

# UNIVERSITY OF PITTSBURGH

## Call for proposals

### Race and Social Determinants of Equity, Health and Well-Being Cluster

#### Hire and Retention Initiative

**Deadline for proposals: Friday, September 17, 2021**

[APPLY HERE](#)

#### OVERVIEW

Building on the Plan for Pitt, the University of Pittsburgh is committed to becoming an anti-racist institution and a national leader in efforts to understand and address racial disparities in social determinants of equity, health and well-being. Aligned with these commitments, ***Pitt's Race and Social Determinants of Equity, Health and Well-Being Cluster Hire and Retention*** Committee (John Wallace and Paula Davis co-chairs) invites proposals from Pitt schools in the Provost Area and regional campuses as a part the goal to hire a cohort of at least 50 faculty (25 in the Provost's area and 25 in the Health Sciences), between FY 2021 and FY 2025. The cluster will build the University's expertise in domains of inquiry related to Race and Social Determinants of Equity, Health and Well-Being.

Proposals that address pressing social issues related to anti-Black and systemic racism (e.g., police brutality, health disparities, environmental racism, mass incarceration, housing discrimination, educational inequalities, racial disparities in maternal and infant mortality, etc.) are especially welcomed. We also encourage proposals that are centered on Black knowledge traditions, experiences, agency, and creativity.

It is expected that all proposals will address how the hiring will help build our understanding of the local, national and global grand challenges associated with Race and Social Determinants of Equity, Health and Well-Being, including Pittsburgh's widely recognized racial disparities, (see, [Pittsburgh's Inequity Across Gender and Race Report](#)). Proposals that cross disciplinary boundaries and that promote multi-disciplinary "team science" approaches will be viewed with particular favor.

The University of Pittsburgh's Center on Race and Social Problems (<https://crsp.pitt.edu>) will work with the Office of the Provost and the Office of the Senior Vice Chancellor for the Health Sciences to assist units' efforts to recruit, hire, onboard and retain cluster faculty through ongoing campus and community networking, intellectual exchange, career development and social support.

#### Vision

The vision of the **Race and Social Determinants of Equity, Health and Well-Being Initiative** is to successfully identify, recruit, hire, retain and promote 50 or more faculty, across Pitt's campuses, schools, disciplines and departments. These faculty will work with, and build upon, the expertise

of existing Pitt faculty to conduct research, educate students and engage in service designed to eliminate racial disparities in the social determinants of equity and to improve measures of well-being in the Pittsburgh region, nationally and across the globe.

## Goals

This university-wide cluster hire and retention initiative will transform Pitt's expertise in, and research on, **Race and Social Determinants of Equity, Health and Well-Being** and, **help to create a more inclusive and welcoming environment for diverse faculty**. Specifically, the initiative will focus on four interrelated goals: 1) significantly increase the number of faculty who are hired, promoted and retained who work in these fields; 2) attract, recruit and graduate undergraduate and graduate students for whom these issues are important; 3) raise the University's local, national and international profile and expertise in research related to **Race and Social Determinants of Equity, Health and Well-Being**, and 4) increase the University's capacity to effect sustainable societal change.

**NOTE:** This process does not preclude searches outside of the focus of the Cluster Hire Initiative (e.g., Diversity Hires).

## Key Dates and Activities

The RFP will be released in August 2021 with the final applications being **due on Friday, September 17, 2021**.

***Schools and programs in the Health Sciences will receive a separate notification to apply when the call for proposals is launched.***

- The applying unit must obtain the endorsement of its dean or regional campus president before a proposal can be submitted for review by the committee.
- If a proposal involves participation by more than one department, unit or school, written endorsement must be obtained from the dean or regional campus president from each collaborating unit.
- It is strongly recommended that applicants review and use the [University Research Forum's Cluster Hire Handbook](#),<sup>1</sup> as well as the recently published report, "Pittsburgh's Inequality Across Gender and Race,"<sup>2</sup> to inform the rationale and focus of their proposals. Proposals for multi-year, staged hiring (in anticipation of vacancies in subsequent years) are welcomed.
- The Cluster Hire and Retention Committee will review and select proposals to recommend for funding. Proposals that are not selected can be revised and resubmitted for the subsequent year. We anticipate that members of the Cluster Hire and Retention committee will serve on departmental or unit hiring committees (committees in

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<sup>1</sup> University Research Forum, EAB. Playbook for Effective Cluster Hiring: 16 Imperatives for Planning and Implementation, 2017, <https://eab.com/research/university-research/whitepaper/a-playbook-for-effective-cluster-hiring/>.

<sup>2</sup>[https://www.socialwork.pitt.edu/sites/default/files/pittsburghs\\_inequality\\_across\\_gender\\_and\\_race\\_07\\_19\\_20\\_compressed.pdf](https://www.socialwork.pitt.edu/sites/default/files/pittsburghs_inequality_across_gender_and_race_07_19_20_compressed.pdf)

subsequent years may include members of the cluster itself, being mindful of service load for junior faculty).

- Each school, department or unit will create a Cluster Hire search committee to identify and recruit candidates to hire.
- Hiring of the cluster colleagues will occur in the order approved by the Office of the Provost and the Office of the Senior Vice Chancellor, Health Sciences.

## **HIRING PROCESS**

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 **Race and Social Determinants of Equity, Health and Well-Being 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. Startup packages will be the responsibility of the relevant dean/school in negotiation with the Provost or Senior Vice Chancellor.

## **Proposal Process**

**Although proposals to recruit individual faculty members are acceptable, units are encouraged to collaborate to submit proposals for multiple hires (including those not supported by the the Cluster Hire and Retention Initiative).**

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 **Race and Social Determinants of Equity, Health and Well-Being** studies will accomplish the following broad imperatives: meet the goals of the cluster hire; provide value to the unit, department, or school; and advance the University's commitment to diversity, equity, inclusion and belonging.

Proposals leveraging **existing faculty lines will be prioritized**; cluster hire funds will support those lines. Provost's area schools will be permitted to make up to 10 hires (6 junior faculty and 4 senior faculty) this year. There is no defined cap for the schools in the health sciences.

Please review the section below carefully. Each proposal must address each of the criteria listed below, drawn from the University Research Forum, EAB *Playbook for Effective Cluster Hiring: 16 Imperatives for Planning and Implementation* (pp.31-32).<sup>3</sup>

- Title of Proposal
- Names of Proposing Faculty and Participating Schools/Colleges
- Include brief overview as well as official endorsements and evidence of support from the appropriate dean(s).

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<sup>3</sup> University Research Forum, EAB. Playbook for Effective Cluster Hiring: 16 Imperatives for Planning and Implementation, 2017, <https://eab.com/research/university-research/whitepaper/a-playbook-for-effective-cluster-hiring/>.

- Outline the rationale for the cluster. Provide evidence that the cluster is aligned with the prevailing campus strategic plan and supports our commitment to become an anti-racist institution.
- Identify faculty lead for the cluster search, potential home department(s) for the cluster hire(s), and members of cluster steering/search committee. For cross unit cluster efforts, create a plan to ensure interdisciplinary collaboration and work. Describe your strategy to manage cluster activities and meet cluster administration needs.
- Identify potential benefits of the cluster and its impact on knowledge and practice.
- Describe how the proposed cluster satisfies the mission and vision of the University's cluster hiring and retention initiative.
- List number of proposed hires and anticipated research focus, as well as rationale for why these are necessary. If more than one is proposed, the list must be prioritized.
- Provide preliminary draft of position description.
- Describe your unit's plan to mentor and develop Cluster Hire faculty
- Describe cluster activities (e.g., conferences, meetings, trainings) that may foster the professional development and success of hired faculty.
- Include a budget plan with information about potential faculty salaries and/or possible ranges, desired start-up funding, and infrastructure requirements (e.g., lab space, offices, IT needs) and possible sources of external funding.
- Describe potential research relationships and collaborations for the cluster, both internally and externally.
- Provide metrics by which the cluster should be evaluated (e.g., publications, grants, promotions, etc.). Present a plan to obtain necessary data and a timeline for evaluation. Proposals must address each of the criteria listed above.
- Proposals should be submitted [here](#) no later than September 17, 2021.

The **Race and Social Determinants of Equity and Well-Being** Cluster Hire Committee is comprised of the following representatives:

- Ann E. Cudd, Office of the Provost, ex officio
- Anantha Shekhar, SVC for Health Sciences, ex officio
- John Wallace, Office of the Provost, co-Chair
- Paula K. Davis, Health Sciences, co-Chair
- Mario C. Browne, Health Sciences/Pharmacy
- Yolanda Covington-Ward, Africana Studies, Dietrich School of Arts and Sciences
- T. Elon Dancy, School of Education
- Rosta Farzan, School of Computing and Information
- Tiffany Gary-Webb, Graduate School of Public Health

- Janet Grady, Pitt Johnstown
- Jacqueline Horrall, Pitt Greensburg
- James Huguley, Center on Race and Social Problems, School of Social Work
- Jeff Inman, Katz Graduate School of Business
- Michael Kenney, Graduate School of Public and International Affairs
- Julius Kitutu, School of Nursing
- Adam Leibovich, Dietrich School of Arts and Sciences
- James Martin II, Swanson School of Engineering
- Thomas Nolin, School of Pharmacy
- Adriana Modesto Vieira, School of Dental Medicine
- Chenits Pettigrew, Jr., School of Medicine
- Tomar Pierson-Brown, School of Law
- Frits Pil, Katz Graduate School of Business
- Laurel B. Roberts, Office of the Provost
- Anne Robertson, Swanson School of Engineering
- Bernard Rousseau, School of Health and Rehabilitation Sciences
- Randall Smith, School of Pharmacy
- Erin Walker, School of Computing and Information
- Emily Williams, Pitt Bradford

Questions may be directed to [facultydiversity@pitt.edu](mailto:facultydiversity@pitt.edu).

## APPENDIX

### Key Definitions

**Social Determinants** “...are the conditions in the environments where people are born, live, learn, work, play, worship, and age that affect a wide range of health, functioning, and quality-of-life outcomes and risks.”<sup>4</sup> These include, among others, 1) Economic Stability; 2) Education Access and Quality; Neighborhood and Built Environment; 4) Social and Community Context; 5) Health Care Access and Quality.<sup>1</sup>

“**Equity**’ is the absence of avoidable, unfair, or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically or by other means of stratification.”<sup>5</sup>

This proposal defines equity broadly, including: 1) Procedural Equity; 2) Distributional Equity; 3) Structural Equity; 4) Transgenerational Equity; and 5) Transformational Equity <sup>6</sup> where “equity”

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<sup>4</sup> Social Determinants of Health, Healthy People 2030 <https://health.gov/healthypeople/objectives-and-data/social-determinants-health>

<sup>5</sup> World Health Organization <https://www.who.int/healthsystems/topics/equity/en/>

<sup>6</sup> Natural Resources Defense Council, “Definitions of Equity, Inclusion, Equality and Related Terms” [https://www.broward.org/Climate/Documents/EquityHandout\\_082019.pdf](https://www.broward.org/Climate/Documents/EquityHandout_082019.pdf)

aims for the highest attainable standards; generally, those enjoyed by the socially advantaged.

“**Well-Being**” is defined in the broadest terms, including individuals’ positive perceptions that their lives are going well, taking into consideration availability and access to basic resources, physical and mental health (including the pursuits which help to improve and maintain well-being such as engagement in the arts, faith practices, etc.)

**Funding Structures**

**Provost’s Area**

The Provost will provide support for new faculty in the following manner:

- Assistant Professors = 1<sup>st</sup> and 2nd year at 100%, up to \$100K; 3rd year at 75%, up to \$75K; 4<sup>th</sup> year at 50%, up to \$50K.
- Associate and Full Professors = 1<sup>st</sup> year at 100%, up to \$120K; 2<sup>nd</sup> year at 50%, up to \$60K.

Year of Hire	No. of New Faculty	Rank	Number per Rank
Year 1	6	Assistant	4
		Associate or Full	2
Year 2	7	Assistant	5
		Associate or Full	2
Year 3	6	Assistant	4
		Associate or Full	2
Year 4	6	Assistant	4
		Associate or Full	2