

# Fannie Gaston-Johansson Faculty of Excellence Program

# Cluster Application

## Application Instructions

Please submit to Interfolio one PDF document that contains the following application components for the Fannie Gaston-Johansson Faculty of Excellence Program:

### Key Cluster Information

- Format: 11+ point font, 1-inch margins
- Cluster title
- Names and CVs of the two faculty leads who will organize the cluster searches with assistance from the Associate Vice Provost for Faculty Diversity
- 100-word synopsis of the recruitment area(s) that span schools/departments
- Five JHU colleagues from two or more schools/divisions interested in mentoring the recruitments
- The names of 2 to 3 potential senior people to be hired in the cluster
- Strategies of how the Department will identify potential junior faculty including the names of potential faculty members

### Statement of Support from Deans (Schools) and/or Directors (APL/Berman) Involved (2 pages 11 font, 1-inch margins)

- Include a mentoring plan that identifies who will be responsible for mentoring the cluster faculty, which includes regular monitoring and feedback on scholarly progress and vitality of cluster.
- Describe the current resources available to support the cluster
- Agree to meet with the Associate Vice Provost of Faculty Diversity on a quarterly basis to share updates and discuss potential barrier(s)



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## **Broad Vision for the Cluster (attachment; 1 page, 11 font, 1-inch margins)**

- Describe the area(s) of scholarship that the cluster will enhance at JHU and what ways is JHU optimally positioned to support this area of scholarship.
- Describe how this cluster adds diversity to the scholarship, teaching, and service mission of JHU
- Describe the resources/support that the department will put in place to retain the faculty
- Describe how the cluster could enhance other pathway and diversity initiatives at JHU (e.g., Vivian Thomas Scholars Initiative, Provost Postdoctoral Fellowship, etc.)

## **Expanded Vision for the Cluster (2 pages, 11 font, 1-inch margins)**

- Articulate a willingness and/or plan to adopt new strategies to educate current faculty on how to support diversity, equity, and inclusion
- Describe the current inclusive and equitable search practices
- Describe areas of expertise needed to enhance diverse scholarship, teaching and service at JHU
- Articulate a commitment to adopt practices and policies that have been proven to facilitate full participation and advancement of diverse scholars
- Articulate a willingness to address any potential culture or climate issues in the department

## **Commitment to Cluster Structure and Resources (1 page, 11 font, 1-inch margins)**

- How many faculty members would you aim to recruit (generally 3-6 slots available per cluster)?
- What resources currently exist in your department or School that will support recruits?
- What is needed to ensure the cluster's success (equipment, support personnel, space, etc.)?
- What would ensure the recruitment of high caliber faculty in this research area?





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## **Departmental Mentoring Plan (2 pages, 11 font, 1-inch margins)**

- Describe a detailed mentoring plan for the new faculty member. This plan should include a strategy for the department to develop personalized faculty career and research development plans for each faculty hired under this award. This plan should include individual, group, and peer mentoring. Example topics for the development plans include the following: identification of courses for skill development, workshops/courses/seminars around topics such as grant writing, manuscript preparation, enhancing laboratory management, staff supervision, budgeting, academic advancement, leadership skills, and balancing teaching, practice, research, and service. This plan should also address strategies the department will employ to reduce isolation, increase community building, and foster career development for the new faculty. The frequency of mentoring and the names of specific mentors should be included.
- Eligibility of mentor(s). The mentor(s) should be an active investigator in the area of the proposed research and be committed both to the career development of the faculty member and to the direct supervision of the candidate's research. The mentor must document the availability of sufficient research support and facilities for high-quality Faculty members will be encouraged to identify more than one mentor, i.e., a mentoring team, if this is deemed advantageous for providing expert advice in all aspects of the research career development program. In such cases, one individual must be identified as the primary mentor who will coordinate the candidate's research. The mentor, or a member of the mentoring team, should have a successful track record of mentoring individuals at the candidate's career stage. Where feasible, women, individuals from diverse racial and ethnic groups, and individuals with disabilities should be involved as mentors to serve as role models.

