



The Policies That Really Matter for BIPOC Faculty Retention

Designing Promotion, Tenure, and Workload Policies that
Promote Equity and Career Advancement

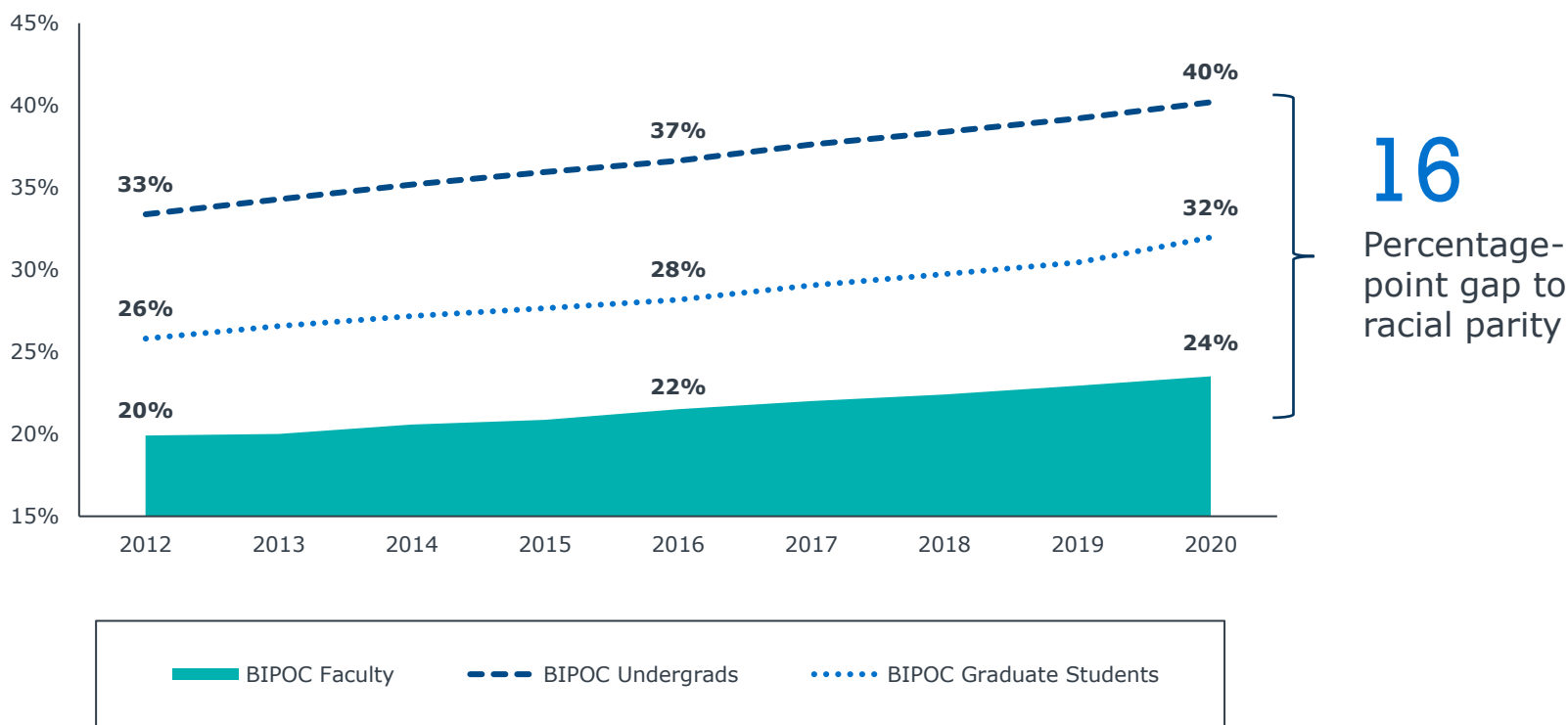


Still a Long Way to Go on Faculty Diversity

A Wide Gap Remains Between Faculty and Student Demographics

Share of BIPOC¹ Students and Full-Time Faculty at US 4-Year Universities, Fall 2012-Fall 2020

n = 2,045 institutions



1) Faculty and students who self-identified as American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Pacific Islander, or two or more races.

Why Making Change is Hard

Barriers to Tackling Evaluation, Training, and Workload

Our focus for today:



Never Enough Time or Capacity...Until Now

From 2020 onwards, institutions hired chief diversity officers and created committees to revisit faculty diversity and retention



Difficult to Spot the Biggest Problems

Universities rarely collect data on faculty retention or workload—or disaggregate it by race/ethnicity



Perils of Being a First Mover

Provosts and teams often come up short looking for successful examples from peer institutions

BIPOC Faculty Retention

Policies to Promote Equity and Career Advancement



Redesign **promotion and tenure policy** to broaden and clarify expectations



Train **committee members** to champion best-practice policy



Better manage **faculty workload** to reduce overwork



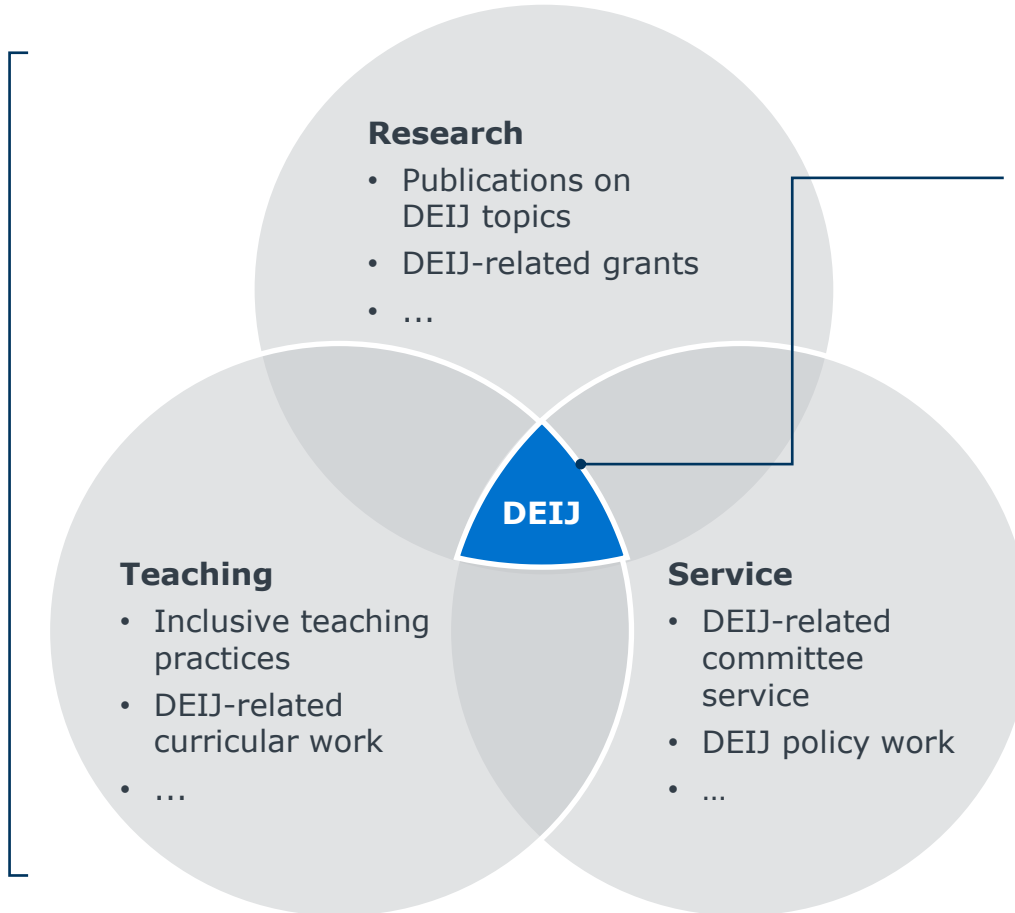
Charting a New Course to Tenure

Faculty at IUPUI Can Now Go Up for Tenure Based on DEIJ Contributions

IUPUI's New "Balanced-Integrative Case" Tenure Pathway

Balanced:

Faculty's work is **weighted equally** across the categories of research, teaching, and service



Integrative:

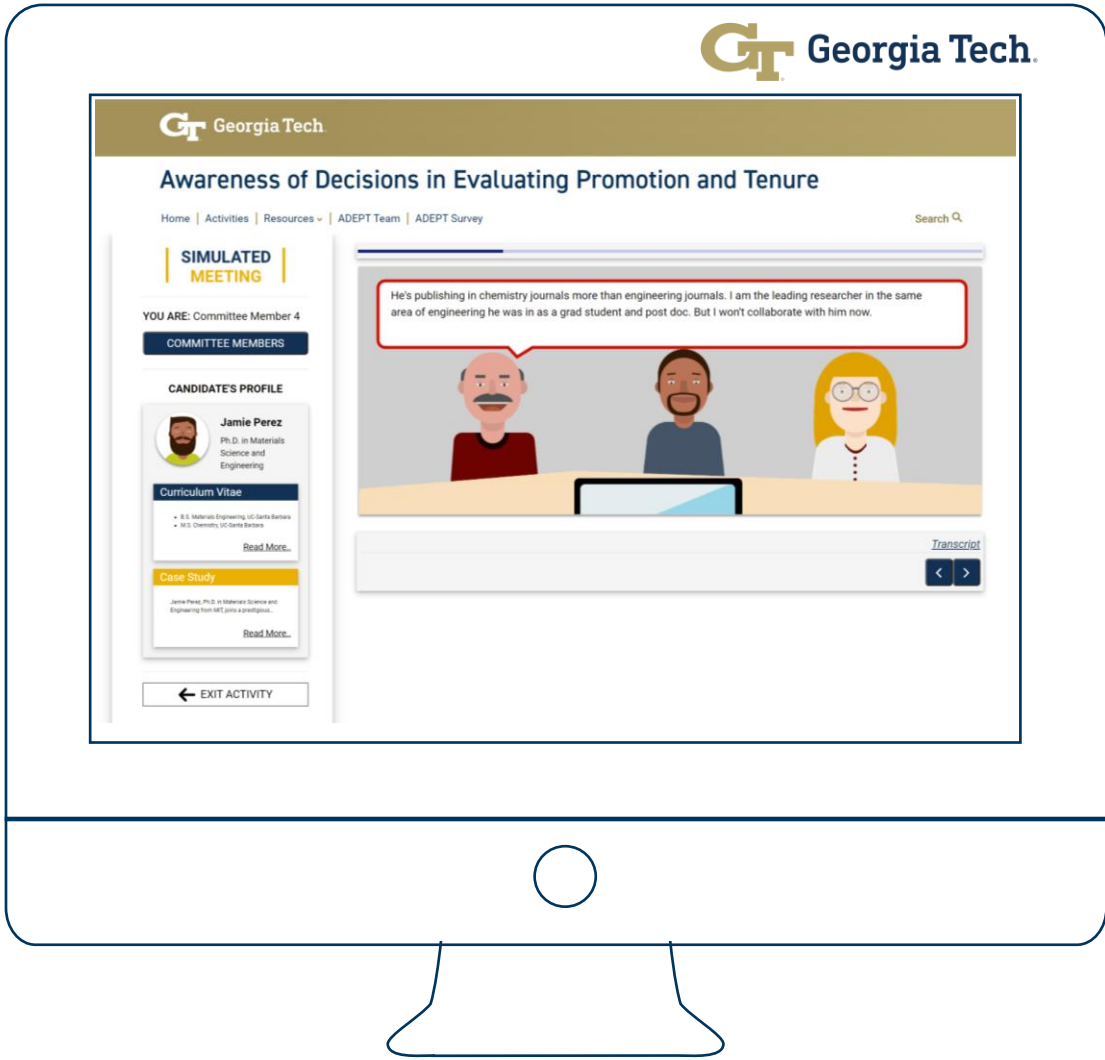
DEIJ contributions are evaluated **as part of** research, teaching, and service rather than something separate





Accessible Virtual Simulation Training

How Georgia Tech's Simulated Tenure Case Teaches Committees About Bias



A Quick and Easy Way to Apply DEI/J Concepts in a Simulated Setting



Simulated cases capture **different sources of bias** in promotion and tenure: teaching evaluations, invisible work, interdisciplinary research, etc.



Interactive activity lets participants **practice recognizing and reacting to bias** in the moment



Average time to complete each simulated case is **20 minutes**



Balancing Work Via Workload Agreements

Establishing Agreements is a Multi-Step Process

Faculty and Department Chairs Manage Up and Down to Create a Balanced and Equitable Workload

