

Promotion and Tenure Language in Support of DEI

IUP is committed to providing a welcoming, nurturing, and multivalent community of learners and scholars in an atmosphere of inclusion and equity. Further, IUP is committed to providing its students with the capabilities to contribute successfully and meaningfully with the skills needed in a multi-cultural workplace.

Faculty contribution is critical to the creation of such an environment and should be acknowledged and rewarded in the review process. DEI work, both in and out of the classroom, typically transcends traditionally recognized forms of scholarship and service by its interdisciplinary nature. Candidates should help the Promotion and Tenure Committees to understand and evaluate the nature of their work – but reviewers have a reciprocal obligation to evaluate such work on its own distinctive merits and not solely within traditional scholarly and service boundaries.

The Commission recommends implicit bias training for members of Tenure and Promotion Committees. Research supports the presence of unconscious preference of candidates who remind evaluation committees of themselves or their work and thus frequently critique harshly or undervalue candidates who seem different from themselves. (Gordon, 2021)

To assist both candidates and reviewers, the Commission has compiled guidelines to help understand the distinctive nature of DEI work within an academic setting.

DEI Scholarship

DEI scholarship is often interprofessional and thus it is complex and time intensive. It typically involves collaboration with community stakeholders and faculty from a wide array of disciplines and settings.

Scholarship includes:

Presentations

Community programming

Articles

Artistic expression and cultural production that reflects diverse voices and cultural communities underrepresented in the humanities and arts.

*Original Curricular and Assessment products
Assessment and analysis*

Service learning

Contributions to understanding the barriers facing women and underrepresented minorities

*Integration of interprofessional practices
and teaching*

As teaching, research, and interprofessional education gains in importance within the academy, not all scholarship will fit into traditional frameworks such as publications with first or last name hierarchies. Instead, alphabetical order is typically used to represent true collaboration.

DEI as Public Scholarship

IUP's commitment to Community and Civic Engagement aligns closely with work in the DEI community. As such, it falls squarely with the area of Public Scholarship. This is a methodology rigorous and intellectually sophisticated presentation to public audiences and non-peer reviewed journals. This scholarship advances knowledge by working with community

stakeholders and by public-facing presentations. This work is highly collaborative, and its goal is the to educate and benefit non-scholarly communities.

Scholarship includes:

Exhibits

Community-facing presentation

Curricular items

Websites

Community projects

Review committees must consider such things as the faculty's time commitment in building relations with the community, reciprocal learning, and experimentation, as well as collaborative grant writing with faculty, public stakeholders, and students. Reviewers need to also recognize experts from outside of the academy.

DEI Advising

As an overwhelming white and rural institution, those IUP's faculty who engage in DEI advising are trusted by our students and often carry a disproportionate workload compared to their more traditionally engaged colleagues. Sadly, they are often not rewarded accordingly.

Examples include:

Exceptional number of mentees

Emotional labor of engaging with students in distress, including after hours and on weekends

High number of "Advisees" in addition to those assigned as part of their required load

Participation in academic preparation and tutoring

The result of such extraordinary advising is markedly less time for scholarship and traditionally recognized advising. This works to such faculty's disadvantage in direct comparisons with those so not engaged.

DEI Teaching

Creating a diverse, equitable, and inclusive classroom goes far beyond the mere inclusion of text and scholarship from underrepresented groups, although that can and should feature when possible.

Contributions include:

Effective teaching strategies for the educational advancement of students underrepresented in higher education

Incorporation of work and contributions from traditionally underrepresented groups

Creation of an inclusive climate where culturally and socially underserved populations are included

Participation in professional development to enhance equity and inclusion in the classroom

Recognition of personal implicit bias, for example whose questions and comments are recognized first and fully.

Curriculum that readies student to interrogate and engage meaningfully with our global, diverse and constantly changing world

Develop materials that focus on diversity, equity, and inclusion

Inclusive and equitable teaching is more than skill transmission. Rather, it gives students self-agency and confidence to engage successfully as professionals and community members. The Commission notes that student stereotypes can translate into lower teaching evaluations for BIPOC, LGBTQ+, and women faculty, thus further undermining their likelihood of achieving tenure and promotion. This underlines the importance of proper onboarding of our first-year students and the continuous efforts at enhancing awareness of IUP multicultural values.

DEI Service

As IUP continues to build on its commitment to DEI education and community building, it is essential that faculty are recognized for service with a focus on DEI. Such recognition, the Commission hopes, will encourage others to service in this fashion.

Examples include:

Leadership in professional organization's DEI initiatives

Membership in university-recognized DEI committees

Participation in university outreach DEI initiatives

Leadership in organizing DEI events at every level of the university

Demonstrate leadership in strengthening ties with to recruit and retain underrepresented groups

Institutional Awards

Building a welcoming and diverse community requires DEI service across all aspects of university life, including those traditionally recognized by tenure and promotion committees.

Conclusion

The Commission recommend IUP tenure/promotion committees to positively acknowledge how DEI work overlaps across the three existing categories of university life, as well as recognizing the ways it does not fit into traditional forms and patterns of teaching, scholarship, and service. In this manner, IUP acknowledges the considerable time and labor involved in these activities, which may appear to impact a candidate's performance in the traditional areas and recognize that work as equally valuable to a faculty member's application. The IUP tenure and promotion committees and administration should also take steps to mitigate implicit biases as they evaluate applications. Research supports the presence of unconscious preference of candidates who remind evaluation committees of themselves or their work and thus frequently critique harshly or undervalue candidates who seem different from themselves.

We believe recognition of formal and informal DEI work and mitigating implicit biases in the tenure and promotion process will level the playing field and lead to improved recruitment and retention of a diverse faculty and ensure candidates are fairly evaluated in the tenure and promotion process. Additionally, recognizing and valuing DEI work furthers the university's goal of creating an inclusive learning community. It incentivizes current faculty of all backgrounds to engage in activities that directly promote all six of the university's strategic plan impact areas and support student success and retention.

The Commission hopes that by assisting applicants in articulating the nature of DEI work and helping to education members of the tenure and promotion committees, drawing attention to implicit bias, and marshaling administrative support to have DEI work recognized and valued, we will see candidates of all backgrounds rewarded for this essential work.