

2022 Institutional Hiring Plan

(Available at <https://provost.uoregon.edu/ay2022-23-institutional-hiring-plan.>)

The 2022 Institutional Hiring Plan (IHP) will designate the tenure-track faculty searches that will occur in the 2022-23 academic year. The IHP will be developed through a collaborative process. This process begins with our faculty, involves discussion between the provost and individual deans, and concludes with feedback from advisory groups including the deans and the Provost's Faculty Hiring Advisory Committee*. There will be two types of proposals for this year's IHP: traditional and those tied to the Provost's Strategic Initiative on Environment or the Provost's Strategic Initiative on Sport & Wellness (see Evaluation Criteria section for details). The provost will then finalize and announce the IHP, which will detail all approved tenure-track faculty searches.

All final decisions related to the IHP are the responsibility of the provost.

Diversity, equity, and inclusion are essential to the mission of the university, and as such are foundational in all of the work we do. As is reflected in the criteria section below, IHP proposals will again be expected to address diversity, equity, and inclusion, and will be evaluated on that basis.

** The Provost's Faculty Hiring Advisory Committee is a rotating group of seven senior faculty members from representative disciplines across campus.*

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Scope of the 2022 IHP

While we hope to return to a more normal level of hiring, at this time, because of the uncertainties of the COVID-19 situation, we cannot predict the number of searches that will be approved in the 2022 IHP.

It is expected that most new searches in the 2022 IHP will be funded at the level of assistant professor. Deans interested in hiring at the associate or full professor level



will be required to work with the provost to identify resources to pay for the difference in salary.

Costs related to renovations and startup will also be serious considerations in decisions about the 2022 IHP.

Timeline

- October 2021: Provost launches the 2020 IHP process, directing deans to work with their faculty to develop hiring proposals for the 2020-22 search year.
- November 2021: Office of the Provost hosts IHP proposal workshop (register at <https://uomytrack.pageuppeople.com/learning/3271>).
- October 2021 – February 2022: Deans work with faculty to identify needs and generate ideas for faculty searches. Questions about internal school or college IHP processes should be directed to the respective dean's office.
- February 4, 2022: Deadline for deans to submit school and college-level proposals to the Office of the Provost.
- March 2022: Provost reviews proposals, requests analysis from Provost Initiative leaders, and meets with deans individually.
- March - April 2022: Provost drafts proposed plan, discusses with Provost's Faculty Hiring Advisory Committee and deans, reviews proposed plan for space and startup impacts, analyzes** best ways to support searches for diversity and quality, finalizes IHP.
- April 2022: Announcement of the 2022 IHP.

*** Diversity Portfolio Analysis of the draft IHP will be conducted by a team convened by the Office of the Provost, the Division of Equity and Inclusion, and the Office of Human Resources.*

In addition, the Office of the Provost will host an opportunity for the deans to discuss collaborations across the IHP.

Evaluation Criteria

The IHP process will prioritize proposals that best fit the institution's long-term goals. With that in mind:

Each proposal must describe how a hire in the designated area would:

- Clearly map to the strategic vision and needs of the university and college or school.
- Contribute to the inclusive mission of the institution across the areas of teaching and student success, service, and research and creative activity.

Proposals should also describe how a hire would do one or more of the following:



- 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.

In addition to the above, proposals that are tied to the Provost's Strategic Initiative on Environment (<https://environment.uoregon.edu/ihp-criteria>) or the Provost's Strategic Initiative on Sport & Wellness (<https://sportwellness.uoregon.edu/ihp-criteria>) must describe how the search will contribute to the development and success of that specific initiative, referring to the appropriate linked Initiative-specific criteria.

Proposals are reviewed by the provost and are provided to the advisory groups, including the deans, the Provost's Faculty Hiring Advisory Committee, and Provost Initiative leaders, for discussion and feedback.

Proposal Template and Considerations

Proposals will be required to use the 2022 IHP Proposal Template. For the current version of the template, and for guidance on how to fill it out, please see <https://provost.uoregon.edu/ay2022-23-institutional-hiring-plan#documents>. The Office of the Provost will also host an IHP proposal workshop on from 1-2:30p.m. on Nov 3. Registration is available through the MyTrack Learning Library: <https://uomytrack.pageuppeople.com/learning/3271>.

Proposals are expected to provide persuasive rationale to address the quality or degree of excellence of the program or department in which a hire is being proposed. Consider the following when developing proposals:

- The provost will consider clusters of positions if they are proposed by all participating deans and if the cluster clearly supports a substantial and tangible increase in the excellence of the university.
- Proposals in areas with declining student demand are more likely to be successful in the IHP process if the focus of the position's research or creative activity is critical to maintaining a well-established excellence in an area that remains central and relevant.
- Units should generally have a plan outlining how they will ensure that new faculty are successful at the UO and ensuring that they have a climate that



promotes faculty retention (e.g. a plan for mentorship, successful faculty onboarding and transition into the unit and the university). Before submitting an IHP proposal, units with historical challenges regarding unit climate and/or faculty retention issues should work with their deans to ensure that a well-articulated plan is in place that will allow new faculty to succeed.

Please note that, unless the dean decides otherwise, searches that remain pending from the 2021-22 search year and those that were discontinued due to insufficiently diverse applicant pools will generally be automatically considered for 2022 IHP consideration. New proposals will not be required for these positions.

Deans are expected to review their school/college's proposals, and to prioritize them before forwarding to the provost for IHP consideration. The provost requests that deans forward only those proposals that warrant provost review.

Applying Metrics and Data

The IHP process is intended to be data-informed. Reference data for the IHP process is hosted on the Institutional Research website and will be updated soon.

The provost expects each proposal to be developed based on institutional metrics (<https://provost.uoregon.edu/institutional-metrics>), including operational metrics, graduate and undergraduate metrics, and scholarship and excellence ("mission") metrics as defined by the relevant unit. The Office of the Provost and the IHP advisory groups use these metrics during the proposal review process.

Units are expected to include field availability estimates in their proposals. Provided by Institutional Research (https://ir.uoregon.edu/sites/ir.uoregon.edu/files/Field_Availability_Estimates_for_2022_IHP.pdf), field availability estimates give domestic context for the terminal degree field in which a unit is searching. Some disciplines maintain data sources that might better represent the likely pool of applicants; these data may be referenced if provided with the unit's proposal.

Process

The Office of the Provost has provided dean's offices with additional instructions regarding the IHP submission process. College/school proposals are due to the Office of the Provost by Feb. 4, 2022. Questions about a particular school/college IHP proposal process should be addressed to the leadership of that school or college.



Documents and Links

- 2022 IHP Proposal Template: <https://provost.uoregon.edu/ay2022-23-institutional-hiring-plan#documents>
- 2022 IHP Proposal Template Guidance: <https://provost.uoregon.edu/ay2022-23-institutional-hiring-plan#documents>
- Institutional metrics: <https://provost.uoregon.edu/institutional-metrics>
- Field availability estimates: https://ir.uoregon.edu/sites/ir.uoregon.edu/files/Field_Availability_Estimates_for_2022_IHP.pdf