

Examples of unwritten 'policies'

Faculty of color asked to publish “more” beyond what is explicitly stated in personnel docs—but White faculty is not

University makes a big deal about the value of interdisciplinarity. Department makes trouble for T&P candidates of color with regard to interdisciplinarity (that's not sociology! That's political science!)...but not with whites (like me, who publishes in performance studies and cultural studies journals in addition to sociology and had no problem in the T&P process).

A couple in the same department were given their mid-term Associate Professor review. The BIPOC faculty was reminded that they need to publish, while the white person was not, even though the BIPOC faculty published more.

Certain publications are considered more “prestigious” than others