

**[School/College]**  
**2022 IHP Proposal Template Guidance**  
Proposals for 2022-23 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>	

*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 by addressing the following prompts:

- 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 no more than 500 words.)*

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

- 2. There will be two types of proposals for this year's IHP: traditional and those 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>). 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 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:** In addition to 2a above, describe how the search will contribute to the development and success of 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>), referring to the appropriate initiative-specific criteria.

*(Please address only applicable criteria, and limit each response to no more than 300 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. Respond to the prompts below with respect to diversity, equity, and inclusion.

*(Please limit this response to no more than 500 words.)*

- a. To facilitate inclusive searches, UO requires robust active recruitment work before launching each TTF search.

- i. Field Availability Estimate (FAE) data

([https://ir.uoregon.edu/sites/ir.uoregon.edu/files/Field\\_Availability\\_Estimates\\_for\\_2022\\_IHP.pdf](https://ir.uoregon.edu/sites/ir.uoregon.edu/files/Field_Availability_Estimates_for_2022_IHP.pdf)) 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.

*Some disciplines maintain data sources that might better represent the likely pool of applicants; these data may be referenced if provided with your proposal.*

- ii. How you are using existing networks and connections with Black, Native, Latino/a/x, ADPI and women faculty to cultivate diverse applicant pools? In the absence of existing connections, what are you doing to build networks and connections that are crucial to building diverse pools for talent?

*For example, if your FAE data show that you may have a challenging time recruiting candidates from a particular demographic, please consider directly reaching out to mentors in the field, programs that graduate large numbers of students in this demographic, strong potential applicants, and/or professional organizations representing these constituencies in this (or a closely related) discipline who can assist with recruitment.*

- b. Candidate materials for all approved TTF searches must include a statement about how the candidate practices equity, inclusion and diversity in their teaching, research, creative activity, and service.

- i. Please describe specifically what **your unit will look** for in these statements.

*For example, demonstrated commitment to inclusive teaching.*

*Please visit the Office of the Provost page at <https://provost.uoregon.edu/diversity-equity-and-inclusion-statement-guidance-ihp> for helpful resources.*

- ii. How will you design the search to maximize finding candidates who will contribute to the inclusive mission of the institution across the areas of **teaching and student success, service, and research and creative activity**?

*For information and ideas, visit the Teaching Engagement Program at <https://teaching.uoregon.edu/resources/teaching-excellence> and the Office of the Vice President for Research and Innovation <https://research.uoregon.edu/priorities-impact/deia-in-research>.*

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- c. Retention is an important institutional priority. Discuss how your unit would **support the new TTF hire** to ensure that individual is successful.

*Possible 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. If there are other significant factors, describe them briefly below.**  
*(Please limit this response to no more than 200 words.)*