TENURE SCENARIOS

A faculty member going up for full professor is preparing her portfolio for submission. She shares with her chair that she has a paper that she has been trying to get a specific paper published but is having a difficult time. Instead of listening and brainstorming strategies with her, he tells her that she isn't trying hard enough or that the paper isn't good enough.

A faculty member reviews their teaching evaluations from students and finds they are low compared to other professors. An out gay man, he starts to question if his students don't accept him for who he is. He brings his concerns with some research studies that indicate evaluation bias to his chair. The chair blows past the potential of bias and suggests he hold more office hours, give easier tests, and consider being less "flamboyant" in the classroom.

A favorite faculty member known for classes with consistent waitlists prepares their portfolio for tenure. They lament that they haven't been able to pull in more research dollars or serve as a PI on a more significant grant, even though they have excelled as an instructor and mentor to marginalized students, particularly trans students. In a conversation seeking advice, the department chair suggests they submit more proposals and work harder to connect themselves with the 'right people.'

A Black faculty member meets with a tenure review committee member at their request because they were concerned with the service component of the faculty member's portfolio. The committee member advises the faculty to serve on a committee that has a more significant impact on the institution, such as budget or faculty governance, instead of focusing on outreach to urban pre-college schools, Black student programs, and student mentoring.

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