

## **Faculty Lead: Equity, Diversity and Inclusion (EDI) Program in Public Health (PPH)**

Position Overview: The PPH Faculty Lead for EDI will provide strategic guidance and support as to the PPH EDI initiatives. They will work directly with the PPH EDI Committee. Committee members include the PPH Director, PPH Associate Director, Degree Leaders (MPH, MS in Biostatistics, MS in Epidemiology), Director of Accreditation, and the PPH EDI staff coordinator. They will work with the EDI Committee on campus and virtually through Zoom, email and mobile communications. Position duties cover three areas and include:

### Recruitment and Retention

1. Partner with University units to enhance pathway/pipeline of students.
2. Enhance recruitment plan and strategies.
3. Provide strategic guidance for the underrepresented minority (URM) scholarship process.
4. Provide strategic guidance and support to advance PPH recruitment goals and strategies, including (but not limited to): *enhancing/diversifying recruitment venues and establishing partnerships with Minority-Serving Institutions*
5. Provide strategic guidance to Program and Degree Leaders on new and existing evidence-based retention strategies (e.g., PPH Research/Dissemination Fund, Hardship Fund).

### Climate

6. Provide strategic guidance and support to PPH with developing and implementing an EDI climate survey to faculty and staff.
7. Provide strategic guidance to PPH and Evaluation Committee in interpreting and responding annual student EDI survey data.
8. Provide strategic guidance to PPH in developing, interpreting and responding to EDI-related questions on alumni surveys.

### Other

9. Support EDI Committee Leaders with evidence-based strategies for ensuring PPH faculty and staff capacity in EDI efforts (e.g., training, onboarding).
10. Support EDI Committee Leaders with strategic guidance in other areas as they emerge.
11. Ensure alignment with EDI efforts by The Graduate School, Feinberg School of Medicine's Office of Diversity and Inclusion, and other entities as appropriate.
12. Promote a PPH culture that infuses EDI principles throughout all the unit's activities.

Qualified candidates will be Northwestern faculty members with assistant, associate or full professor rank (regardless of faculty track), relevant training, a doctoral degree (e.g., PhD, DrPH, MD, EdD, JD), leadership experience in academic public health or related disciplines (e.g., as a director, administrator, course instructor, committee chair, or advisor), interest in working with a diverse community of faculty/staff/students, and a strong interdisciplinary orientation to EDI leadership and collaboration.

The start date is March 1<sup>st</sup> and the position will remain open until filled. To apply, please provide a letter describing your interest and qualifications for the position, an updated CV, and contact information for three references. Please send your application materials to Loren Mendez at [loren.mendez@northwestern.edu](mailto:loren.mendez@northwestern.edu). Please contact the search chair, Leah C. Neubauer, Associate Director, Program in Public Health for additional information about the position at [leah.neubauer@northwestern.edu](mailto:leah.neubauer@northwestern.edu)

*Northwestern requires all staff and faculty to be vaccinated against COVID-19, subject to limited exceptions. For more information, please visit our COVID-19 and Campus Updates website. 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. Northwestern University is an Equal Opportunity, Affirmative Action Employer of all protected classes, including veterans and individuals with disabilities. Women, racial and ethnic minorities, individuals with disabilities, and veterans are encouraged to apply.*