UNIVERSITY OF PITTSBURGH – HEALTH SCIENCES

Call for proposals

Race and Social Determinants of Equity, Health 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, Health and Well-Being** Cluster Hire and Retention Committee (Paula Davis, MaCalus Hogan and Naudia Jonassaint co-chairs) invites proposals from Pitt's Health Science schools to hire a cohort of at least 25, over the next four years, whose research and experience focuses on issues of Race and Social Determinants of Equity, Health and Well-Being.

The Committee invites faculty hiring proposals from the six Schools of the Health Sciences. 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 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, Health and Well-Being** Initiative is to successfully identify, recruit, hire, retain and promote 25 or more faculty, across Pitt's Schools of the Health Sciences. 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 health and well-being in the Pittsburgh region, nationally and across the globe.

Goals

The parallel Provost's area and Health Sciences cluster hire and retention initiatives will transform Pitt's expertise in, and research on, **Race and Social Determinants of Equity, Health and Well-Being.** These initiatives 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, Health 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. *Applications for the Health Sciences cluster will be accepted on a rolling basis*.

- 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. 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 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, Health and Well-Being Cluster Hire and Retention Initiative will begin in Academic Year (AY) 2021-2022 and proceed over four years.

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

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, 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 should leverage **existing faculty lines**; 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.
- Outline the rationale for the cluster. Provide evidence that the cluster is aligned with the Plan for Pitt and supports our commitment to become an anti-racist institution.
- Identify cluster leader, potential home department(s) for the cluster hire(s), and members of cluster steering/search committee. For cross unit cluster efforts, create a plan for 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 in 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 each new proposed position, 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

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[1] 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/.

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 diversity@hs.pitt.edu AND facultydiversity@pitt.edu.

The **campus-wide** 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 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, Office of the Provost
- 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 diversity@hs.pitt.edu or 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 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, to include five frames: 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. The Health Sciences cluster also centers Health Equity that also includes 'disparities in disease prevalence' and 'disparities in health outcomes'.

"**Well-Being**" is defined as a positive outcome indicating individuals' perception 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.)

Over the next four years, we will recruit and support a cohort of at least **25** tenure-stream scholars focused on **Race and Social Determinants of Equity, Health and Well-Being,** across the Schools of the Health Sciences, over the span of four years.

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[2] Social Determinants of Health, Healthy People 2030 https://health.gov/healthypeople/objectives-and-data/social-determinants-health

[3] World Health Organization https://www.who.int/healthsystems/topics/equity/en/

[4] Natural Resources Defense Council, "Definitions of Equity, Inclusion, Equality and Related Terms" https://www.broward.org/Climate/Documents/EquityHandout_082019.pdf

The Senior Vice Chancellor for Health Sciences will support cluster hire lines for four years on a flat annual support model, irrespective of rank.

Academic Year	Rank/Status	% Salary Subsidy	Loan Repayment	Total Subsidy ($)
AY 21-22	Non-UPP	50%/salary or $75K, whichever is higher	$25,000	$100,000
	UPP	50%/salary or $75K, whichever is higher	$50,000	$125,000
AY 22-23	Non-UPP	50%/salary or $75K, whichever is higher	$25,000	$100,000
	UPP	50%/salary or $75K, whichever is higher	$50,000	$125,000
AY 23-24	Non-UPP	50%/salary or $75K, whichever is higher	$25,000	$100,000
	UPP	50%/salary or $75K, whichever is higher	$50,000	$125,000
AY 24-25	Non-UPP	50%/salary or $75K, whichever is higher	$25,000	$100,000
	UPP	50%/salary or $75K, whichever is higher	$50,000	$125,000