

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

WN22 U-M Anti-Racism Hiring Initiative
Round 3 – Winter, 2022
Frequently Asked Questions – FAQs
[Provost's Anti-Racism Initiative Website](#)

We encourage interested faculty to consult the published Anti-Racism Hiring Initiative round 3 [Program Description](#) and [Submission Guidelines](#) documents for more information about the aims, scope, and criteria for proposal eligibility and evaluation.

Round 3 [Program Description](#) is available at: <http://provost.umich.edu/anti-racism/ARHI - Program Description - Round 3.pdf>

Round 3 [Submission Guidelines](#) are available at: <http://provost.umich.edu/anti-racism/ARHI - Proposal Submission Guidelines - Round 3.pdf>

Additional information about the [Provost's Anti-Racism Initiatives](#) is available on the provost's website at: <https://www.provost.umich.edu/nav/anti-racism.html>

Substantially new information in these FAQs for round 3 is **highlighted** below. Additional FAQs may be added as appropriate.

A. Proposal Planning

1. *What are the deadlines for proposal submission, and selection timelines, for round 3?*

Round 3 proposal submissions will be accepted from Friday, March 11, 2022, through 5:00 pm on Friday, April 1, 2022.

Please consult the round 3 [Program Description](#) and [Submission Guidelines](#) documents for information about proposal development and submission (criteria for eligibility and evaluation, support letters, formatting, etc.).

Schools and colleges will have their own processes in place for proposal development and submission. Faculty interested in submitting proposals in round 3 should be in touch with the dean(s) of the proposed hiring unit(s) early in their planning work.

Selection committee members will be announced in winter term 2022, and selection decisions will be announced approximately 4-6 weeks from the end of the submission period.

In the event of split decisions by the committee, final decisions will be made by the provost.

Proposals selected for funding through the initiative will have up to three (3) years from the time of approval notification to fill the positions identified.

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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).

2. *What is the maximum number of new positions that may be requested in a single proposal in round 3?*

As was the case in round 2, the maximum number of new tenure-track faculty hires eligible for funding in a single proposal in round 3 will be four (4)—in other words, proposals may request funding for 2-4 linked hires.

Please note: proposals that involve faculty or programs whose units will not be requesting a funded hire are welcome and encouraged. Building on and extending current faculty expertise is a key aim of the initiative at large (see FAQ 6 below).

Excerpts from successful round 1 and round 2 proposals will be available on the [Provost's Anti-Racism Initiatives website](http://provost.umich.edu/anti-racism/ARHI.html) – <http://provost.umich.edu/anti-racism/ARHI.html>

3. *How many positions in total will be funded in round 3?*

In round 3, the initiative funding framework provides for up to six (6) new faculty hires. (This excludes 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.

4. *Will any particular theme or themes be prioritized in round 3?*

As in rounds 1 and 2, no particular theme or themes will be prioritized in round 3. 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.

5. *Are there any provisions about faculty serving as proposal leads on multiple proposals?*

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 as soon as possible at:

<mailto:anti-racism-hiring-initiative-support-team@umich.edu>

6. *Should faculty in units that are not seeking a new faculty hire under this program participate in round 3?*

Yes. 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.

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

In round 3, the maximum number of new tenure-track faculty hires eligible for funding in a single proposal will be 4. 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 up to this maximum. Whatever the number, the provost's selection committee will evaluate proposals using the published criteria (see the round 3 [Program Description](#) and [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.

8. *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.

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

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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 round 3 [Program Description](#) and [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.

10. 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 round 3 [Program Description](#) and [Submission Guidelines](#), the provost's selection committee will consider proposed hiring mechanisms (open 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. Consideration will be given to the feasibility of successful recruitment, whether through open searching or person-specific outreach.

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

As per the round 3 [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.

12. What are the criteria for eligibility and evaluation?

The criteria for eligibility and evaluation are covered in the round 3 [Program Description](#) and [Submission Guidelines](#) documents.

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

As in rounds 1 and 2, proposals involving multiple units should be presented as a **single (joint) proposal** for all proposed hires linked under the proposal. The initiative emphasizes synergies across hires and units, which the joint proposal should reflect. As detailed in the round 3 [Program Description](#) and [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.

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B. Proposal Selection and Follow-Up

1. *How many proposals will be funded by the initiative in round 3?*

In round 3, the initiative funding framework provides for up to six (6) new faculty hires, rather than funding a given number of proposals. The Medical School has its own allotment of positions; proposals that involve collaborations between the Medical School and other units are welcome, as in rounds 1 and 2. The actual number of positions and proposals funded will depend on the strength and potential impact of submitted proposals.

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 (3) 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 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 proposal leads expect to receive regardless of outcome?*

As in rounds 1 and 2, the selection committee will provide general feedback on the published criteria for eligibility and evaluation to all proposal leads.

6. *If a proposal was not successful in rounds 1 or 2, can a revised proposal be submitted in round 3?*

Yes. There is no restriction on resubmission in round 3.

7. *For those resubmitting, should the resubmission address or respond to the previous critique as part of the proposal?*

All round 1 and round 2 proposals received feedback. We encourage any group resubmitting a round 1 or round 2 proposal to address this feedback as appropriate to the

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description of aims, support, collaboration between units, or other relevant aspects of the hiring and research plan.

8. *If a group resubmits a round 1 or round 2 proposal in round 3, but the resubmission is drastically different than what was submitted in a prior round, is it best to submit it as a new proposal? Or is it important to link to the original for the reviewers?*

We encourage any group resubmitting a round 1 or round 2 proposal to address the general feedback they received. If the group believes the resubmission differs from the prior proposal such that it should be viewed as a wholly new proposal, we encourage the group to explicitly note that.

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?*

Round 3 is the final round. Round 1 took place in the 2021 Winter term, round 2 took place in the 2021 Fall term. Across all rounds, we intend to balance support for past and current work on hiring proposals with the opportunity to learn from experience of the process across campus and in the units.

3.24.2022