



Anantha Shekhar, MD, PhD, Senior Vice Chancellor for the Health Sciences and Dean, School of Medicine and Ann Cudd, PhD, Provost and Senior Vice Chancellor, architects of the Race and Social Determinants of Equity, Health and Well-Being Cluster and Retention Initiative

For the health and well-being of all

The University of Pittsburgh is committed to adding new positions that focus on conducting research, educating students and engaging in service designed to eliminate racial disparities and to improve measures of health and well-being in the Pittsburgh region, nationally and across the globe.

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RACE & SOCIAL DETERMINANTS OF EQUITY, HEALTH, AND WELL-BEING CLUSTER AND RETENTION INITIATIVE

SCHOOLS OF THE HEALTH SCIENCES



Cluster Initiative co-chairs Paula K. Davis, Associate Vice Chancellor for Health Sciences Diversity, Equity and Inclusion and John Wallace, Vice Provost for Faculty Diversity and Development

"This initiative will increase the University's capacity to address disparities in health by focusing our research lens and attracting a cadre of faculty ready and able to use their investigational and clinical skills to bear on solving pressing problems."

Paula K. Davis, Associate Vice Chancellor for Health Sciences Diversity, Equity and Inclusion

"While Pittsburgh is certainly challenging for African Americans, racism and health disparities are not specific to Pittsburgh, I'm confident that what we learn will have implications far beyond Western Pennsylvania, and I also am excited by the fact that the institution where I serve is committed to improving conditions in the community in which it is nested."

John Wallace, Vice Provost for Faculty Diversity and Development

ABOUT US

Our Mission

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. The initiative is supported by the Office of the Provost; Office of the Senior Vice Chancellor, Health Sciences; Center on Race and Social Problems; and the Institute for Clinical Research and Education.

Pitt's Race and Social Determinants of Equity, Health and Well-Being Cluster Hire and Retention Committee invited proposals from all Pitt schools and campuses.

OUR EXTERNAL PARTNERS

- Vibrant Pittsburgh
 - vibrantpittsburgh.org
- The Advanced Leadership Institute (TALI)
 - taliinstitute.org

HEALTH SCIENCES SUPPORT

SALARY SUPPORT - HEALTH SCIENCES

Faculty receive \$75,000 in Pitt salary support annually for four years. If Pitt salary is less than \$75,000, the difference is available as seed and enrichment funding.

LOAN REPAYMENT

Satisfying student loan indebtedness strains Health Sciences faculty attempting to build careers. Jointly appointed UPP/Pitt hires are eligible for up to \$50,000 per year in loan repayment; non-UPP hires are eligible for up to \$25,000 per year for four years. The program requires a simple application and annual monitoring.

ACADEMIC CAREER DEVELOPMENT

The "Race &.." series allows cluster faculty to showcase their work. "Race@Work" is an academic career development retreat designed to prepare early career and junior faculty for successful attainment in academic careers.