

## **Announcement: Anti-Racism Hiring Initiative Round 2**

### **4.27.21**

The second round of the Anti-Racism Tenure-Track Faculty Hiring Initiative will open this fall with proposals due by close of business on **October 1, 2021**. We gave significant thought to the timing of this activity, understanding that some units and faculty might prefer a shorter window and/or an opportunity to link proposal development with specific recruitment cycles. There was, however, strong consensus among Selection Committee members, many participants in the process, and other stakeholders that faculty active in round one proposal development and in relevant research, scholarship, and engagement would welcome some additional time beyond the spring-summer term to continue developing networks, conversations, and current planning. Engaged faculty will also benefit from the opportunity to pursue activities and resources being developed to support their work. The fall timeline is intended to find a balance between the energy and momentum of proposal work to date, and the opportunity to deepen conversations that will both strengthen proposals and help ensure sustained impact and long-term success in meeting the initiative's goals.

As in round one, proposals **may plan for hires within a single unit or across schools and colleges**; the selection process will again include attention to potential impact across campus with respect to building and extending strengths in research and scholarship on anti-racism and equity. **Up to 8 new faculty hires** will be funded in round 2 (excluding hires in the Medical School, which has its own allotment; plans that involve collaborations between the Medical School and other units are welcome, as in round one). 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.

In order to support funding for a larger number of proposals, we stipulate in round 2 that **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.

With respect to areas of activity, or suggested proposal themes, we emphasize that the examples of potential areas of interest included in the initial call for proposals were intended to serve only as examples. We recognize that this past year has been highly eventful as well as challenging with respect to urgent concerns about equity, racial justice, and anti-racism, and that leading and emerging research, scholarship, teaching and engagement in these areas will take many forms. **No particular theme or themes will be prioritized.** We encourage proposal submission from all disciplines and areas, and seek to engage all parts of campus in the initiative, its resources, and its aims.

For those interested, detailed information about the two proposals funded in Round 1 can be found [here](#) and [here](#); both are linked to the provost's [Anti-Racism Initiatives](#) page.

In addition, information about broader Anti-Racism Initiative support for new hires and for faculty engaged in work on anti-racism and equity, offered under the auspices of the National Center for Institutional Diversity (NCID) and The Anti-Racism Collaborative, can be found [here](#).

Further details about Round 2 proposal selection will be forthcoming.