



Dear Colleagues,

I am pleased to announce that the 2022 Institutional Hiring Plan (IHP), which details all approved tenure-track faculty (TTF) searches for the 2022-23 academic search year, will be published at noon today. As of today, this year's plan authorizes 57 tenure-track faculty searches (40 new searches and 17 searches that will continue from this year, if needed).

I thank everyone who contributed time and effort to creating proposals and providing feedback. I appreciate the thought that went into crafting each proposal. Institutional Hiring Plan decisions were made in consultation with the Provost's Deans Hiring Advisory Committee, the seven-member Provost's Faculty Hiring Advisory Committee, advisory groups from the Environment Initiative and the Sport & Wellness Initiative, and the Active Recruitment Team. I personally gave careful consideration to each proposal before making the final authorizations to search. The full Institutional Hiring Plan and additional details on the process will be available shortly on [the provost's website](#).

We are delighted to be moving forward in tenure-track faculty hiring after a COVID-related lull; we are approving about half of the new searches that were proposed. While we are never able to approve all proposals, we are pleased to inform you that the College of Education has been authorized to conduct the following search(es):

IHP Number	College/ School/ Division	Central Initiative	Department or Program	Approved TTF Specialty	Approved TTF Rank	Footnotes (see below)
AY22-COE-01	COE	Data Science Initiative		Educational Data Science/ Quantitative Research Methods	Associate/ Full	1

The above is the inclusive list of all of the approved searches for your unit.

Congratulations on the approval of these searches. As you move forward, please note the **important information below**.

Next Steps

- Sara Bowman will be your Human Resources Recruitment Consultant. As part of our ongoing efforts to enhance active recruitment, please invite your HR recruitment consultant to participate in the first meeting as you begin to plan your job announcement and advertising/outreach plans. Your consultant will be available to your search committee(s) throughout the search process.

¹ Search is part of the Data Science Initiative. A percentage of teaching and service will be assigned to the Initiative – to facilitate moving quickly at the offer stage of the search, please start discussions about a Joint Appointment MOU (<https://provost.uoregon.edu/joint-and-multiple-appointments>) early in the process. Data Science Initiative leadership will need to participate in the search process and approve finalists.



- As has previously been the case, **anyone who serves on a TTF search committee** is required to have taken an implicit bias workshop within the last three years. Please refer to the [Division for Equity & Inclusion website](#) for available workshops.
- The provost expects all searches to engage actively in the recruitment process. To this end, all searches must have robust search plans, and **unit heads and search committee members** are required to engage with materials and workshops, which will be updated throughout the year. See the [OtP Active Recruitment webpage](#) for more information.
- Department managers, HR Partners, or search support staff who will be managing searches are strongly encouraged to attend the “Administering 2022 IHP TTF Searches: Launch to Completion” workshop, co-sponsored by the Office of the Provost and the Office of Human Resources, which will be held on May 10th at 1pm (RSVP [via MyTrack](#)).
- The Office of the Provost will initiate the MyTrack process for all TTF searches, and all TTF searches continue to be required to use the term sheet contingent offer letter process.

Additional Information

- TTF searches continue to be required to ask candidates to submit diversity statements. Guidance for assessing these statements can be found on the [OtP Diversity, Equity, and Inclusion Statement Guidance page](#).
- The Office of the Provost will continue to provide [Dual Career Support](#) for partners of tenure-track faculty.
- In rare instances (evolving fiscal demands, successful target of opportunity hires), the dean or provost may decide to cancel or postpone searches. In these cases, the department will be notified as soon as possible.

We are pleased with how the IHP process went this year, and we welcome your feedback on how to further refine the process for future years. Please share your input via [this survey](#). If you have specific questions around decision-making or next steps, please reach out to your dean’s office for information.

Thank you again for your work to make the Institutional Hiring Plan a success that will help us achieve our collective goals in teaching, research, diversity, and interdisciplinary excellence.

Sincerely,

Patrick Phillips
Provost and Senior Vice President