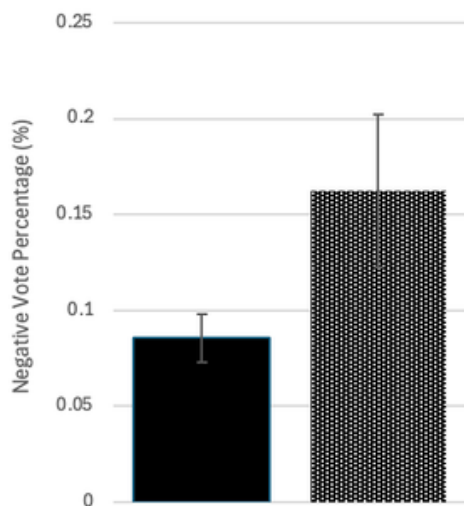
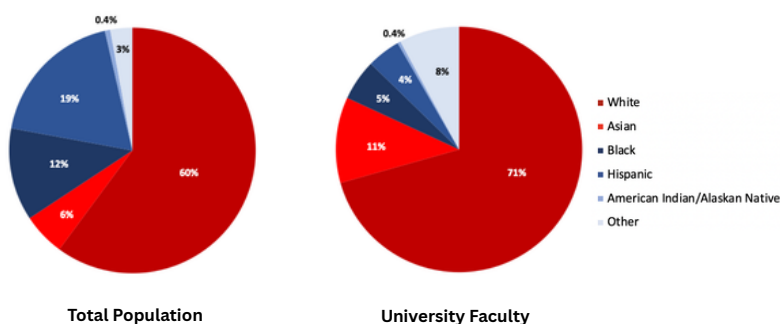


Center for Excellence in Faculty Advancement (CEFA): Identifying and Eliminating Systemic Racism in Promotion and Tenure Processes



#2411941: Racial Equity in STEM Education & #2100034 ECR-EHR Core Research

Underrepresented minority faculty in the USA face a double standard in promotion and tenure decisions

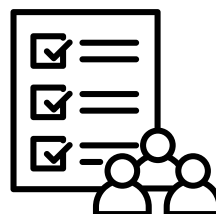


URM Faculty Experience 7% increase in Negative Votes

Evaluating multiple candidates simultaneously reduces racial disparities in P&T

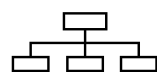
Forecasting Effect Results:

After surveying 300 Professors, only 18% predicted joint evaluations would improve outcomes for URM faculty

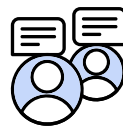


Joint Evaluation improves outcomes for URM faculty, leading to 11% less negative votes

S.E.T Faculty Up for Success: Structure, Empower, Transparency



Clear P&T Process, Structured portfolio requests, Structured ERL solicitations



Mentoring & resources to all candidates, choice in ERL writers & committee members, opportunity to review & respond



Composition of P&T decision makers, select appropriate ERL writers, processes regularly audited for equity concerns

Data

- CEFA is a consortium of 12 universities
- Collected over 2,000 P&T candidate portfolios & 10,000 external review letters
- Funding support from NSF #2411941, #2100034, #1409928, and Alfred P. Sloan Foundation

Challenge Area Overcome

- Volatility in external environment around support for faculty diversity, federal funding volatility



Christiane Spitzmueller, Principal Investigator
Juan Madera, Co- Principal Investigator
Erika Henderson, Co- Principal Investigator
Michelle John, Co-Principal Investigator

<https://cefasciencecareers.ucmerced.edu>

