

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

Deadline for proposals: 15 March 2021

Apply at: <https://upitt.infoready4.com/#competitionDetail/1831283>

The Latinx Cluster Hire Committee (Ariel Armony, chair) invites proposals from the University community for the second round of hiring faculty members working in Latinx studies in their respective units, departments, and/or schools. The first round of hires is taking place in AY2020-2021 and AY2021-2022; the searches related to the second call will be conducted in AY2022-2023.

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, urban studies, indigenous studies, geographies, emerging Latinx communities, and participatory and/or policy-relevant research. We intend to create and support an initial cohort of nine tenure-stream Latinx-focused scholars at the assistant professor level (hires with tenure may be possible at a different subsidy level) across the University. The Center for Latin American Studies (University Center for International Studies, UCIS), which already supports initiatives in this field, will provide additional support to the cohort.

At the moment, the Schools of the Health Sciences are not included in this call. Should that change, it will be adjusted appropriately.

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.

Hiring Process

The initial CFP went out in December 2019. From those submissions, the Office of the Provost has approved six hires. The first three searches (Political Science, Social Work, and Education) are underway in Winter 2020. This call will be for hires in AY 2022-2023. 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.

Through generous support from the Office of the Provost, these lines will be subsidized for four 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	100%
Year 3	75%

Year 4	50%
Year 5	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 submit proposals either individually or in collaboration with other departments/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 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.

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 initially be provided by the Center for Latin American Studies)
- Define an appropriate and aggressive recruitment plan

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/1831283> (word limits apply for each field)

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

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