UNIVERSITY OF PITTSBURGH

Call for proposals

Race and Social Determinants of Equity and Well-being Cluster Hire and
Retention Initiative

Deadline for proposals: February 15, 2021

Apply at: facultydiversity@pitt.edu

OVERVIEW
Building upon 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 race and social determinants of equity and well-being. Aligned with these commitments, Pitt’s Race and Social Determinants of Equity and Well-Being Cluster Hire and Retention Committee (John Wallace and Paula Davis co-chairs) invites proposals from all Pitt schools and campuses to hire a cohort of at least 50 faculty (25 in the Provost’s area and 25 in the Health Sciences), over the next four years. The cluster will build the University’s expertise in domains of inquiry related to Race and Social Determinants of Equity and Well-Being.

The Committee invites faculty hiring proposals from all units in the University. 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 and Well-Being, including Pittsburgh’s widely recognized racial disparities, (see “Pittsburgh’s Inequality Across Gender and Race” report, https://apps.pittsburghpa.gov/redtail/images/7109_Pittsburgh's_Inequality_Across_Gender_and_Race_09_18_19.pdf). Particular preference will be given for proposals that explore crossing disciplinary boundaries and that promote multi-disciplinary “team science’ approaches, including proposals that are co-developed by departments and units for this purpose.

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 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 and Well-Being. 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 Race and Social Determinants of Equity and Well-Being, and 4) increase the University’s capacity to contribute to important and 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 December 2020 with the first round of applications being due on February 15, 2021.

- Interested units will draft and submit proposals to the committee. It is recommended that applicants review and use the URF Cluster Hire Handbook, as well as the recently published report, “Pittsburgh’s Inequality Across Gender and Race,” 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 the first year of funding. Proposals that are not selected can be revised and resubmitted for the following year. We anticipate that members of the Cluster Hire and Retention committee will serve on departmental or unit hiring committees (committees in 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 for the first round of hiring.
- Hiring of the first set of 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
Supported by the Offices of the Provost and the Senior Vice Chancellor for the Health Sciences, the university-wide Race and Social Determinants of Equity and Well-Being Cluster Hire and Retention Initiative will begin in Spring 2021 and proceed over four years.

Startup packages will be the responsibility of the relevant dean/school in negotiation with the Provost or Senior Vice Chancellor. 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 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.

Proposal Process
Although proposals to recruit individual faculty members are acceptable, units are strongly encouraged to collaborate to submit proposals for multiple hires.

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 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.

Proposals 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). ¹

- 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).
- 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.
- Identify senior faculty who might potentially participate in the cluster and serve as mentors, along with the general mentoring structure for new hires. Explain cluster activities (e.g., conferences, meetings, trainings) that will foster teamwork.
- 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). Identify 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 electronically in PDF format to facultydiversity@pitt.edu no later than February 15, 2021.

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

- Ann E. Cudd, PhD, Provost, ex officio
- Anantha Shekhar, MD, PhD, 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.

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.”\(^2\) 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.\(^1\)

"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."\(^3\)

This proposal defines equity broadly, including: 1) Procedural Equity; 2) Distributional Equity; 3) Structural Equity; 4) Transgenerational Equity; and 5) Transformational Equity \(^4\) where “equity” 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-

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\(^3\) World Health Organization https://www.who.int/healthsystems/topics/equity/en/
being such as engagement in the arts, faith practices, etc.)

Over the next four years, we aim to recruit and support a cohort of at least **50** tenure-stream scholars focused on *Race and Social Determinants of Equity and Well-Being*, across the University, over the span of four years.

**Funding Structures**

**Provost’s Area**

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

- **Assistant Professors** = 1<sup>st</sup> and 2<sup>nd</sup> year at 100%, up to $100K; 3<sup>rd</sup> 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.

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