

**Request for Proposals for
Provost's Initiative to Support LGBTQ Scholarship
at Columbia University
Fall 2019**

Introduction

The Office of the Vice Provost for Faculty Advancement is pleased to issue the next **Request for Proposals for the Provost's Initiative to Support LGBTQ Scholarship at Columbia University**. This program is designed to support the University's goals with respect to diversity and our climate of inclusion, by advancing the recruitment of outstanding tenured/tenure-track faculty members engaged in LGBTQ scholarship.

Note that this RFP differs from the other faculty recruitment-focused RFPs traditionally released from the Provost's Office. With prior grants, our aim has been to increase the representation of women and minority faculty members at Columbia. With this effort, our aims are broader: To support hires who will build excellence in LGBT scholarship, not only by their own work, but as a catalyst for work across the institution. We seek exceptional scholars who can be instrumental in the creation of cross-disciplinary and cross-School partnerships and conversations.

Two-Stage Selection Process

The selection of faculty engaged in LGBTQ scholarship will be a two-stage process. In the **first stage**, applying units will express their vision for the innovative work that will be undertaken by a future recruit. The proposed work will ideally infuse the applying unit with a new line of LGBTQ research, scholarship, and curricular opportunities. Schools with an existing, robust group of faculty engaged in LGBTQ scholarship may apply to recruit outstanding scholars to significantly enhance existing efforts.

Characteristics such as innovation, impact, and contribution to School/University diversity goals will weigh heavily in the selection process. *Feel free to apply singly or in collaboration with other units, laying out how funding responsibilities would be shared. We are especially interested in collaborations and partnerships across Schools, Departments, and other units of the University.*

All faculty hired with LGBTQ Initiative funding must be recruited through the standard search mechanism. Therefore, applying units will not be asked to identify specific faculty recruits in their proposals. You are, however, welcome to name individuals who are exemplars of the type of faculty member you hope to recruit.

In the **second stage**, the Schools recommended for funding will move forward with recruiting faculty to engage in the proposed work. All recruitment must occur via the university's **standard search** mechanism. The Provost's Office will work closely with Schools during the recruitment process. Final funding approval will be dependent upon the successful recruitment of a faculty member who meets/exceeds the qualifications outlined in the proposal.

Given the limited number of slots, Schools are strongly encouraged to develop a process for determining which proposals will be prioritized and put forward. Departments planning to apply should coordinate closely with their Deans. Funding requests must be submitted with the support and sign-off by the School's Dean. Those submitted without support and sign-off by the Dean will not be accepted.

Eligibility

The Provost's Office will consider providing support for full-time, tenured and tenure-track positions for outstanding faculty engaged in LGBTQ scholarship. Schools are encouraged to apply for support for exceptional individuals who will contribute significantly to the academic, curricular, and diversity goals of the School. Schools may apply, individually or in collaboration, for a single faculty hire or for a cluster of hires. Applications will only be considered from Schools that are in good standing with respect to diversity plan submissions/reporting.

Scope of Commitments and Budget

Provost's Office: The maximum terms of the Provost's Office support are outlined below:

- Three years of support
- Either \$125K per year (\$375K total) **OR** 50% of the total budget, **whichever is lower**.

After that, 100% of the costs will be borne by the School and Departments.

Schools: Schools and Departments are responsible for covering the remainder of costs not provided by the Provost's Office. The School/departmental commitment must equal or exceed the support requested from the Provost's Office.

Note: Provost's Office funds cannot be used for capital expenditures.

Funding Application Requirements

The Provost's Office will only consider providing support for candidates being recruited as full-time tenured or tenure-track faculty members. Applications must include the following components:

- **Completed cover page** (see page 4 of this document)
- **Proposal** (up to 5 pages) from the Dean (and Department Chair, if applicable) that includes the following sections. Please denote each section with a separate header.
 - **Target area of LGBTQ scholarship**, including how the proposed work will complement and enhance existing work at the university
 - **Potential of the proposed work to contribute to the diversity goals** of the Department/School
 - **Process by which the candidate will be selected**, including the anticipated qualifications of your ideal faculty candidate, particularly in the target area of LGBTQ scholarship. Please specify whether you will be seeking a faculty member at the tenured or tenure-track level.
 - **Mentoring and support efforts** the hiring unit will undertake to support the professional career development of the faculty member hired via this initiative. If you are proposing to recruit a senior candidate, provide a statement of the steps that will be taken to facilitate a successful transition into the hiring unit.

- **Statement of overall progress that the School has made in achieving its diversity goals and how this application will advance the School's plan**
- **Budget projection and narrative** (see page 5 of this document). We recognize that the proposed budget is based on your estimate of what it will cost to recruit a candidate. The actual budget, and the actual Provost's award, will be based on the accepted offer letter.

Submission Instructions and Deadline

Please submit the complete application as a single PDF, in the order outlined above, to Dennis A. Mitchell (dmitchell@columbia.edu) and Adina Brooks (adina@columbia.edu) with the subject line *"Application for Provost's LGBTQ Initiative."*

Submissions are due by **March 6, 2020**.

Review Process and Selection Criteria

A committee of senior faculty members will review the applications and will make recommendations to the Provost. Each of the application elements will be assessed on strength of presentation and feasibility. The School's progress and commitment towards achieving its diversity objectives will also be an important element in the review process. Favorable consideration will be given to interdisciplinary proposals that successfully incorporate two or more Schools.

Contacts

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Budget Request

Applying Academic Unit: _____

Estimated Start Date for Proposed Faculty Hire: _____ (Month and Year)

PROPOSED BUDGET						
<i>Please provide a summary budget of the proposed project. Add lines or categories as necessary</i>						
	Year 1	Year 2	Year 3	Total	Provost's Office Support	School/Department Support
Salary						
Fringe						
Other costs (specify)*						
Total						

BUDGET NARRATIVE & JUSTIFICATION
<i>Please provide a short description and justification of how funds received from the Provost's Office will be used, and include commentary on the support to be provided by School/Department. Attach an additional page if necessary.</i>

* Provost's Office funds should not be assessed administrative fees.