



Date: 4 February 2022

To: Patrick Phillips, Provost and Senior Vice President

From: R.W. Kamphaus, Dean and Professor

RE: College of Education Institutional Hiring Plan Proposals

On behalf of our faculty, I am proposing *five* new tenure-track faculty (TTF) hires that are responsive to the 2022 Institutional Hiring Plan call for proposals. Our request is based on a college-wide call. Our four academic department heads and associate dean for academic affairs met on January 27 to review all proposals and to assess their responsiveness to the university and college criteria and priorities. The assembled concluded that all five proposals were responsive to university and college priorities and hold great potential for enhancing the success of the college and university.

The Educational Data Science (COE-1) and Latinx Studies and Data Analytics (COE-4) proposals build on multi-decade areas of intellectual leadership and impact. They leverage the broad and deep research methodological expertise of the college that has us ranked #1 and #2 in the nation (from 2011 to present) in funded research from the National Center for Special Education Research (NCSE) and Institute of Educational Sciences respectively. Both proposals also position us for enhanced intellectual leadership. The Educational Data Science proposal will allow us to provide much needed leadership in this nascent field and the second Data Science position will allow the UO to leverage its emerging leadership in Latinx studies to explore the poorly understood nexus between two fields that are typically treated as separate.

One proposal, Concussion Prevention and Management (COE-2), builds on relationships and collaboration among strong existing cross-campus research programs on concussive head injury, which will allow our most competitive master's degree program in speech/language pathology to incorporate this new, field-leading, content. Our master's program in Communication Disorders and Sciences (CDS) regularly attracts 200+ applicants for 35-40 available slots. This hire will also help the CDS program continue to respond to the local, regional, and national shortage of qualified speech/language pathologists. Additionally, this position's work aligns with the Provost's Strategic Initiative on Health and Wellness.

A fourth hiring proposal, Computing Education (COE-3), will catalyze existing collaborations between our computing science education K-12 experts and the Computer and Information Sciences Department of CAS. This hire will allow our university to fully pursue academic programming in the newest and highest demand STEM field – STEM+C (computing).

The fifth position, Racial Disparities and Health Equity/Latinx Mental Health (COE-5), is proposed by our nation-leading Counseling Psychology Program and affiliated programs in School Psychology and Couples and Family Therapy. These graduate programs all have

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abundant, high quality, and diverse applicant pools, making them highly selective academic programs with room to grow and to create the next generation of practitioners prepared to serve a Spanish speaking and Bilingual clientele.

Please note that all proposals are for assistant professor hires with the lone exception of our highest ranked proposal - Educational Data Science. This position is supported, in part, by an endowed professorship. An associate professor/professor rank hire is sought to serve the curricular leadership role anticipated for this hire.

In other words, these TTF hiring proposals are positioned for success due to, a) building on a strong foundation of research and instructional excellence in these same fields, b) pursuing forward-looking and timely areas of inquiry and student interest, and c) providing an opportunity to scale up our societal impact. In addition to being yoked to a history of excellence, each proposal drives us forward in societally relevant ways for the next many years. In my view, this combination of foundational excellence and positioning ourselves to lead the future of education and human sciences research, instruction, and practice argues for funding all five.

I provide the position numbers, descriptions, and priority ranks in the table below. Of course, the full context and rationale for the hire is best obtained from the individual IHP proposals.

Position Number	Position Title	Priority Rank
P21-COE-1	Early Intervention / Early Childhood Special Education	1
P22-COE-1	Educational Data Science/Quantitative Research Methods	2
P22-COE-2	Concussion Prevention and Management	3
P22-COE-3	Computing Education in Higher Education	4
P22-COE-4	Latinx Studies and Data Analytics	5
P22-COE-5	Racial Disparities and Health Equity/Latinx Mental Health	6

Note: As required, this table includes one incomplete search from 2021.

Please express my appreciation to the university-wide review committee and all involved in evaluating these proposals. I look forward to discussing these proposals with you and my colleagues across campus and responding to any requests for further information or clarification.