

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**

#### **FAQs**

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

We encourage interested faculty to consult the published initiative Round 2 Program Description and Round 2 Proposal Submission Guidelines for information about the aims and scope of the hiring program and about Round 2 proposal selection criteria. Additional information about the provost's Anti-Racism Initiatives is available on the provost's website at [this link](#).

Additional FAQs may be added as appropriate.

#### **Proposal planning**

##### *1. What's new for Round 2 submissions and selection?*

Submissions for Round 2 will open DAY, MONTH, 2021 and must be received no later than 5 pm on Friday, October 1, 2021.

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).

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.

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 3 below).

Successful Round 1 proposal excerpts are available on the [Provost's Anti-Racism Initiatives website](#).

##### *2. Will any particular theme or themes be prioritized in Round 2?*

No. 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 in Round 1 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.

3. *Should faculty in units that are not seeking a new faculty hire under this program participate in Round 2?*

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.

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

In Round 2, 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 2 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.

5. *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.

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

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 2 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.

7. *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 2 Submission Guidelines, the provost's selection committee will consider proposed hiring mechanisms (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.

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

As per the Round 2 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.

9. *Is there any difference between the criteria of eligibility and the selection criteria?*

No. As in Round 1, all proposals will be evaluated according to their rationale, account of the proposed search process, sustainability and impact of the proposed activity, evidence of support for the work of the new hires, and evidence of the unit's support for the proposal. More detailed explanations of the criteria are available in the published Round 2 Submission Guidelines.

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

As in Round 1, proposals involving multiple units should be presented as a **single (joint) proposal** for all proposed hires linked under the proposal. The initiative and Round 2 Submission Guidelines emphasize synergies across hires and units, which the joint proposal should reflect. As detailed in the Round 2 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.

#### Proposal selection and follow-up

1. *How many proposals will be funded by the initiative in Round 2?*

No more than 8 positions across campus will be funded by the initiative in Round 2 (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 Round 1). The actual number may be smaller, however, depending on the hiring configurations of successful proposals and on the fit of first-round proposals with the

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goals of the initiative. The remainder of the initiative's 20 total positions are reserved for the final round (Round 3), to support ongoing and thoughtful work on planning and collaboration within and across units.

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 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 first 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 proposers expect to receive regardless of outcome?*

As in Round 1, the provost's selection committee will provide general feedback on the published evaluation criteria to all proposal leads.

6. *If a proposal is not successful in the Round 2, can a revised proposal be submitted in subsequent rounds?*

Yes. There is no restriction on submission in subsequent selection rounds.

### 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?*

There will be three submission rounds in total. Round 1 took place in the 2021 Winter term, Round 2 will take place in the 2021 Fall term. Further details about Round 3 will be forthcoming. Across all rounds, we hope 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.