



# WAYNE STATE UNIVERSITY

## **Faculty Hiring Priorities**

# Large-scale cluster hire in Black studies

Wayne State University is committed to a three-part cluster hire program to recruit and retain scholars and teachers who are at the forefront of enhancing our understanding of race, equality, and social justice, and who can advance knowledge about the key issues that confront both the Black community and American society more broadly.





# Our values as a university

---



- Build a more inclusive public research university that better reflects and serves our city, state, and nation
- Diversify our academic profile and build a curriculum, research agenda, student support network, and community engagement programs that are more inclusive, diverse, and equitable
- Enhance areas of scholarship and pedagogy critical to a deeper understanding of historical and current issues of race, racism, inequality, and struggles for justice
- Prioritize previously neglected subject matter, giving preference to faculty whose work centers on the Black experience

# Reflecting current scholarship spanning the breadth of our university

---

- History and Literature
- Art and Culture
- Politics and Society
- Health
- Law
- Environment
- Engineering
- Business and the Economy



# Mission Aligned

---

- Research that centers on the Black experience
- Building an inclusive curriculum
- Better supporting a diverse student body
- Deepening community engagement



# Support from the Andrew Mellon Foundation

---



- \$6 million to jumpstart this effort
- Prestige of premier funder in the arts and humanities
- Leading role of scholarship in the humanities, humanistic social sciences, and arts



# Multi-pronged strategy

---

- Pathway for faculty to nurture and hire early-career scholars
- Tenure-track hires
- Senior leaders





# Strong mentoring and support network

---

- Build leadership for change
- Help junior faculty thrive and advance
- Ensure senior faculty who appreciate the research and teaching are on promotion and tenure committees



# The Detroit Center for Black Studies

---

- Build and cement interdisciplinary and interdepartmental connections
- Support, value, and publicize this work
- Link Wayne State scholars to those across southeast and central Michigan
- Take advantage Wayne's strengths, from archives to healthcare

