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

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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. **Respond to the prompts below with respect to diversity, equity, and inclusion.***(Please limit this response to fewer than 500 words.)*
2. To facilitate **inclusive searches**, UO requires robust active recruitment work before launching each TTF search.
   1. Field Availability Estimate (FAE) data (<https://ir.uoregon.edu/FAE>), provide a demographic breakdown of recent domestic (US) terminal degrees awarded by field and subfield. Specify the 1-2 fields from the FAE data that most closely align with your proposed position.
   2. Describe how you will approach recruitment for this position, noting how you will mitigate potential challenges that may arise based on the FAE data.
   3. Approved searches will be required to request that candidates submit a diversity, equity, inclusion statement in their application materials. Please describe specifically what will be critical for your unit to ascertain from these statements.
3. The provost expects units to **support student success, access, and experience** by eliminating opportunity gaps and creating a culture of **inclusive teaching**. Explain how you will design the hiring process to identify potential colleagues who will contribute to this mission.
4. Discuss how your unit would **support the new TTF hire** to ensure they are successful.
5. **If there are other significant factors, describe them briefly below.***(Please limit this response to fewer than 200 words.)*