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| **Proposal number** | [completed by school/college/division] |
| **College/School/Division** |  |
| **Department/Program** |  |
| **Requested TTF Specialty** |  |
| **Requested TTF Rank (assumption is Assistant Professor)** |  |

**Expectations**

The Provost expects proposals to describe TTF hiring needs using appropriate information and metrics:

* Please refer to relevant [institutional metrics](https://provost.uoregon.edu/institutional-metrics) as part of the IHP proposal process.
* Use data to make a clear, concise case for the applicable elements.
* Proposals should not exceed 2-3 pages in length. Brevity is appreciated; bullet points are welcome.

**Proposal**

1. **Describe the rationale for the position, including how the proposal aligns with the strategic vision, values, and needs of the university, and the priorities of the college/school. All proposals should indicate how the search will do the following:**

* Contribute to growth or maintenance of excellence in national and international leadership of the university within the proposed field.
* Help catalyze inclusive 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. **Faculty Development is an important institutional priority.**

* Describe how your unit supports faculty, and how you would welcome and onboard a new TTF hire to ensure that individual is successful. This can include existing practices, and any new practices you plan to adopt, such as [mentoring plans](https://provost.uoregon.edu/faculty-mentorship-programs) for early career faculty, professional development/research funding, fostering strong connections in the field, support for t[eaching engagement](https://teaching.uoregon.edu/), assistance connecting to community, regular meetings with department head, dedicated department climate initiatives.

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

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| **Diversity, equity, and inclusion.** Each approved IHP search will be expected to include strategies for mounting a diverse search, address relevant [field availability estimate data](https://ir.uoregon.edu/sites/ir.uoregon.edu/files/Field_Availability_Estimates_for_2023_IHP.pdf), and  to follow best practices as outlined on the [Office of the Provost website](https://provost.uoregon.edu/faculty-hiring) (e.g. robust [active recruitment plan](https://provost.uoregon.edu/active-recruitment-tenure-track-faculty-searches)s, evaluation criteria for [required candidate diversity statements](https://provost.uoregon.edu/diversity-equity-and-inclusion-statement-guidance-ttf-searches)). |