

Date: February 28, 2025  
To: Christopher Long, Provost  
From: Laura Lee McIntyre, Dean and Castle-McIntosh-Knight Professor  
RE: College of Education Institutional Hiring Plan proposal

The College of Education is pleased to submit the attached Tenure Track Faculty (TTF) proposal in response to the University of Oregon's Institutional Hiring Plan (IHP) 2025 -2026 request for proposals. The single proposal for a faculty member to fill needs in our Special Education and Clinical Sciences (SPECS) Department and as a senior research leader in the college is a strategic submission related to a high priority core hiring needs in the areas of Special Education and School Psychology.

The tenure track faculty (TTF) member hired for this position will support undergraduate and graduate programs in SPED and SPSY in training future educators in these fields with critical shortages in Oregon and the nation. This is a critical and longstanding need. For example, nationwide, 365,044 teachers hired by districts in 2024 were not fully certified for their teaching assignments, which indicates a significant need in the field illustrated by a willingness of district administrators to hire educators before they have completed their critical pedagogical training. Additionally, if approved, the TTF hired into this position will further enhance the College of Education's cutting-edge work in educational assessment to inform data-based decision making and instruction for students with learning disabilities. Specific to this second purpose, the department plans to recruit a scholar who leverages data science and generative Artificial Intelligence (AI) to develop advanced assessments that directly inform educational programming for students with learning needs and disabilities.

For this year's process, I requested that our three department heads join me in considering our highest faculty hiring need, given the likely reduction in awarded IHP lines for AY 2025-26. Our department heads were supportive of the decision to submit only one IHP in the department of Special Education and Clinical Sciences.

The SPECS department head, with input from faculty, led the development of the attached proposal. Department heads and deans also provided input. The resulting proposal reflects an important and necessary area of special education / school psychology expertise and will support the college's continued growth as a leading institution in special education instruction and research.

I strongly support this proposal and believe it achieves the four critical priorities outlined in the provost's materials as well as two additional areas of focus outlined for the College of Education:

**Office of the Dean**

1215 University of Oregon, Eugene OR 97403-1215  
541-346-3405 | FAX 541-346-5818 <http://education.uoregon.edu>

- Ensure that each proposal contribute to *a current, entrenched, or broadly anticipated societal need within the discipline with new perspective-taking and positioning and high prospect for long-term traction and leadership*. And to:
- Develop proposals with an emphasis on hiring faculty *who create impact in their respective fields through scholarship, innovative partnerships with community, and through programs of research in areas of high societal need*.

The proposal is submitted under the label below and described in detail in the attached.

Position	Position Title	Priority	COE Department
AY25-COE-1	Assessment Innovations in Special Education and School Psychology	1	SPECS

## Conclusion

While we will always need to address short-term needs and repair and refill gaps to maintain and advance our national standing, we are also committed to forward-planning that allows us to think strategically about the college's evolving identity. This strategic planning reflects the reality of an evolving federal landscape and additional scrutiny on public education. We look forward to sharing our thinking about a multi-year plan for redefining and reinforcing our impact through faculty growth.

We extend our gratitude for the opportunities presented in the institutional hiring process to think strategically about our future, our growth, and our short- and long-term needs and goals. We are once again optimistic for the provost's review and for our college's success in this year's IHP submission.

Sincerely,



Laura Lee McIntyre, PhD  
Dean and Castle-McIntosh-Knight Professor  
College of Education  
University of Oregon