

Round 2 – The deadline for proposal submissions for the second round of the Anti-Racism Faculty Hiring Initiative is October 1, 2021

UM Anti-Racism Hiring Initiative

Round 2 – Fall, 2021

Program Description

[Provost's Anti-Racism Initiative Website](#)

Rationale

Race and racism intersect the major challenges of our society, which include, but are not limited to, social justice, health equity, and climate change. 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 began with Round 1 in Winter, 2021, and will bring at least 20 new tenure-track faculty with scholarly expertise in racial inequality and structural racism to schools and colleges across campus. Up to 8 new faculty hires will be funded in Round 2 (excluding hires in the Medical School, which has its own allotment). Building on faculty in our community and the 8 new faculty funded in Round 1 (including one funded by the Medical School), this initiative will 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 have a shared, collaborative infrastructure on campus to support research. This connective tissue will promote 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 actions to change racial inequities in policies, structures, and human interactions. It encourages an intersecting focus on pressing social challenges, including 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 that creates racially equitable and inclusive health care. These are two areas of existing focus across the University of Michigan campus that can be strengthened by the hiring cluster. Focus on additional areas—for example, educational disparities, technologies of surveillance, the prison pipeline—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

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University of Michigan. It will also enhance the breadth and depth of UM'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) will provide connective tissue, serving as a driver of cohesion and collaboration for the initiative across units. NCID will 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 provide resources to this broader community of scholars 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 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 be granted up to four tenure-track hiring exceptions for this year 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 will join the Anti-Racism initiative with up to 4 tenure-track total faculty hires over the three-year duration of the initiative (1 new Medical School hire was funded in Round 1). These positions, which will have their own funding structure, will also be

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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 target of opportunity 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.

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 2, 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 include:

- 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
- Evidence of consultation with faculty in relevant areas of expertise
- 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
- 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
- Evidence of career development plans (mentoring committees, LAUNCH committees, other professional development supports) for new hires regardless of stage of career
- 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)
- 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

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 2, up to 8 new faculty hires will be funded (excluding hires in the Medical School,

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which has its own allotment; proposals that involve collaborations between the Medical School and other units are welcome, as in Round 1). 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 will provide 50% of base salary as well as 50% of start-up costs up to a predetermined level. Additional positions fulfilling the goals of the initiative may be created by units themselves, without initiative funding from the provost.

Proposals selected will have no more than three years to fill the positions they have identified.

Proposed Implementation of the Cluster Hiring

The members of the selection committee for Round 2, who will review proposals to initiate searches and make hires, will be:

- **Audrey Bennett**, University Diversity and Social Transformation Professor, Professor of Art and Design, Stamps School of Art and Design and Professor of Digital Studies Institute, LSA
- **Sara Blair**, Vice Provost for Academic and Faculty Affairs and Patricia S. Yeager Collegiate Professor of English, College of Literature, LSA, Selection Committee Chair
- **Tabbye Chavous**, Director, National Center for Institutional Diversity, Professor of Psychology, LSA and Professor of Education
- **Harley Etienne**, Associate Professor of Urban and Regional Planning, Alfred Taubman College of Architecture and Urban Planning
- **Larry M. Gant**, Diversity, Equity and Inclusion Program Director, Professor of Social Work, School of Social Work and Professor of Art and Design, Penny W Stamps School of Art and Design
- **David Gier**, Dean and Paul Boylan Collegiate Professor of Music, School of Music, Theatre & Dance
- **Barbra A. Meek**, Professor of Anthropology, Professor of Linguistics, Professor of American Culture and Director of Native American Studies, LSA
- **Elizabeth Moje**, Dean and George Herbert Mead Collegiate Professor of Education, School of Education
- **Anthony P. Mora**, Associate Professor of American Culture, LSA
- **Shobita Parthasarathy**, Professor of Public Policy, Ford School of Public Policy and Professor of Women's and Gender Studies, LSA
- **Margo Schlanger**, Wade H. and Dores M. McCree Collegiate Professor of Law, Law School
- **Michael Solomon**, Dean, Horace H Rackham School of Graduate Studies, Professor of Chemical Engineering and Professor of Macromolecular Science and Engineering, College of Engineering
- **Alford A. Young, Jr.**, Edgar G. Epps Collegiate Professor of Sociology and Professor of Afroamerican and African Studies, LSA, and Professor of Public Policy, Ford School of Public Policy

The deadline for consideration in Round 2 is 5 pm, Friday, October 1, 2021. 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

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support of initiative faculty described in the criteria above and the Round 2 Proposal Submission Guidelines document. Proposals should be submitted to:

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

Decisions will be announced approximately four to six weeks from that date. All initiative hires will be subject to our usual hiring procedures, including the submission and approval of AEOs. In the event of split decisions from the committee final decisions will be made by the provost.

8.20.2021