particular, her work on bounded justice places her at the forefront in advancing novel concepts, diagnostics, and ways of understanding when policies work and when they are constrained in achieving the intended aims of inclusion, equity, and justice.”

Summary of Recommendation: Professor Creary is an interdisciplinary scholar with a focus on anti-racist public health and social justice. She has an excellent record in research, teaching and service. It is with the support of the School of Public Health Executive Committee that I recommend Melissa S. Creary be promoted to the rank of associate professor of health management and policy, with tenure, and associate professor of global public health, without tenure, School of Public Health.



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

May 2024