**Scenario 4: Faculty of Color Denied Tenure**

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A faculty of color who was up for tenure at his institution finds out that he won't be tenured but instead offered a promotion. Upon request for further evidence, he is told that one of his publications was in a "self-published" journal. The professor finds the entire scenario confounding because the allegedly "self-published" journal is a highly respectable, double peer-reviewed, low acceptance rate journal, which is known for producing cutting edge research. Moreover, the professor's teaching evaluations and other records indicate an exemplary trail of accomplishments. The professor also received prestigious national grants and fellowships for conducting research. The professor's tenure committee was comprised of 3 colleagues who were all White, which the professor suspects might have led to a racially biased decision. The tenure committee's reasoning for denial does not offer clarification beyond the vague "self-published journal". The case has been gaining attention as the professor is a highly respectable member of their field, whose work and impact on students’ achievements are considered prominent by both students and colleagues in the field. The professor’s tenure denial has begun to gain traction in the news and many interested stakeholders are looking to the University for the next steps.

**Please complete the following reflection questions:**

1. How does the shift from diversity-focused to an antiracist framework inform your response to this case?
2. In what ways are your responses different from before?
3. What aspects of university culture, policies and practices need to be addressed in order to align our responses to this scenario with an antiracist framework.
4. What is the responsibility of this team in leading UConn to becoming an antiracist institution?