Toiling Toward Tenure: How Whiteness Colors the Tenure Process

Overview
Faculty perspectives of the tenure process at Illinois to understand the ways in which Whiteness (e.g., White norms and White privilege) interacts with the tenure process and suggestions for future research and implications for campus.

Research Questions
• How does white privilege influence the tenure process
• What does white privilege look like in each step in evaluation

Teaching
• Cultural differences in learning frameworks
• Teaching and learning
• Consequences of ICES with faculty of color when rated by white students

Participants
• African-American Male Associate Professor, College of LAS, Tenured
• White Female Associate Professor, College of LAS, Tenured

Service
• Political Activism
• “Time Tax”

Quotes
• “White kids don’t know how to listen.” African-American Male, Tenured
• “Institutional racism is invisible to the people in power.” White Female, Tenured

Key Themes
• Racism
• Opression
• Color-Blind Ideology
• Wealth
• Tenure
• Whiteness

Faculty Members of Color

Whiteness and the University, Ethnography of the University

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