



“Validity and fairness in promotion and tenure: Where and when is fairness in jeopardy?”

Dr. Christiane Spitzmueller, Vice Provost for Academic Affairs and Strategy at the University of California, Merced, and Dr. Juan Madera, Curtis L. Carlson Endowed Professor at the University of Houston, will share their findings from the study of more than 10,000 external review letters from over 2000 promotion cases at ten universities.

Join us Tuesday, Sep. 19
1 p.m. EST / noon CST

[Register here](#)



Christiane Spitzmueller
Vice Provost for Academic Affairs and Strategy

Dr. Spitzmueller is the Vice Provost for Academic Affairs and Strategy for UC Merced. She joined UC Merced in 2022 with two decades of higher education experience. She is an experienced data-driven academic administrator with expertise in strategic planning and implementation. Dr. Spitzmueller led the University of Houston’s NSF ADVANCE grant, and currently serves as a Co-PI on a nine-institution \$2M NSF-funded research consortium dedicated to examining validity and bias in promotion and tenure decision making. Dr. Spitzmueller has worked as an academic in four countries, and has conducted industry-funded research work with NGOs and energy companies for two decades. Her team’s work on mindfulness in offshore oil and gas was awarded the Center for Offshore Safety’s leadership award for advancing safety in offshore oil and gas operations.

Dr. Spitzmueller earned her Bachelor’s degree in Psychology at the University of Koblenz-Landau. Supported through a Fulbright scholarship, Dr. Spitzmueller completed a Ph.D. in Industrial and Organizational Psychology at Bowling Green State University and joined the faculty of the University of Houston in 2003



Juan Madera
Curtis L. Carlson Endowed Professor

Dr. Madera is the Curtis L. Carlson Endowed Professor at the University of Houston. His research interest includes workplace discrimination, diversity, equity, and inclusion and has authored over 90 peer-reviewed journal articles and is the recipient of grants and fellowships from the NSF, Sloan Foundation, and Ford Foundation. He received a PhD in psychology from Rice University.

