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 7(2 +65'%)'(7!' - (!*&)5!&6- (%(6'!&6!5', 7(6'!(?)4,)'&+65!+:!')(1-&69#!<(!1), '&+, 5!)67!- , 2 *4(!&6!
 &6'(%3%('&69!)67!1&'&69!V,)6'&')'&?(!2 ()5,%(5!:%+2!' -(!FPG5#!<(!) .)%(0!:+%!(K) 2 34(0!' -)'!)6!
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DD!:+%!)*%&(:!*,'!&6:+% 2)'&?(!%()7&69! . &' -!)!3%)1'&1)4!* (6'0!5(("Questions to Consider during Promotion & Tenure Review Processes."!Rochester Institute of Technology, November 30, 2016. <https://www.rit.edu/nsfadvance/assets/pdf/promotionandtenureworkshopunconsciousbiashandout%2030nov2016.pdf>.

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