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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!  
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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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