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WRITTEN UNWRITTEN

Diversity and the
Hidden Truths of Tenure

EDITED BY
Patricia A. Matthew

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From The University of North Carolina Press : Written/Unwritten: Diversity and the Hidden Truths of Tenure
before purchasing it in order to gage whether or not it would be worth my time, and all praised Written/Unwritten:
Diversity and the Hidden Truths of Tenure:

0 of 0 people found the following review helpful. An important read for administrators and facultyBy R. MartinezI
agree with Dr. Allen. I found the book to be a critical analysis of the problem and not a sugar coated "how to" in order
to make oneself presentable to the academic status quo I found the first person essays to be enlightening with both
theoretical and agentive insights.1 of 1 people found the following review helpful. A good read of individuals'

experiencesBy Dr. C PatrickI enjoyed the book... the interviews were interesting... however not a generalizable as I would anticipated. Based on individual stories-- but good information nonetheless.3 of 3 people found the following review helpful. Read this Book, and Buy Another Copy for Your Provost !By Dr. AllenWritten/Unwritten is not a how to, written to faculty of color; but is a demonstrative critical survey. The first-person essays look incisively at the issue from a number of angles. Like all anthologies, some chapters will be more useful to particular readers than others. Still, as I tell my students, one must actually generously engage the entire text before passing judgment. While some important how to books give targeted practical advice to faculty of color, they offer no critical analysis of the problem (as this is not the aim of the authors). On the other hand, other works forcefully take on affirmative action foes in an erudite and tightly argued way.I think that Matthew does an excellent job of steering clear of just the sort of expected language and sociological tropes the first commenter cites. (I want to implore a previous commenter, Dr. Linda, to actually read the entire book). Matthew has chosen an array of stories with clear salience across the diverse themes, subject positions, ranks, geographies, politics and institutional locations of her speakers/interlocutors in the book. She frames the essays through her historical, critical and personally inflected introduction and up to the minute, forward-looking conclusion. Certainly this book, like all books, is not for everyone; but everyone with a personal and professional stake in this should buy a copy and even more importantly, buy an additional one for your Provost!

The academy may claim to seek and value diversity in its professoriate, but reports from faculty of color around the country make clear that departments and administrators discriminate in ways that range from unintentional to malignant. Stories abound of scholars--despite impressive records of publication, excellent teaching evaluations, and exemplary service to their universities--struggling on the tenure track. These stories, however, are rarely shared for public consumption. Written/Unwritten reveals that faculty of color often face two sets of rules when applying for reappointment, tenure, and promotion: those made explicit in handbooks and faculty orientations or determined by union contracts and those that operate beneath the surface. It is this second, unwritten set of rules that disproportionately affects faculty who are hired to "diversify" academic departments and then expected to meet ever-shifting requirements set by tenured colleagues and administrators. Patricia A. Matthew and her contributors reveal how these implicit processes undermine the quality of research and teaching in American colleges and universities. They also show what is possible when universities persist in their efforts to create a diverse and more equitable professorate. These narratives hold the academy accountable while providing a pragmatic view about how it might improve itself and how that improvement can extend to academic culture at large.The contributors and interviewees are Ariana E. Alexander, Marlon M. Bailey, Houston A. Baker Jr., Dionne Benson-Smith, Leslie Bow, Angie Chabram, Andreana Clay, Jane Chin Davidson, April L. Few-Demo, Eric Anthony Grollman, Carmen V. Harris, Rashida L. Harrison, Ayanna Jackson-Fowler, Roshanak Kheshti, Patricia A. Matthew, Fred Piercy, Deepa S. Reddy, Lisa Sanchez Gonzalez, Wilson Santos, Sarita Echavez See, Andrew J. Stremmel, Cheryl A. Wall, E. Frances White, Jennifer D. Williams, and Doctoral Candidate X.

The powerful testimony from veteran and young scholars in Written/Unwritten illustrates the barriers that still must be shattered, while also pointing the way forward to creating a more inclusive, diverse and intellectually vibrant academy.--Diverse: Issues in Higher EducationThese essays are now, more than ever, a timely and courageous contribution to the exploration and critique of the operation of power as it refracts against diverse, non-dominant identities in American higher education.--James H. McDonald, NY Journal of Books Written/Unwritten: Tenure and Race in the Humanities is a game changer in the burgeoning public conversation on diversity in the humanities. This fine collection will sit on the table in my office to be perused, jotted in the margins, and possibly 'stolen' by students and junior colleagues because it is the sort of work that can shift a person's perspective and save more than careers.--Jafari Allen, author of iVenceremos?: The Erotics of Black Self-making in CubaI don't think there has been a more important higher education book in the last thirty years than Patricia Matthew's Written/Unwritten, which obliterates the notion that all we need in our nation's colleges and universities is more black and brown professors. In pieces that are at once brilliantly personal and critical, Matthew and her contributors show us how professors of color, and primarily black women professors, are critiqued and disciplined so much more harshly while being asked to do work their male colleagues would never be asked to do. We've been waiting generations for this book. This book will change the way evaluation and value are ritualized at America's colleges and universities.--Kiese Laymon, author of Long Division and How to Slowly Kill Yourself and Others in AmericaThrough the voices of faculty of color who have endured the rigors of the tenure and promotion process, Patricia Matthew's valuable book gives academics an opportunity to reflect on how to deal with experiences of marginalization and a noninclusive workplace environment.--Dwayne Mack, Berea College, co-editor of Beginning a Career in Academia: A Guide for Graduate Students of ColorAbout the AuthorPatricia A. Matthew is associate professor of English at Montclair State University.