

Date: September 9, 2020

To: Members of the School and Department Personnel Committees

From: Dean Siega-Riz, School of Public Health and Health Sciences



Re: Reducing Gender and Racial Bias in Promotion and Tenure Decisions

Dear Committee members:

We appreciate the time and commitment you make to serving on this committee. I want to highlight our School's commitment to reducing systematic biases that exist in our policies and procedures. To that end, please be aware of the following:

Policies and procedures for Promotion and Tenure can be found on the UMass Provost website <https://www.umass.edu/provost/resources/all-resources/academic-personnel/reappointment-promotion-and-tenure> and clearly laid out in the Provost's annual memo [https://www.umass.edu/provost/sites/default/files/2020-05/Provost%20Annual%20Promotion%20and%20Tenure%20Memo%202020%200520f\\_0.pdf](https://www.umass.edu/provost/sites/default/files/2020-05/Provost%20Annual%20Promotion%20and%20Tenure%20Memo%202020%200520f_0.pdf).

In addition, each department has by-laws and within them, provided a culture document, or is currently working on a culture document, that helps describe the expectations in their field for promotion and tenure <https://www.umass.edu/provost/resources/all-resources/academic-personnel/policy-and-labor-contracts/academic-department>. This is important to keep in mind, given the heterogeneity of the disciplines in our School. If a department does not yet have one, please ask the committee member representing that department to describe the field in terms of expectations for advancement.

It is well documented that racial, gender, and international bias exists in higher education. To minimize these biases, in our effort to be a more inclusive and diverse faculty, all members of the School and Department Personnel Committees are encouraged to read the following sources and to have an open discussion about how they are going to handle these biases that exist amongst us at the start of the academic year.

Resources related to reducing bias in promotion and tenure decisions:

<https://sfdora.org/2019/03/12/breaking-habits-reducing-bias-in-hiring-promotion-and-tenure-decisions/>

Meta-analysis of Faculty's Teaching Effectiveness: Student Evaluation of Teaching Ratings and Student Learning Are Not Related”,

<https://www.sciencedirect.com/science/article/pii/S0191491X16300323#abs0005>

I liked your course because I believe in (the power of) student evaluations of teaching (SET). Students' perceptions of a teaching evaluation process and their relationships with SET scores

<https://www.sciencedirect.com/science/article/pii/S0191491X16300256>

What's in a Name ... or a Face? Student Perceptions of Faculty Race”,

<https://www.tandfonline.com/doi/full/10.1080/15512169.2017.1389282?scroll=top&needAccess=true>

The possibility of promotion: How race and gender predict promotion clarity for associate professors.

[https://www.researchgate.net/publication/330452225\\_The\\_Possibility\\_of\\_Promotion\\_How\\_Race\\_and\\_Gender\\_Predict\\_Promotion\\_Clarity\\_for\\_Associate\\_Professors](https://www.researchgate.net/publication/330452225_The_Possibility_of_Promotion_How_Race_and_Gender_Predict_Promotion_Clarity_for_Associate_Professors)