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### ZOOM IN/ZOOM OUT: Equity in Tenure and Promotion Discussions

ADVANCE IT North Carolina Agricultural and Technical State University

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# ZOOM IN/ZOOM OUT

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*Equity in Tenure and Promotion  
Discussions*



# Goals

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- To discuss how biases can impact the dynamics of a promotion and tenure evaluation.
- To examine biases in self and others.
- To identify best practices for fostering equity and transparency in reappointment, promotion and tenure processes.

# Sequence

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- Introduction
- Video
- Reactions: Breakouts
- Discussion
- Strategies: Breakouts
- Discussion
- Takeaways/closing

# Keep in Mind

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## NOTES ABOUT THE SKETCH:

- Research based
- Focused on dynamics, not on process differences between your department and the department portrayed in the video.
- Process may be different, but the dynamics are the same (e.g., chair)
- Significance of bells



# Setting

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- Departmental executive committee deliberating over a tenure case.

# Characters

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- TREVOR, Chair, Full Professor
- JACQUELINE, Associate Professor
- SHARON, Associate Professor
- MINT, Associate Professor
- GILL, Full Professor

# Video

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As you watch the video, take note of the moments that seem problematic, familiar, or inequitable.





# Reactions: Breakouts

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Share and discuss the moments, situations, and dynamics that stood out to you in the video.



# Discussion

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What were the key points from your discussion?



# Strategies: Breakouts

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What can you do from your academic position to mitigate bias and foster equitable T & P processes?

Q1: Identify strategies that could address these moments/dynamics:

A) Leading up to the meeting.

B) If you were a 6th faculty member in the meeting.

# Strategies: Discussion

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What can you do from your academic position to mitigate bias and foster equitable T & P processes?

Q1: Identify strategies that could address these moments/dynamics:

A) Leading up to the meeting.

B) If you were a 6th faculty member in the meeting.



# Wrap up/Closing

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- **Prior to the discussion, identify unclear rhetoric or terms that should be avoided**
- **Follow explicit criteria and record reasons for decisions based on the criteria**
- **Challenge assumptions, bias, and language**
- **Inform the candidate of decisions at each step of the process according to departmental/college policies**
- **Provide the candidate with information about recourse**



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