AY20-2-F

1. Date Submitted: 8 June 2020
2. Title of Issue: Assurance of Diversity in P&T Committees
3. Description of Issue: To ensure that fairness, diversity of views, and implicit or unconscious biases are addressed in P&T committee meetings for applicants seeking tenure and/or promotion
4. Rationale for Submission: In P&T Committees comprising members from predominantly one race and/or gender, implicit or unconscious biases on race and/or gender issues are left unchecked in the evaluation and decision-making process for applicants. To ensure that fairness, diversity of views, and implicit or unconscious biases are addressed in P&T Committees, I recommend the following be included in the Faculty Handbook:
   1. all P&T Committee members at the Department, College, and University levels must pass an Implicit Bias Training program each year and be certified as Compliant in Assurance of Diversity before allowing access to each applicant's file in Monarch Workflow, be allowed to participate in P&T discussions, and be allowed to vote on each applicant's file at P&T Committee meetings
   2. In College P&T Committees that comprise members from predominantly one race and/or gender, the Dean of the College appoints at least one additional member from the College's Diversity, Equity, or Inclusion Committee as supplemental member(s)
   3. In the University P&T Committee that comprise members predominantly from one race and/or gender, the Provost appoints at least one additional member from a College's Diversity, Equity, or Inclusion Committee as supplemental member(s)
5. My Name: Soo Lee
6. Department: Management
7. Date: 8 June 2020
8. E-signature: S Lee

**Committee F recommends rejection of AY20-2F**. Part A

The committee finds this issue is of importance to the entire university community (not just one committee) and therefore recommends the Office of Academic Affairs develop and require training for all faculty in the university on the topic of unconscious bias.

**Committee F recommends rejection of AY20-2F**. Part B and C

The committee believes the current policy is adequate; only elected members from school/departments and colleges who meet qualifications should be members of Promotion and Tenure committees; Committee F found no evidence women and minorities had issues being awarded promotion and tenure.