***This proposal should not exceed four pages in length. Brevity is appreciated and bullet points are welcome.***

*For OtP guidance, see:* [*https://provost.uoregon.edu/ay2020-21-institutional-hiring-plan#template*](https://provost.uoregon.edu/ay2020-21-institutional-hiring-plan#template)

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| --- | --- |
| **Proposal number** | [completed by school/college/division] |
| **College/School/Division** |  |
| **Cluster/Node** (if applicable) |  |
| **Department/Program** |  |
| **Requested TTF Specialty** |  |
| **Requested TTF Rank** |  |

**Proposal Description**

**One or two sentence summary of the proposal, for potential public-facing IHP website use.**

**Proposal Rationale**

The Office of the Provost and IHP advisory groups will refer to relevant institutional metrics (<https://provost.uoregon.edu/institutional-metrics>) as part of the IHP decision-making process.

Using appropriate information and metrics, describe the need for a TTF hire in this area with respect to each of the following:

1. **Describe the rationale for the position, including how the proposal aligns with the strategic vision and needs of the unit and college/school.***(Please limit this response to fewer than 500 words.)*
2. **Indicate how the proposed search will do one or more of the following, as appropriate:***(Please address only applicable items, and limit each response to fewer than 300 words.)*

* Contribute to growth in national and international leadership of the university within the proposed field.
* Help catalyze excellence in new areas of research or creative activity, maintain or strengthen established premier areas of research or creative activity, or draw together multiple areas of research or creative excellence.
* Grow and/or maintain areas of demonstrated prospective/future undergraduate student interest.
* Grow and/or maintain successful graduate programs, where there is faculty capacity for building areas of excellence and/or new programs of particular institutional need.

1. **The provost expects searches to be conducted in a manner consistent with the diversity, equity, and inclusion goals of the unit and the university. Address this in your answers to the two questions below, as they relate to the specific discipline and proposed search.***(Please limit this response to fewer than 400 words.)*
2. To facilitate **inclusive searches**, UO requires robust active recruitment work before launching each TTF search. Using field availability estimate data (<https://ir.uoregon.edu/FAE>) from the 1-2 fields that most closely align with the proposed position, discuss why the unit chose the proposed specialty/focus with respect to how that focus might narrow or broaden the pool of available candidates.
3. Discuss how the unit would **support the new TTF hire** to ensure they are successful.
4. **The provost expects every faculty hire to contribute to the mission of student success, access, and experience, including through high-quality instruction and mentoring. To illustrate the unit is an environment that fosters these values, give specific examples of what the unit has done to innovate in its curriculum; support student success; or support teaching success through building a culture of inclusive, engaged, and research-informed teaching.***(Please limit this response to fewer than 400 words.)*
5. **If there are other significant factors, describe them briefly below.***(Please limit this response to fewer than 200 words.)*