



Dear Colleagues,

It is with great enthusiasm that I announce the 2023 Institutional Hiring Plan (IHP), which details all approved tenure-track faculty (TTF) searches for the 2023-24 academic search year. As of today, this year's plan authorizes 83 tenure-track faculty searches (66 new searches and 17 searches that will continue from this year, if needed).

I want to express my gratitude to those who contributed time and effort to creating proposals and providing feedback. The proposals reflected faculty thoughtfulness and creativity as well as dean dedication, engagement, and strategic planning within their schools and colleges. IHP decisions were made in consultation with the Provost's Deans Hiring Advisory Committee, the seven-member Provost's Faculty Hiring Advisory Committee, and advisory groups from the Provost's Environment Initiative and the Sport & Wellness Initiative.

We are delighted to be in a period of growth and approved two-thirds of the new searches that were proposed. While it's unfortunate we're never able to approve all proposals, we are pleased to inform you that your department has been authorized to conduct the following search(es):

IHP Number	Division	Department or Program	Central Initiative	Approved TTF Specialty	Approved TTF Rank	Footnotes (see below)
AY23-COE-01	COE			Edu. Data Sci. / Quant. Research Methods	Associate or Full	¹
AY23-COE-02	COE	CPHS		Applied Prevention and Health Promotion	Assistant	¹
AY23-COE-04	COE	Education Studies / Educational Foundations		Social and Cultural Foundations of Edu.	Assistant	
AY23-COE-05	COE	Special Edu. & Clinical Sciences / Comm. Disorders and Sciences		Language and Literacy in Neurodiverse Students	Assistant	
AY23-COE-06	COE	Counseling Psych. & Human Services / Family & Human Services	Sport & Wellness Initiative	Family & Human Services (Inclusive Sport and Well-being)	Assistant	²

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

Congratulations on the approval of these searches. As you move forward, please refer to the important information below to help guide your next steps.

Next Steps

- Ellie Glunn will be your University Human Resources Recruitment Consultant. As part of our ongoing efforts to enhance active recruitment, your Recruitment Consultant is available for planning your

¹ Search potentially continues an academic year 2022-23 TTF search/hire; will move forward if the current (2022-23) search/hire does not succeed.

² Search is part of the Sport & Wellness Initiative. As described in Initiative IHP criteria, a percentage of teaching and service will be assigned to the Member of initiative recommended to participate in search, if possible.



job announcement and advertising/outreach, to answer questions about best practices, and/or connect you to the Active Recruitment Team for additional consultation.

- At the first committee meeting (including the search advocate, if applicable) the group should watch the provided [24-minute video on unconscious bias](#), and then discuss how unconscious bias is likely to appear during this search process. This discussion should then be an active and concrete part of your entire search process. Your search plan, which the Active Recruitment Team will review, should explicitly detail how your awareness of implicit bias and ways to mitigate it inform your search processes. Please refer to the [Division for Equity & Inclusion website](#) for available workshops.
- It is expected that all searches engage actively in the recruitment process. To this end, all searches must complete a Search Plan prior to implementation. Unit heads and search committee members are required to complete the [Faculty Search modules](#) in the UO Faculty Community Canvas site and attend workshops or Q&A sessions on best practices. The Active Recruitment Team is available to provide in-depth knowledge on key topics, such as best practices for inclusive applicant recruitment, implicit bias, diversity statements, constructive intervention techniques, interview planning, field availability estimates, search advocacy, and much more. See the [OtP Active Recruitment webpage](#) for more information.
- Department managers, HR partners, or search support staff who will be managing searches are expected to attend the “Administering 2023 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 25, 2023, from 9:30a.m.-11a.m. (RSVP via [MyTrack](#)).
- The Office of the Provost will initiate the MyTrack process for all TTF searches. All searches must be run in MyTrack (meaning application collection happens in MyTrack although advertising and cross-listing of searches can continue at other sites such as AJO and MathJobs)
- All TTF searches are required to use the “term sheet contingent offer letter” process.

Additional Information

- The Office of the Provost and University Human Resources provide trainings and workshops for MyTrack search support.
- TTF searches must 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 provide [Dual Career Support](#) for partners of tenure-track faculty who are being recruited.
- On a case-by-case basis, OtP will support the hiring process by carefully considering TTF partner hires and exceptional [Target of Opportunity](#) candidates.
- 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.



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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. If you have specific questions around decision-making or next steps, please reach out to your dean's office for information.

Sincerely,

Janet Woodruff-Borden
Interim Provost and Executive Vice President