

**[School/College]**  
**2023 IHP Proposal Template Guidance**  
Proposals for 2023-24 TTF Searches

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

*Boxed Red Italic Text indicates OtP guidance*

### **Expectations**

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

- The Office of the Provost and IHP advisory groups will refer to relevant [institutional metrics](#) as part of the IHP decision-making process.
- Diversity, equity, and inclusion are shared University of Oregon values. The provost expects each IHP proposal to include strategies for mounting a diverse search and address relevant [field availability estimate data](#). Further, as active recruitment and equitable searches are critical components of this institutional priority, all 2023-24 TTF searches will continue to be required to follow best practices as outlined on the [Office of the Provost website](#) (e.g. robust [active recruitment plans](#), evaluation criteria for [required candidate diversity statements](#)).
- Proposals should not exceed four 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.**

*(Please limit this response to no more than 750 words.)*

*Explain the overall context of the search, addressing the strategic vision and needs of the unit, the school/college, and the university (<https://president.uoregon.edu/priorities-and-initiatives> and <https://provost.uoregon.edu/inclusion>).*

- 2. There will be two categories of proposals for this year’s IHP: traditional and those tied to the [Environment Initiative](#) or the [Sport & Wellness Initiative](#). All IHP proposals will follow the same process, and all must complete section 2a, below. Initiative-tied proposals must complete both sections 2a and 2b.**

- a. All Proposals:** Indicate how the search will do one or more of the following:  
*(Please address only applicable items and limit each response to no more than 300 words.)*

- 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.

*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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- b. **Initiative-Tied Proposals:** If proposal is tied to an initiative, in addition to 2a above, describe how the search will contribute to the development and success of the [Environment Initiative](#) or the [Sport & Wellness Initiative](#), referring to the appropriate initiative-specific criteria.

*(Please address only applicable criteria, and limit each response to no more than 250 words.)*

*If proposed search is not tied to an initiative, please leave blank or indicate "N/A". Otherwise, please refer to the appropriate linked initiative-specific criteria.*

3. **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.**

*(Please limit this response to no more than 300 words.)*

*List the resources or support your unit provides to help faculty succeed, beyond what is required. Possible topics include, but are not limited to: [mentoring plans](#) for early career faculty, professional development/research funding, fostering strong connections to the field, support for [teaching engagement](#), assistance connecting to community, regular meetings with department head to set expectations and discuss progress, dedicated department climate initiatives. Particularly consider the elimination of barriers for faculty of color, women, and others who have historically been excluded from higher education.*

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

*(Please limit this response to no more than 250 words.)*