

WN22 U-M Anti-Racism Hiring Initiative
Round 3 – Winter, 2022
Program Description
[Provost's Anti-Racism Initiative Website](#)

Rationale

Race and racism intersect the major challenges of our society, across all sectors and forms of activity. 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 with scholarly expertise in racial inequality and structural racism to schools and colleges across campus. The hiring initiative began with round 1 in Winter, 2021, continued with the second round in Fall, 2021, and will conclude with this third and final round in Winter, 2022. In total, 15 new faculty positions have been selected for funding in the first two rounds (14 will receive provost's office funding, and 1 will be funded through the Medical School under its allotment; see below for more information).

The initiative's funding framework provides funding for 6 new tenure-track faculty hires in round 3. (This excludes hires in the Medical School, which, consistent with the first two rounds, has its own allotment). The actual number of positions awarded will depend on the strength and potential impact of submitted proposals.

Building on faculty in our community and the 15 new faculty funded in the first two rounds, this initiative will continue to 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 continue to build a shared, collaborative infrastructure on campus to support scholarship and research. This connective tissue promotes 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 on actions to change racial inequities in policies, structures, and human interactions. It encourages an intersecting focus on pressing social challenges, including—but not limited to— 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

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that creates racially equitable and inclusive health care. These are two areas of existing focus across the University of Michigan campus. Focus on additional areas—for example, educational disparities, technologies of surveillance and their impact, mobilizing the arts for racial justice, the prison pipeline, understanding differences in inequity across diverse social contexts and histories—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 U-M's course offerings in these areas, and provide opportunities for mentoring of graduate students, post-docs, and other professionals interested in these topics.

The [National Center for Institutional Diversity \(NCID\)](#) provides connective tissue, serving as a driver of cohesion and collaboration for the initiative across units. NCID will continue to 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 continue to provide resources to this broader community of scholars, through the [Anti-Racism Collaborative](#) and other programs, 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 continue to 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 continue to participate in the initiative 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 joined the Anti-Racism initiative with up to 4 total tenure-track faculty hires over the duration of the initiative. (As noted above, 1 new Medical School hire was funded in round 1.) These positions, which will have their own funding structure, will also be in addition to the 20 supported here. To enhance 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 person-specific 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. All initiative hires will be subject to our usual hiring policies and procedures, including the University's non-discrimination policy ([SPG 201.35](#)), and the submission and approval of Authorizations to Extend Offers (AEOs).

Deans as well as groups of faculty will be invited to submit proposals for linked hires of 2-4 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. **For round 3, the maximum number of new tenure-track faculty hires eligible for funding in a single proposal will be 4**--in other words, proposals may request funding for 2-4 linked hires. 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 and evaluation include:

Rationale for the Proposed Cluster

1. 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
2. Evidence of consultation with faculty in relevant areas of expertise

Sustainability and Impact

3. 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
4. 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)

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Support for the Work of New Hires

5. 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
6. Evidence of career development plans (mentoring committees, LAUNCH committees, other professional development supports) for new hires regardless of stage of career
7. 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

No particular theme or themes will be prioritized. **We encourage proposal submissions from all disciplines and areas** and seek to engage all parts of campus in the initiative, its resources, and its aims.

To date, selection committees have appreciated attention by proposal leads to the nature of the challenges around anti-racism and equity work in the specific field, discipline, or form of practice in question; to consideration of how new faculty might find pathways for career advancement over time, particularly in areas of research that are emerging or have been under-represented in the departments or units in question; and to the difference that the proposed activity will make, either to open new kinds of attention to anti-racism work in areas or disciplines where it has been less developed, or to extend and leverage existing strengths. Selection committee members also welcome attention to the longer-term aims of the proposed activity—in particular, beyond the hires, what success will look like, in building out capacity and in learning from the collaborations and connections that are proposed.

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

In round 3, the initiative funding framework provides for up to 6 new faculty hires (excluding hires in the Medical School, which has its own allotment; proposals that involve collaborations between the Medical School and other units are welcome, as in rounds 1 and 2). The actual number of positions funded will depend on the strength and potential impact of submitted proposals. As in prior rounds, we particularly welcome proposals that feature engagement by faculty in a unit or units beyond those in which a new faculty hire is proposed, to help maximize the strength of proposals and of synergies across disciplinary contexts.

All cluster initiative positions will be co-funded by the provost and participating units.

The provost funding parameters and the process for requesting funds are similar to those of other faculty recruitment programs in the provost's office. Funding is provided on a cost-share basis.

Provost funding is available as follows:

- Salary: 50% of approved base salary plus proportional benefits. Funding is provided for

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as long as the individual retains their tenure-line faculty position at the University of Michigan. Merit increases and other costs are the responsibility of the hiring unit.

- Research: 50% of costs up to a maximum of \$500,000. No more than \$50,000 of the provost's office support can be used for general research costs, for example, summer salary support, GSRAs, travel, computing, supplies. The remainder of funds from the provost's office can only be used for renovation and equipment costs. Start-up research funds should be used within a reasonable time from the date of hire, following the unit's standard practices and procedures. Extension of the timeframe must be approved by the provost's office.

Additional positions fulfilling the goals of the initiative may be created by units themselves, without initiative funding from the provost.

Please note that positions approved for the Medical School under the initiative have a separate funding arrangement.

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

NOTE: Faculty can only serve as a lead on one funded proposal, regardless of the submission round in which the proposal was funded. Faculty may participate as engaged faculty on more than one funded proposal. If questions about eligibility arise, please contact the ARHI support team.

We expect that all faculty leading on proposals will work closely with their deans.

Proposal Submission and Selection Committee

Round 3 proposal submissions will be accepted from Friday, March 11, 2022, through no later than 5:00 pm on Friday, April 1, 2022. 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 and the round 3 Proposal Submission Guidelines document available at this link:

<https://provost.umich.edu/anti-racism/ARHI - Proposal Submission Guidelines - Round 3.pdf>

Proposals should be double-spaced, assembled in the order indicated above as pdf documents, and submitted to:

Proposal.Submissions.AntiRacism.Hiring.Initiative@umich.edu.

The members of the selection committee for Round 3, who will review proposals to initiate searches and make hires, will be:

- Sara Blair, Vice Provost for Academic and Faculty Affairs and Patricia S. Yeager Collegiate Professor of English, LSA, Selection Committee Chair
- Bilal Butt, Associate Professor of Environment and Sustainability, School for

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Environment and Sustainability

- Tabbye Chavous, Director, National Center for Institutional Diversity, Professor of Psychology, LSA, and Professor of Education, School of Education
- Steven Erickson, Associate Professor of Pharmacy, College of Pharmacy and Clinical Pharmacist, UMH Inpatient Pharmacy Services, University of Michigan Hospitals
- Larry M. Gant, Professor of Social Work, School of Social Work and Professor of Art and Design, Penny W Stamps School of Art and Design
- Francine Lafontaine, Interim Dean, William Davidson Professor of Business Administration, Professor of Business Economics, Stephen M Ross School of Business and Professor of Economics, College of Literature, Science, and the Arts
- Tiffany Ng, Associate Professor of Music, School of Music, Theatre & Dance, University Carillonist
- Yeidy Rivero, Professor of American Culture, Professor of Film, Television and Media and Chair, Department of Film, Television and Media, College of Literature, Science, and the Arts
- Leah Robinson, Professor of Movement Science, School of Kinesiology
- Mark West, David A Breach Dean of Law, Nippon Life Professor of Law and Professor of Law, Law School
- Alford A. Young, Jr., Edgar G. Epps Collegiate Professor of Sociology and Professor of Afroamerican and African studies, and Associate Director of the National Center for Institutional Diversity and the Center for Social Solutions, LSA; and Professor of Public Policy, Gerald R. Ford School of Public Policy

Selection decisions will be announced approximately 4-6 weeks from the end of the submission period. All initiative hires will be subject to our usual hiring policies and procedures, including the University's non-discrimination policy ([SPG 201.35](#)), and the submission and approval of AEOs. In the event of split decisions by the committee, final decisions will be made by the provost.

3.21.2022