

[School/College]
2020 IHP Proposal Template Guidance
Proposals for 2020-21 TTF Searches

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

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

Boxed Red Italic Text indicates OtP guidance

Proposal Description

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

Briefly describe the proposed specialty area and anticipated impact of the position.

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.)

Explain the overall context of the search, addressing the vision and needs of the unit and the school/college.

- 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.

Use data to make a clear, concise case for the applicable elements above, ensuring that the argument is accessible to people outside the discipline.

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3. **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.)

- i. 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.

- *The specialty/focus of a search can impact recruitment; in general, narrowly focused searches create challenges in recruiting strong, diverse pools of candidates. In some circumstances, however, narrow searches may be more appropriate (addressing a specific curricular need, etc.). There is no right answer to this question. If the data indicate potential recruiting challenges, units may discuss ideas for mitigating those challenges.*
- *The field availability estimate data linked above give domestic context for the terminal degree field in which a unit is searching. Units may also reference additional data sources within the discipline (e.g., data on international applicant pools, data on postdocs) and what they already know about availability in the field (e.g., insights on graduates who seek positions in academia vs industry).*
- *For more information on the active recruitment expectations for every TTF search, see: <https://provost.uoregon.edu/active-recruitment-tenure-track-faculty-searches> or contact Melanie Muenzer at muenzer@uoregon.edu.*

- ii. Discuss how the unit would **support the new TTF hire** to ensure they are successful.

Possible discussion topics include, but are not limited to, mentoring, professional development/research funding, fostering strong connections to the field, assistance connecting to community, regular meetings with the department head to set expectations and discuss progress, dedicated department climate initiatives.

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.)

For each example, briefly include reasoning and projected measures of success. UO defines student success here: https://uess.uoregon.edu/files/uo_student_success_definition_flyer_10.9.2019.pdf

5. **If there are other significant factors, describe them briefly below.**

(Please limit this response to fewer than 200 words.)