Dear
Mr./Ms./Mrs.
removing gendered language from promotion & tenure processes
by Deana Brown
Assistant Professor Librarian
Hello!

I am here because I saw a “wrong” and set to make it “right”

ALSO I’m the librarian for Gender Studies

You can reach me at: deanabrown@boisestate.edu
Does one's gender identity or marital status matter when going up for tenure?

No!

Then why are we still using gendered language in our processes?!
We used to predominantly use he/him/his. What’s some of the history of these changes?

What do promotion and tenure guidelines look like at neighboring institutions?

How does Boise State University compare?

Can we change this language?
Some History
We’ve Been Here Before

Sweden: Hen

Finland: Hän

United Kingdom: salesman 1975

APA
Data Gathering
What if one P&T policy is longer than another?

Good point!
How about percentages instead?
Can this language be changed?

YES!!!!

Department/ College

University
“Avoiding Heterosexual Bias in Language” APA Committee on Lesbian and Gay Concerns, 1991

“2016 Annual Report of the Committee on Sexual Orientation and Gender Diversity” APA


“Sexism and Attitudes Toward Gender-Neutral Language The Case of English, French, and German” in Swiss Journal of Psychology 2012
Thank You!

I’m Deana Brown

I’m the librarian for Gender Studies.

Let’s chat!

deanabrown@boisestate.edu

Find my slides at

works.bepress.com/deana_brown