

At Georgia Tech, we believe we thrive on diversity, equity and inclusion and we excel when all members of our community are represented fairly and provided the same advancement opportunities. Therefore, bias has no place in the promotion and tenure process. Bias is defined as prejudice in favor of or against certain persons, groups or characteristics. Those can include gender, race, ethnicity, sexual orientation, gender identity, disabilities, religion, among others. We encourage this committee to be alert and recognize any instances in which implicit attitudes or stereotypes might be influencing our process. If bias enters our discussion or deliberations in any way, it is our responsibility to point it out and immediately remove such perspectives and comments from consideration. It is also our responsibility to recognize that implicit bias may have influenced some supporting materials, such as teaching evaluations and letters. Our obligation is to provide each individual promotion and tenure case with an evaluation that is as fair and unbiased as possible.