

Call for proposals—Latinx Cluster Hire Initiative—University of Pittsburgh

Deadline for proposals: 15 February 2020

Apply at: <https://upitt.infoready4.com/#competitionDetail/1801103>

The Latinx Cluster Hire Committee (Ariel Armony, chair) invites proposals from the University community to hire faculty members working in Latinx studies in their respective units, departments, and/or schools. The first round of hires will take place in AY2020-2021 and will continue in subsequent years.

Through a cluster hire process, the University proposes to quickly advance its expertise in this field in order to accomplish three principal goals: the recruitment and retention of a larger number of students for whom Latinx issues are relevant, the recruitment and retention of faculty who work in these fields, and the raising of the University's intellectual profile and expertise in Latinx studies. We are particularly interested in intersectional and multidisciplinary approaches that emphasize but are not limited to, the following: racialization, ethnicity, diaspora/migration, equity, citizenship, border studies, indigenous studies, geographies, emerging Latinx communities, and participatory and/or policy-relevant research. We intend to create and support (some support will come from the Center for Latin American Studies) an initial cohort of nine tenure-stream Latinx-focused scholars at the assistant professor level across the University.

We intend this process to be University wide. Because of the leadership transition in the Schools of the Health Sciences, however, the initial nine colleagues will be hired in units outside of the Health Sciences. Once a new Senior Vice Chancellor for the Health Sciences is in place, the Provost will initiate a discussion to potentially extend this initiative to the Health Sciences.

We are intentionally using the term Latinx as the most inclusive one describing a population with varied ethnic, racial, linguistic, socio-economic and generational perspectives stemming from lived experiences of straddling U.S. borders. Latinx transcends the traditional binaries of gender and sexual orientation represented in terms like Latino/a. In addition to those who have been historically dispossessed in North America, it is also more inclusive of certain populations in the Americas and from the diasporas of Latin America and the Caribbean whose language and culture did not necessarily originate in Spain.¹

¹ While there are those who feel that the term is neither culturally nor linguistically appropriate, it currently serves as the most inclusive umbrella descriptor, particularly at a time when gender fluidity is more widely recognized and accepted. The term Latinx serves as a vehicle by which a younger generation takes ownership of language that describes them and their identities. As Aldama and Gonzalez note, "By no means does this mean that we erase the history and politics that inform the term, Latino/a. However, we side with those who consider this a powerful bottom-up claiming of language in ways that demonstrate inclusivity." Latinx-focused scholarship is inherently multidisciplinary and seeks to incorporate how various elements (politics, history, culture, etc.) have informed the experience and identities of people from Latin America, the Caribbean, and the African diaspora and all of the smaller

Hiring Process

This cluster hire process will take place in four phases. In the first phase from December 2019 to February 2020, interested stakeholders will submit proposals to the committee. During the second phase in February and March 2020, the Latinx Cluster Hire committee will select proposals and recommend to the Office of the Provost that the University hire in those departments or units. The third phase in March and April 2020 or thereafter will involve the creation of individual search committees at the department or unit level and the advertising of open positions for the first round of hiring. All hires will proceed as per usual disciplinary, departmental, or unit hiring practices; informed by best practices of cluster hiring, however, we anticipate that a member of the cluster hire committee will serve on departmental or unit hiring committees (committees in subsequent years may include members of the cluster itself). The fourth phase will feature the hiring of the cluster colleagues in the order approved by the Office of the Provost. The first three searches will occur in AY 20-21. We expect hiring of the entire cluster to take place over three academic years.

Through generous support from the Office of the Provost, these lines will be subsidized for three years on a declining scale. The subsidy is intended to support existing lines that are currently available or will be available within the time frame of the subsidy. The subsidy will be as follows:

Year 1	100%
Year 2	66%
Year 3	33%
Year 4	0%

Startup packages will be the responsibility of the relevant dean/school. When Provost area deans or campus presidents provide their annual recruitment memos to the Office of the Provost, they must indicate if a particular search is anticipated to be one supported by the Latinx Cluster Hire Initiative. Additionally, when the Provost area dean's office or campus president's office prepares a request to negotiate for an identified candidate, they must indicate on the Faculty Recruiting and Equal Employment Opportunity (FREEO) form if the new hire is being supported by this initiative.

Proposal Process

Units are encouraged to either submit individual proposals or proposals for multiple hires in collaboration with other departments or schools.

Proposals should clearly identify the unit or units involved, the leadership consulted as part of the preparation of the proposal (program or department chairs, deans, etc.), and the ways in which the hiring of one or more scholars in Latinx studies will accomplish the following broad

communities within those aggregations. See Aldama, Frederick, and Christopher Gonzalez, *Latina/o Studies: Key Concepts*. New York: Routledge, 2019, p. viii.

imperatives: meeting the goals of the cluster hire; providing value to the unit, department, or school; and advancing the University's commitment to inclusive excellence.

We strongly encourage interested colleagues to submit a one- to two-paragraph statement of interest, briefly outlining their interest in participating in the process and discussing how a Latinx-focused position would advantage their department or unit. Those should be submitted to the committee by December 20 if possible and can be emailed to stonerjc@pitt.edu.

Successful proposals should do the following:

- Demonstrate the likelihood of local, national, or international impact
- Align with the Plan for Pitt
- Provide evidence of the potential for interdisciplinary research connections or collaborations
- Articulate how the hire will lead to the enrichment of Latinx-focused curricula
- Describe how the proposed hire will increase student interest and retention
- Indicate possible collaboration with one or more additional units (e.g., offering a secondary appointment, career development resources, etc.)
- Identify existing resources that the unit can leverage to support the position beyond the funds provided by the Provost's office (e.g. extra funds, library resources, mentorship/support structures, experience with Latinx-related research/programming—some support will be provided by the Center for Latin American Studies)
- Define an appropriate recruitment plan
- Give a sense of when it would be best for your unit or department to hire in the expected three-year hiring timeframe

Proposals must address each of the criteria listed above. Proposals must also include two letters of support (three if submitting a proposal for multiple hires) from relevant leaders (PDF format only).

Proposals should be submitted electronically at:

<https://upitt.infoready4.com/#competitionDetail/1801103> (word limits apply for each field)

The Latinx Cluster Hire Committee is comprised of the following: Ariel Armony (chair), Gary Hollibaugh, Sheila Vélez-Martínez, Jasmine Gonzales Rose, Mary Ohmer, Sharon Alvarez, Patricia Documét, Anna Arlotta Guerrero, Leigh Patel, Angie Cruz, Belkys Torres, Doreen Hernandez, Mark Novales, Naudia Jonassaint, Kornelia Tancheva, Kristin Kanthak, Michele Reid-Vazquez, John Stoner, and Camilo Ruiz.

Questions can be directed to John Stoner, stonerjc@pitt.edu.
