

UPDATED 12/18/20 – The deadline for proposal submissions for the first round of the Anti-Racism Faculty Hiring Initiative has been extended by two weeks. Submission will open as announced, on Monday, January 4, 2021, and will remain open until COB on Monday, February 8, 2021

UM Anti-Racism Hiring Initiative

Rationale

Race and racism intersect the major challenges of our society, which include, but are not limited to, social justice, health equity, and climate change. As a preeminent public institution, committed to building knowledge and advancing diversity, equity, and inclusion, the University of Michigan should continue to pursue these aims through research, education, and societal engagement that advances racial equity.

Concept

This three-year hiring initiative will bring at least 20 new tenure-track faculty, no more than 8 in year one, with scholarly expertise in racial inequality and structural racism to schools and colleges across campus. Building on faculty in our community, it will spark unique collaborations, produce focused impact on education and society, bring visibility to a critical mass of scholars who are shedding light on issues of race and racial justice, and deepen our expertise in teaching on anti-racism and racial justice. In order to achieve transformative outcomes across the university, the initiative will have a shared, collaborative infrastructure on campus to support research. This connective tissue will promote interactions among initiative faculty across units and with faculty already on campus to enhance and amplify their research. The resulting scholarly, educational, and public impact will help the campus and society better understand and engage in the pursuit of racial justice and will extend beyond the three years for the hiring initiative to have lasting impact in further establishing the University as a leader in this area.

Racial justice focuses on policies and structures that achieve racial equity within society, as well as racially just professional and civic practices that counteract bias and inequity in every field. The initiative will recruit faculty who have scholarly expertise on bias and power within society and actions to change racial inequities in policies, structures, and human interactions. It encourages an intersecting focus on pressing social challenges, including environmental justice and health equity.

Environmental justice entails a racial equity focus on our physical, climate, and social environments. Health equity focuses on policies, systems, resources, and professional practice that creates racially equitable and inclusive health care. These are two areas of existing focus across the University of Michigan campus that can be strengthened by the hiring cluster. Focus on additional areas—for example, educational disparities, technologies of surveillance, the prison pipeline—is encouraged as well. All hires will share a focus on systemic and other forms of racism and the elimination of racial injustice. The primary goal of the initiative is to build on, expand, and deepen the world-class interdisciplinary scholarship on race and racial justice at the University of Michigan. It will also enhance the breadth and depth of UM's course offerings in these areas, and provide opportunities for mentoring of graduate students, post-docs, and other professionals interested in these topics.

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The National Center for Institutional Diversity (NCID) will provide connective tissue, serving as a driver of cohesion and collaboration for the initiative across units. NCID will leverage its existing resources, including the Diversity Scholars Network, and its extensive experience developing and supporting faculty with a commitment to diversity, equity, inclusion, and justice to strengthen community among initiative hires and expert faculty currently on campus. Leveraging additional funding from the provost's office, NCID will provide resources to this broader community of scholars to develop new lines of research and new pedagogical and curricular advancements, innovative trans-disciplinary training projects, and new community-based partnerships.

In addition, the University of Michigan Office of Research (UMOR) will partner in funding with the provost's office and NCID to catalyze innovative research and scholarship under the auspices of the Anti-Racism initiative, and will provide critical expertise and resources to initiative faculty for supporting research, scholarship, and grant development.

Support will include:

- Research support for GSSAs, post-docs, and program managers who work in related areas and will both provide research assistance and facilitate building connections between researchers
- Small catalyst grants to promote new project planning and collaboration among initiative hires and current U-M faculty
- Innovation advancement grants for interdisciplinary team work on an articulated scholarly project that advances theory, methodology, and action. These will prioritize teams that include collaborations among initiative hires and/or of initiative hires with current U-M faculty
- A campus-wide conference on a focused topic related to anti-racism that brings together initiative hires along with other U-M faculty, students, staff, and local/national community partners

This infrastructure will stimulate sharing, exchange, and innovation in research and in modes of public engagement to address racial inequality, increasing both the diversity and quality of our public impacts.

In conjunction with the Anti-Racism hiring program, the U-M Biosciences Initiative will be granted up to four tenure-track hiring exceptions for this year under its previously launched funding and hiring program for Biosciences areas. These Biosciences positions will be in addition to the 20 supported here. The faculty they bring to campus will have a dedicated record of professional and civic practices that counteract bias and inequity in their fields.

In addition, the Medical School will join the Anti-Racism initiative with up to 2 tenure-track faculty hires approved this academic year and up to 4 over the three-year duration of the initiative. These positions, which will have their own funding structure, will also be in addition to the 20 supported here. The EVPMA will grant hiring freeze exceptions for any Medical School hires selected this year and for as long as the hiring freeze remains in place. To enhance

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interactions across campus, proposed Medical School hires must be part of cluster proposals that include at least one other school or college.

Process

Hiring proposals from units may involve faculty searches or target of opportunity hires at any rank. It is envisioned that postings and advertisements for this initiative will have common language that includes the key notions of racial equity and anti-racism.

Deans as well as groups of faculty will be invited to submit proposals for linked hires of 2 or more tenure-track faculty whose research or scholarship will advance understanding of how to confront these challenges. Proposals may include plans to hire within a single unit or across units (with the exception of the Medical School as noted above); proposals for individual hires will not be considered for this funding. Proposals will be evaluated on the coherence and potential impact of the proposed research area, and its promise of creating or strengthening knowledge communities on campus.

Criteria for eligibility include:

- Thoughtful attention to existing areas of strength on our campus and how to build on them or shape new areas of interest in response to them, including through engagement across departments and across multiple schools and colleges
- Evidence of consultation with faculty in relevant areas of expertise
- Attention to the sustainability of activity in the proposed area/discipline and of support for the work of new hires. As part of this, each unit involved should explain how this hire complements its needs and strategy both in anti-racism and broadly in the unit
- Evidence of stimulating collaboration among new hires and existing faculty within the school or college, including investment by the school or college in collaboration within the unit
- Evidence of career development plans (mentoring committees, LAUNCH committees, other professional development supports) for new hires regardless of stage of career
- Evidence that the expertise of the new hires will impact existing curriculum within the unit (e.g., create greater capacity for R&E courses, expand training capacity around research methods with minoritized or marginalized communities)
- Plan to ensure that the new hires will not be given inequitable workloads or have unreasonable service demands, given that many are likely to be in high demand for assigned and invisible labor, particularly around DEI work

Schools and colleges will have their own processes in place for proposal development and submission. Faculty interested in submitting proposals should be in touch with the dean(s) of the proposed hiring unit(s) early in their planning work.

Funding

Initial hires will receive exemptions from the current hiring freeze (up to 8 for the cluster initiative and 4 for the Biosciences initiative for the initial round; as noted above, exemptions for proposed hires in the Medical School will be given by the EVPMA). All cluster initiative positions will be co-funded by the provost and participating units. The provost will provide 50% of base salary as well as 50% of start-up costs up to a predetermined level. Additional positions

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fulfilling the goals of the initiative may be created by units themselves, without initiative funding from the provost, but with the hiring freeze approval process still in place. Proposals selected will have no more than three years to fill the positions they have identified.

Proposed Implementation of the Cluster Hiring

The members of the selection committee, who will review proposals to initiate searches and make hires, will be:

Audrey G. Bennett, University Diversity and Social Transformation Professor and Professor of Art and Design, Stamps School of Art and Design
Sara Blair, Vice Provost for Faculty and Academic Affairs, Patricia S. Yaeger Collegiate Professor of English, LSA and Chair of the Selection Committee
Tabbye Chavous, Director, National Center for Institutional Diversity, Associate Vice President for Research, University of Michigan Office of Research, Professor of Psychology, LSA and Professor of Education
Alec Gallimore, Robert J. Vlastic Dean of Engineering
Patricia Hurn, Dean, School of Nursing
Jonathan Massey, Dean, Taubman College of Architecture and Urban Planning
Paul Mohai, Professor of Natural Resources and Environment, School for Environment and Sustainability
Sandra L. Momper, Associate Professor of Social Work, School of Social Work
Anthony P. Mora, Associate Professor of American Culture, History, and Latino/a Studies, LSA
Enrique Neblett, Jr., Professor of Health Behavior and Health Education, School of Public Health
Margo Schlanger, Wade H. and Dores M. McCree Collegiate Professor of Law, Law School
Alford A. Young, Jr., Edgar G. Epps Collegiate Professor of Sociology and Professor of Afroamerican and African Studies, LSA and Professor of Public Policy, Ford School of Public Policy

The process will be open for the first round of proposals as of Monday, January 4, 2021. To be eligible, proposals must include support letters from the relevant department chair(s) and dean(s) or director(s), providing evidence for the engagement, consultation, strategic planning, and plans in support of initiative faculty described in the criteria above. The deadline for consideration in round one is 5 pm, Monday, February 8, 2021. Proposals should be submitted to Proposal.Submissions.AntiRacism.Hiring.Initiative@umich.edu. Decisions will be announced approximately four weeks from that date. All initiative hires will be subject to our usual hiring procedures, including the submission and approval of AEOs. In the event of split decisions from the committee final decisions will be made by the provost.

12.18.2020