

*An Advisory Statement on Avoiding Bias to Promote Fairness in Promotion and Tenure Decisions*

The process of faculty promotion, including granting of tenure, should be fair and equitable to all candidates. Marquette University values a diverse and inclusive ces.

- Oberle CD , Nagurney AJ, and Lee CN (2011) Implicit Prejudicial Biases in Student Learning: The Effects of Sexual Orientation. Journal of Homosexuality 58:4, 447-461. [Link to article](#)
- Reid LD (2010) The role of perceived race and gender in evaluation of college teaching on RateMyProfessors. Journal of Management Education 44:5, 519-538