The faculty of the sociology department would like you to reconsider your decision to stop the tenure process of Dr. Kyra Greene. We would like you to undertake this reconsideration based on two factors. First, during your tenure at the university one of your primary goals has been to create a more diverse student body and a more diverse faculty. Dr. Greene is a female African American. And as you know, African American females are one of the most disproportionately underrepresented groups in academics and as tenure track and tenured faculty. It seems that not allowing Dr. Greene to complete the tenure process is inconsistent with diversity goals. Even if Dr. Greene failed to achieve tenure in the next two years, by reversing your decision, you would have at least given her the full opportunity to succeed. The history of denying certain groups of people the opportunity to succeed is one of the primary reasons there need to be diversity goals at all.

Second, the goal of diversity is not just to have a faculty that represents various groups in society, but because a diverse faculty is beneficial to students, especially students from minority groups. The cohorts in our graduate program are extremely diverse. And the program consistently produces students who go on to PhD programs at prestigious universities. Students in this year’s graduating cohort have been accepted in PhD programs at UCSD (one in sociology and one in ethnic studies), UC Santa Barbara, University of Chicago, UCLA, and the University of North Carolina. And all of these students are minority females except one. In her time at San Diego State, Dr. Greene has played an extremely important role in our graduate program. She teaches in the graduate program, she serves on thesis committees and she mentors our graduate students. Among those graduating this year, she has played a significant role in either their academic development and/or their personal growth. As a faculty, our view of Dr. Greene’s importance to the department, the students and the university was confirmed and even highlighted when thirteen students past and present went to visit you during your open office hours to let you know how important Dr. Greene had been for them during their time at the university.

We hope that you might consider these factors and allow Dr. Greene to complete the tenure process.