

PROMOTION RECOMMENDATION
The University of Michigan
School of Nursing

Michelle L. Munro-Kramer, assistant professor of nursing, School of Nursing, is recommended for promotion to associate professor of nursing, with tenure, School of Nursing.

Academic Degrees:

PhD	2013	University of Michigan, Ann Arbor, MI
MSN	2006	University of Michigan, Ann Arbor, MI
BSN	2003	Michigan State University, East Lansing, MI

Professional Record:

2019 – Present	Director, Office of Global Affairs, University of Michigan, School of Nursing, Ann Arbor, MI
2019 – Present	Suzanne Bellinger Feetham Professor of Nursing
2015 – Present	Assistant Professor, University of Michigan, School of Nursing, Ann Arbor, MI
2013 – 2015	Research Fellow, University of Michigan, School of Nursing, Ann Arbor, MI

Summary of Evaluation:

Teaching: Professor Munro-Kramer is an excellent teacher who is making significant contributions to the teaching mission of the School of Nursing. Since 2015, she has maintained an ongoing record of teaching in the undergraduate and graduate programs and has earned stellar evaluations from her students. She has employed innovative teaching methods including, experiential learning, book clubs, and collaborative online international learning experiences, which have facilitated interdisciplinary and intercultural engagement. She regularly guest lectures on screening for intimate partner violence in practice, sexually transmitted infections, and postpartum care for the School of Public Health, School of Social Work, and other nursing courses. She also has been an adjunct professor at the University of Michigan Law School where she co-taught two courses.

Professor Munro-Kramer developed the first undergraduate elective course at the University of Michigan focused on gender-based violence, HS404/WS404, ‘Gender-Based Violence: From Theory to Action.’ This innovative, interdisciplinary course has been offered as an elective in the School of Nursing and Women and Gender Studies since 2015, consistently receiving high evaluation scores. In collaboration with a group of interdisciplinary colleagues from the universities of Michigan and Maryland, Professor Munro-Kramer helped create a massive open online course (MOOC) on Intimate Partner Violence (IPV): Interprofessional Strategies for Prevention and Response. This program has engaged 1,493 learners from 115 countries since August 2021. As part of the University of Michigan Human Trafficking Collaborative, she also co-developed a continuing education module on human trafficking for healthcare providers, Addressing Human Trafficking in Healthcare settings.

Perhaps most impactful is Professor Munro-Kramer's work with the Michigan Domestic and Sexual Violence Prevention and Treatment Board where she co-created training modules on responding to sexual violence used across the state, as well as at the University of Michigan Human Trafficking Collaborative which resulted in the development of a nationally accessible website with training materials with interstate use. The embedded two-hour module has had over 25,116 learners since February 2021. Professor Munro-Kramer has mentored students in nursing and other disciplines on gender-based violence and she has a substantial list of student supervision across undergraduate, graduate, and doctoral students. She has offered six independent study opportunities to students and has supervised five international post-doctoral students, and five master's degree students from the School of Public Health and Social Work as Ghana Research Student mentors, and has been a mentor for three Doctor of Nursing Practice (DNP) Students and 19 undergraduate students in the Undergraduate Research Opportunity Program (UROP).

Research: Professor Munro-Kramer's program of research focuses on gender-based violence prevention and response, primarily among college-age youth, within domestic and international contexts. She is interested in leveraging nurses' creativity to develop innovative solutions to complex health and human rights issues such as intimate partner violence, sexual violence, and human trafficking. Her global health fieldwork has included Ethiopia, Ghana, Liberia, and Zambia. Her work has been recognized by her peers and further recognized by the School of Nursing as she was appointed as the Suzanne Bellinger Feetham Professor of Nursing and was appointed as the director of the Office of Global Outreach in 2019. She was a finalist for the Nursing Network on Violence Against Women International Teaching Award in 2022, and an Inaugural Cohort as a Johnson and Johnson Nurse Innovation Fellow from 2019 to 2022, as well as made a fellow of the American Academy of Nursing in 2022, which is considered the highest honor in nursing.

National recognition of Professor Munro-Kramer's research is also evident by her strong peer-reviewed publication record, 29 invited presentations at national and international forums and conferences, and 63 abstract presentations (local, regional, and national) which were competitively reviewed. The impact of her research is evident in her superior publication record, with 66 out of 80 papers published during the timeframe evaluated (12 of which are first-authored). She has a sustained record of obtaining small to medium-level funding from internal and external agencies. She has three current active grants, all of which she serves as the principal investigator (PI). Most notably, she was previously awarded a competitive Michigan Institute for Clinical Health Research (MICHR) scholar grant and was a co-investigator on the Merck for Mothers grant awarded by the Bill & Melinda Gates Foundation. Her funding trajectory then included participation as a co-investigator with interdisciplinary teams and as a PI supported by internal funding to pursue her research in both the United States and Ghana. She has successfully developed the novel application MKit to provide a life skills approach to address healthy relationships and gender-based violence among university students.

Recent and Significant Publications:

Munro-Kramer, M., Skidmore, L., Cannon, L., Ngo, Q., Huhman, A., Carter, S., and Williamsen, K. (2022). "The dynamics of interpersonal relationships: Understanding power and control

tactics among college students.” *Journal of Interpersonal Violence*, 2022; 37(21-22), NP19522-NP19548.doi:10.1177/08862605211042816

- Munro-Kramer, M., Beck, D., Martin, K., and Carr, B. (2022). “Understanding human trafficking from the health system perspective: A facility survey in Michigan.” *Public Health Reports*, 2022; 137(Supplement 1), 102S-110S.doi:10.1177/00333549211048785
- Cannon, L., Sheridan-Fulton, E., Dankyi, R., Seidu, A., Compton, S., Odoi, A., Darteh, E., and Munro-Kramer, M. (2020). “Understanding the healthcare provider response to sexual violence in Ghana: A situational analysis.” *PLoS One*, 2020; 15(4),e0231644.
- Munro-Kramer, M., Rominski, S., Seidu, A., Darteh, E., Huhman, A. and Stephenson, R. (2020). “Adapting a sexual violence primary prevention program to Ghana utilizing the ADAPT-ITT framework.” *Violence Against Women*, 2020; 26(1), 66-88.doi:10.1177/1077801219828533
- Munro-Kramer, M., Dulin, A., and Gaither, C. (2017). “What survivors want: Understanding the needs of sexual assault survivors.” *Journal of American College Health*, 2017; 65(5), 297-305.doi:10.1080/07448481.2017.1312409

Service: Professor Munro-Kramer has a record of impactful and sustained service at the department, School of Nursing, university, regional, and national levels. She has served as the director of Global Affairs since 2019, leading the planning of the Global Health Institute annually, and co-founded the Complex ACES, Complex Aid (CASCAID) research group. She has served as a consultant for the Michigan Organization on Adolescent and Sexual Health, and as an Academic Editor for *PLoS One*. She has also served as a Board Member for the Nursing Network on Violence Against Women International. This international service level is substantial and impactful according to scholars in gender-based violence. In support of her interdisciplinary scholarship and collaborations, Professor Munro-Kramer is a faculty affiliate in the Center for Injury Prevention, Institute for Research in Women and Gender, The Center for Sexuality and Health Disparities, Global REACH, and African Studies Center all at the University of Michigan. Professor Munro-Kramer is also active in professional organizations aligned with her areas of practice and scholarship expertise including the American College of Nurse-Midwives and the American Academy of Nurse Practitioners. She has also worked closely with the Sexual Assault Prevention and Awareness Center (SAPAC). Professor Munro-Kramer’s contributions as an academic, researcher, and leader in the field have been recognized with induction as a fellow in the American Academy of Nursing in 2022, the highest level of recognition in nursing.

External Reviewers:

Reviewer A: “[Professor] Munro-Kramer shows superior dissemination of her research including an extremely strong publication record with over sixty-five publications since her last review, international recognition of her research including twenty-nine invited presentations and sixty-three abstract presentations and a strong Google Scholar h-index of 22... Her work is appropriately published in high-impact scholarly journals across interdisciplinary audiences.”

Reviewer B: “Her expertise in human trafficking has been sought nationally and internationally through the development of continuing education courses and a MOOC course, demonstrating she is globally recognized as an expert in this domain.”

Reviewer C: “I consider [Professor] Munro-Kramer’s contribution to the field of gender-based violence prevention and response research to be superior and her work on improving clinical practice and providing survivor-centered care as a substantial contribution.”

Reviewer D: “[Professor] Munro-Kramer is an outstanding nurse science researcher whose reach crosses disciplinary and geographical boundaries impacted by gender-based violence and human trafficking. She is a leader exploring relevant social problems, and her performance places her in the top percentage of a comparable cohort of faculty.”

Reviewer E: “I find that [Professor] Munro-Kramer is an exceptional faculty member with outstanding contributions across multiple domains of the faculty role. This exceeds the expectations for faculty at my own institution, among others.”

Summary of Recommendation: Professor Munro-Kramer has proven to be a recognized scholar with a sustained record of accomplishment in preventing and responding to gender-based violence where she leverages nurses’ creativity to develop innovative solutions to complex health and human rights issues. She is an admirable teacher and mentor, and she is a leader who contributes to external and internal service. It is with the support of the School of Nursing Executive Committee that we recommend Michelle L. Munro-Kramer for promotion to associate professor of nursing, with tenure, School of Nursing.



Patricia D. Hurn
Dean and Professor
School of Nursing

May 2024