

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

WN21 Anti-Racism Faculty Hiring Initiative Proposal Submission Guidelines

Each proposal for the Anti-Racism Faculty Hiring Initiative for two or more tenure track hires must include the following (maximum word lengths indicated):

1. Cover sheet including name(s) and contact information for proposal lead(s) and names and affiliation for all current faculty engaged in proposal activity

2. Rationale for the proposed cluster (1000 words)

This should include evidence of attention to existing areas of strength on our campus and how the proposed hires will build on them or shape new areas of interest in response to them, including through engagement across departments and/or multiple schools and colleges. The rationale should also include clear evidence of consultation with current faculty in relevant areas of expertise.

3. Search process

Information about timing and a specification of each search and/or target of opportunity framework. Please include a position description for each proposed search and/or an account of each proposed target of opportunity hire (maximum 500 words each).

4. Discussion of sustainability and impact (1000 words):

Reviewers will attend closely to the sustainability and longer-term impact of the activity in the proposed areas or disciplines. Please include:

- An account by each participating unit of how proposed hires will complement its needs and strategy, both in the area of anti-racism and more broadly in the unit, and how the hires will build or amplify new or existing research strengths
- Discussion of the impact that the expertise of new hires will have on existing curriculum within the unit (e.g., expand training capacity around research methods with minoritized or marginalized communities, create greater capacity for R&E courses or course development)

5. Evidence of support for the work of new hires (500 words):

- Evidence for each participating unit's commitment to stimulating collaboration among new hires and existing faculty within the school or college, including an account of the unit's investment in this collaboration
- Proposed career development plans—which might include mentoring committees, LAUNCH committees, and other professional development supports—for new hires regardless of their career stage
- Plan to ensure that new hires will not be given inequitable workloads or have unreasonable service demands

6. Support letter by the dean of participating unit(s). Letters should attest to each dean's support for the proposal, including the unit-level resource provisions it outlines and unit-level funding and mentoring support plans for new hires.

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Proposals should be double-spaced, assembled in the order indicated above as pdf documents, and submitted to Proposal.Submissions.AntiRacism.Hiring.Initiative@umich.edu. Submissions will open Monday, January 4, 2021 and must be received no later than 5 pm on Monday, February 8, 2021.

12.18.2020