

Call for Nominations:

## Board of Scientific Affairs Task Force

## on Inequities in Academic Tenure and Promotion

## Deadline May 30, 2021

Nominations are sought for the **Board of Scientific Affairs Task Force on Inequities in Academic Tenure and Promotion**. The task force will consist of six to eight members, plus a liaison from the Board of Scientific Affairs. APA anticipates the task force will have eight to twelve virtual meetings and produce a brief report over the course of one year. Nominations may originate from individuals (including self-nominations), APA boards and committees, divisions, and state, provincial and territorial psychological associations (SPTAs).

## Task Force Mission

Develop guidance and considerations to address systemic inequities that affect the processes and outcomes of academic promotion and tenure.  In whole or in part, the guidance of this task force could be presented as a report to the APA Council of Representatives, and if accepted, could become a valuable resource used by academic department promotion/tenure committees or academic deans and department chairs in promotion and tenure considerations.

The task force will focus on the ways systemic barriers and inequities affect multiple aspects of the career trajectory of psychological scientists in academia, including recruitment, hiring, and support. Disparities in these career touch points can influence promotion and tenure decisions.  It is recommended that this task force focus specifically on documenting the range of disparities to increase awareness of them, and from that, offer concrete guidance and suggestions for external reviewers and promotion and tenure committees, both within departments in which psychological scientists are housed and on institution-wide committees that may benefit from better understanding of our discipline’s systemic disparities.  For instance, these disparities might include differences in the nature of one’s scholarship, differences in the number and nature of service expectations, differences in the availability of relevant resources, increased pressures to mentor and otherwise serve as a role-model for racial/ethnic minority students, and a sense of belonging in academia.

 The style, length, and recommendations of its report are open and will be determined by this task force.  Overall, it will be better for the task force to focus one’s efforts on specific and actionable issues (even if other challenges still remain). In addition, this task force may provide broader recommendations to rectify systemic disparities and/or recommend to the Board of Scientific Affairs that a subsequent task force be charged with other important next steps.

## Nominee Qualifications

The Board of Scientific Affairs is seeking a balanced task force that broadly represents APA’s diverse membership including disciplinary focus, demographic diversity and diversity of career stage. Promotion and tenure committee experience is desired along with a commitment to equity, diversity and inclusion.

Expertise and experience sought:

1. Systemic inequities in academia
2. Professional development among faculty
3. Racism, discrimination
4. Diversity leadership within academia
5. Promotion and tenure policy and procedures

## How to Apply

Nominees must be members of APA or willing to join. Each nomination packet must include the information listed below.

* Curriculum vitae
* Brief statement of interest (max 200 words)
* Completed diversity matrix (see below)

Please use the diversity matrix below to submit a nomination packet by May 30, 2021**.**

Please direct nominations and questions to Peggy Christidis at pchristidis@apa.org.

**\*This information is being collected for the purpose of creating a balanced task force. dISCLOSURE OF ANY INFORMATION IS VOLUNTARY.**

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| **Nominee:** |
| **Nominated By:** |
| **Expertise and Experience** |
|  | **Check all that apply** | **Notes** |
| Systemic inequities in academia |[ ]   |
| Professional development among faculty |[ ]   |
| Racism, discrimination |[ ]   |
| Diversity leadership within academia |[ ]   |
| Promotion and tenure policy and procedures |[ ]   |
| **Diversity of Work Setting** |
|  |  | **Notes** |
| Academic |[ ]   |
| Independent/Institutional Practice |[ ]   |
| Public Service |[ ]   |
| Science/Research (non-university) |[ ]   |
| Other *(please specify in notes)* |[ ]   |
| **Diversity of Career Stage**  |
|  |  | **Notes** |
| Student |[ ]   |
| Early Career (<10 years from doctorate) |[ ]   |
| Mid-Career (10-25 years from doctorate) |[ ]   |
| Late-Career (>25 years from doctorate) |[ ]   |
| **Demographic Diversity** |
|  |  | **Notes** |
| Disability |[ ]   |
| Gender |[ ]   |
| LGBTQ |[ ]   |
| Race/Ethnicity  |[ ]   |
| Religious Minority  |[ ]   |
| **Additional Considerations or Other Types of Diversity**  |
|  |  | **Notes** |
| Non-Psychologist |[ ]   |
| Psychologist: Non APA Member |[ ]   |
| Geographical Diversity |  |  |
| Other (please specify in notes) |[ ]   |