

Winter 2021 Anti-Racism Tenure Track Faculty Hiring Initiative FAQs

2.4.21

We encourage interested faculty to consult the published initiative [Program Description](#) and [Proposal Submission Guidelines](#) for information about the aims and scope of the hiring program and about proposal selection criteria. Additional information about the provost's Anti-Racism Initiatives is kept on the provost's website at [this link](#).

Additional FAQs may be added as appropriate.

Proposal planning

1. *Is there any strategic advantage or disadvantage for proposal writers regarding the number of hires being proposed in a single proposal?*

With respect to evaluation by the provost's selection committee, there is no advantage or disadvantage to the number of hires proposed in a single proposal. Whatever the number, the provost's selection committee will evaluate proposals using the published criteria (see the [published submission guidelines](#)), both with respect to the coherence and potential impact of the proposed research area and provisions for stimulating collaborations and supporting the work of the new faculty hires.

Please note, however, that individual schools and colleges may have unit-level requirements with respect to numbers of proposed hires that are specific to the goals and needs of the unit. We encourage all faculty interested in submitting proposals to work closely with their dean's offices.

2. *We have been working in our unit on a single tenure-track faculty hire that would appear to fit the aims of the anti-racism tenure-track faculty hiring initiative. Can we submit that proposal through the initiative?*

Given its central aims, proposals for stand-alone single hires are not eligible for funding through this initiative. We remind deans and faculty that there are other mechanisms in place to support hiring that will enhance and extend campus capacity for research, scholarship, teaching, and other activity focused on diversity, equity, and inclusion. Faculty interested in pursuing such hires should consult with their deans.

3. *Is there any strategic advantage or disadvantage in proposing junior or senior level hires?*

The provost's hiring initiative selection process does not prioritize hiring at either the junior or senior level. The provost's selection committee will apply the published criteria (see the [published submission guidelines](#)) to all submissions regardless of rank for proposed hires.

As above, however, please note that individual schools and colleges may have unit-level requirements with respect to preferred levels of seniority that are specific to the goals and needs of the unit. We encourage all faculty interested in submitting proposals to work closely with their dean's offices.

4. *Is there any strategic advantage or disadvantage in proposing person-specific hires or open searches?*

The initiative makes no stipulation about hiring mechanisms. As per the [published submission guidelines](#), the provost's selection committee will consider proposed hiring mechanisms (search, person-specific) as these relate to the stated aims of each proposal. Proposals may focus on person-specific hires, on open searches, or on a combination of both.

5. *Should proposals provide information about candidates, and/or list names of candidates?*

As per the [submission guidelines](#), proposals should include a position description for each proposed search and/or an account of each proposed person-specific hire. Proposed candidates may be specific individuals or a field of individuals or possible candidates.

6. *Is there any difference between the criteria of eligibility and the selection criteria?*

No. All proposals will be evaluated according to their rationale, account of the proposed search process, sustainability and impact of the proposed activity, evidence of support for the work of the new hires, and evidence of the unit's support for the proposal. More detailed explanations of the criteria are available in the published [proposal submission guidelines](#).

7. *How should a proposal involving multiple units (e.g., schools, colleges, institutes, and centers) be submitted?*

Proposals involving multiple units should be presented as a **single (joint) proposal** for all proposed hires linked under the proposal. The initiative and submission guidelines emphasize synergies across hires and units, which the joint proposal should reflect. As detailed in the proposal submission guidelines, each proposal must include a letter from the dean of each participating school or college to reflect that unit's aims and plans to support their new faculty.

Proposal selection and follow-up

1. *How many proposals will be funded by the initiative in the first round?*

No more than 8 positions across campus, and no more than an additional two in the Medical School, will be funded by the initiative in the initial round. The actual number may be smaller, however, depending on the hiring configurations of successful proposals and on the fit of first-round proposals with the goals of the initiative. The bulk of the initiative's positions—up to 20 in total, with a potential 4 additional in the Medical School—are reserved for future selection rounds, to support ongoing and thoughtful work on planning and collaboration within and across units.

2. *Might partial awards (e.g., funding of 2 out of 3 slots in a proposal) be granted?*

Although the selection committee will evaluate proposals holistically, it is possible that a proposal might be funded partially.

3. *For proposals selected for initiative funding, how long will positions for hiring faculty members through this initiative remain open to fill?*

Proposals selected for funding through the initiative will have up to three years from the time of approval notification to fill the positions identified.

4. *Can units (colleges, schools, departments) form search committees to hire faculty members through this initiative after proposals have been selected for this first round?*

Units may begin search processes for positions identified in initiative-approved proposals at any point after approval notification, in accordance with unit policies. In the case of cross-unit proposals, units should consider how they might coordinate timing of searches to support cohort-building.

5. *What feedback can proposers expect to receive regardless of outcome?*

The provost's selection committee will provide general feedback on the published evaluation criteria to all proposal leads.

6. *If a proposal is not successful in the first round, can a revised proposal be submitted in subsequent rounds?*

Yes. There is no restriction on submission in subsequent selection rounds.

Scope of the hiring initiative

1. *How many rounds of submission will the initiative have and when will they be rolled out in the future?*

There will be three submission rounds in total. We anticipate that round two will open by summer 2021. Across the rounds, we hope to balance support current work on hiring proposals with the opportunity to learn from experience of the process across campus and in the units. Further details about additional rounds will be forthcoming during Winter term 2021.