



Tenure-track Associate or Full Professor Vice-Chair Diversity Equity Inclusion Accessibility & Belonging

The Department of Medical Social Sciences (MSS) (www.mss.northwestern.edu), Feinberg School of Medicine (FSM), Northwestern University invites applications for a senior faculty position: a tenure eligible (Associate or Full Professor level) inaugural Vice Chair for Diversity, Equity, Inclusion, Accessibility and Belonging (DEIA+B). We strongly encourage people from communities that are underrepresented in medicine (URiM) to apply including people from racial and ethnic minoritized communities; first generation scholars; LGBTQ+ and non-binary people; people with disabilities; and women. We are particularly interested in candidates whose expertise and lived experiences can help strengthen MSS vision, processes, and our equity-oriented research portfolio. The candidate will work in close collaboration with our robust departmental Inclusion, Diversity, Equity, and Action (IDEA) Committee that includes faculty, staff, and trainees, MSS leadership, and within the highly collaborative MSS environment to cultivate a diverse, inclusive, equitable, welcoming, and collaborative culture which supports each person's ability to reach their full potential.

We seek an exceptional mid-to-advanced career investigator, leader, and innovator with a cutting-edge research portfolio focused on health equity research. We encourage applicants who center equity, broadly construed, in their research. We aim for a candidate whose research program concentrates on traditionally minoritized populations and/or structural/systems change. We are particularly interested in candidates whose research focuses on domains aligned with the four divisions in MSS that map onto the public health approach: Outcome and Measurement Science, Determinants of Health, Intervention Science, and Implementation Science. Exemplar areas of interest across these domains include (but are not limited to) (a) Outcome and Measurement Science domain: e.g., equitable assessment; clinical integration of health literacy tools; (b) Determinants of Health domain: e.g., identification of multi-level barriers including structural and systemic barriers to healthcare access, quality, and engagement; (c) Intervention Science domain: cultural adaptations and delivery of interventions, development and delivery of novel interventions for minoritized populations or settings; (d) Implementation Science domain: equitable implementation of interventions in partnership with community or clinical partners; application of community-engaged approaches in co-design of novel implementation strategies.

In addition to scientific leadership in growing our equity-oriented research, the Vice Chair-DEIA+B will provide focused vision and leadership for diversity, equity and inclusion initiatives across the department's research and education missions, alongside departmental community-building in alignment with institutional efforts. Working closely with the IDEA Committee, this role will provide strategic guidance to the Department. Activities will include leading departmental best practices in equitable hiring, recruiting, representation and inculcating a welcoming environment of inclusive excellence, as well as identifying gaps and strategies for addressing these gaps including department wide initiatives. The Vice Chair for DEIA+B will be a member of the MSS Leadership team, working closely with the Chair, Vice Chairs for Education and Scientific & Faculty Development and Division Chiefs to ensure integration, cross-fertilization, equity and a robust Departmental whole.

This is an exciting time to join Feinberg School of Medicine (FSM), which has a strong commitment to advancing health equity across the clinical, research, and education missions. This includes support for trans-departmental centers to play leading roles in these efforts, most notably its Institute for Public Health and Medicine (IPHAM) and its Center for Health Equity Research (CHET) and Center for Community Health (CCH). Feinberg and Northwestern are also a site for an NIH Faculty Institutional Recruitment for Sustainable Transformation (FIRST) award known as Northwestern University Recruitment to Transform Underrepresentation and achieve Equity (NURTURE), providing sustained commitment and resources for expanding and supporting inclusive excellence at the investigator level.

Each of MSS' divisions also has thematic focus on health equity across disease conditions and across the lifespan. MSS is a transdisciplinary department in the Feinberg School of Medicine with approximately 80 social and behavioral scientists guided by the shared mission to harness the social and behavioral sciences to advance equity, innovation, and impact in health. MSS is the leading department of its kind as measured by Blue Ridge rankings, with a robust research portfolio



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including \$51 million dollars in federal funding annually, high impact and output including over 450 publications annually, and global reach including collaborations with scientists in over 102 countries.

Candidates will have the opportunity to engage and/or enroll graduate students and postdoctoral fellows via a variety of relevant programs including MSS's Social Science and Health track within the IPHAM Health Sciences Integrated PhD Program (HSIP), ACCELERAT K12 Learning Health Systems Faculty Career Development Program, and multiple health services, methodological and/or health equity focused pre-postdoctoral T32s.

COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, and BELONGING

MSS is strongly committed to diversity, and equity is critical to the mission of advancing excellence in academic programs, world-class research, and health programs. As our healthcare and academic institutions serve increasingly diverse constituencies, it is vital to understand the ways in which differences in gender, class, race, ethnicity, religious affiliation, and other identities can both divide us and offer us better ways of thinking and working. The MSS Inclusion, Diversity Equity and Action (IDEA) Committee drives a dynamic discourse and department wide effort to continually expand MSS engagement with, and action towards creating and training a more inclusive and representative health sciences.

Applications are encouraged from diverse applicants, and the Department is committed to supporting faculty to work in an increasingly diverse society by promoting equity and justice for all individuals, actively working to eliminate barriers and obstacles created by institutional discrimination. Engagement in discrimination or harassment against any person because of race, color, sex, religion, national origin, ancestry, age, marital status, military service, disability, sexual orientation, and gender identity or expression will not be tolerated. MSS has a central objective to advance the health and wellbeing of diverse populations. The importance of respecting and valuing this aspect of diversity permeates interactions and activities with faculty, trainees, and staff. Northwestern University is an equal opportunity, affirmative action employer and does not discriminate against qualified individuals on the basis of race, color, religion, national origin, sex, pregnancy, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship status, veteran status, genetic information, or any other protected class. Individuals from all diverse backgrounds are encouraged to apply. Hiring is contingent upon eligibility to work in the United States. For more information, please see the University's Policy on Discrimination and Harassment at northwestern.edu/civil-rights-office/policies-procedures/policies.

The Northwestern campus sits on the traditional homelands of the people of the Council of Three Fires, the Ojibwe, Potawatomi, and Odawa as well as the Menominee, Miami, and Ho-Chunk nations. We acknowledge and honor the original people of the land upon which Northwestern University stands, and the Native people who remain on this land today. Chicago is a city of neighborhoods. While there is power in community, the neighborhoods were created through the explicitly racist policies of Red Lining. The segregation enforced by these codes result in modern day inequities in health, educational, and income outcomes that disproportionately impact the City's communities of color. MSS is committed to community-engaged research that addresses inequities and aims to transform health for all through the social and behavioral sciences.

Start date is negotiable. We will begin reviewing applications **November 15th**, and applications will be accepted until the position is filled. When applying, please upload a *curriculum vitae*, cover letter, and list of references form (feinberg.northwestern.edu/fao/docs/admin-fac-reg-tracks/Recruitment/FSM-List-of-References-for-New-Faculty.docx) describing your interest and alignment with the position. All applicants should include in their cover letter a clear statement about their commitment and contribution to diversity, equity, and inclusion initiatives.

Applications accepted here: <https://facultyrecruiting.northwestern.edu/apply/MTk1Ng==>