

Round 3 proposal submissions will be accepted from Friday, March 11, 2022 through Friday, April 1, 2022

**WN22 U-M Anti-Racism Faculty Hiring Initiative**  
**Round 3 – Winter, 2022**  
**Proposal Submission Guidelines**  
**[Provost's Anti-Racism Initiative Website](#)**

The U-M Anti-Racism Hiring Initiative 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.

**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. Additional information about round 3, including criteria for eligibility and evaluation, is in the Round 3 Program Description document, which is available at this link:

<https://provost.umich.edu/anti-racism/ARHI - Program Description - Round 3.pdf>

Each round 3 proposal for the Anti-Racism Faculty Hiring Initiative must include the following (maximum word lengths indicated):

1. Cover sheet including name(s), contact information, **and signatures for all proposal lead(s)**, as well as names and affiliation for **all U-M faculty known to be directly engaged in proposal activity**.

**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.**

2. Rationale for the proposed cluster (1000 words)

This should include evidence of thoughtful 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 across multiple schools and colleges. The rationale should also include evidence of consultation with faculty in relevant areas of expertise.

3. Search process

Information about timing and a specification of each search. Please include a position description for each proposed search and/or an account of each proposed person-specific hire (maximum 500 words each). Note – 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.

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

Round 3 proposal submissions will be accepted from Friday, March 11, 2022 through Friday, April 1, 2022

and strategy, both in the area of anti-racism and broadly in the unit

- 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)

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

- Evidence for each participating unit's 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.

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.

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

[Proposal.Submissions.AntiRacism.Hiring.Initiative@umich.edu](mailto:Proposal.Submissions.AntiRacism.Hiring.Initiative@umich.edu).

Round 3 proposal submissions will be accepted from **Friday, March 11, 2022 through no later than 5:00 pm on Friday, April 1, 2022**. 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.

1.11.2022