UNITED ACADEMICS PROPOSAL

ARTICLE XX. INSTITUTIONAL HIRING PLAN

Preamble. The University will have an Institutional Hiring Plan (IHP) that outlines approved tenure-track faculty searches. The IHP will reflect not only the President and Provost’s priorities for the university, but also each dean’s academic vision and various prospects for collaboration and synergy among schools and colleges, and wide-ranging faculty input through shared governance.

The IHP will continue the university’s efforts to hire tenure-track faculty who will enhance the UO’s scholarly profile and academic excellence and who will share our commitment to student success.

Section 1. Each Fall term, faculty and academic leadership will make proposals for tenure-track positions. Recognizing the obligations of shared governance, the Provost will meet with representatives from the Union and the University Senate to understand the goals and priorities of the campus community for the academic year. The Provost will then ask deans to prioritize proposals that best fit the goals for excellence, diversity, and overall institutional health. The deans will prioritize searches that would:

- Achieve the goals set in conversation among the Provost, the faculty, and the campus community;
- Proposals that are related to negative tenure or pre-tenure personnel decisions will receive special consideration;
- Demonstrably support undergraduate educational success;
- Grow successful graduate programs, especially PhD programs;
- Identify how the unit will ensure a broad and inclusive search, using their Diversity Action Plan goals;
- Help create research excellence in new areas or areas on the cusp of excellence;
- Leverage and expand demonstrated research excellence; and
- Enhance coordination with the Clark Honors College.

Section 2. In consultation with the Provost’s Deans Hiring Advisory Committee and the seven-member Provost’s Faculty Hiring Advisory Committee, the Provost will consider each proposal carefully before making their tentative decisions.

Section 3. Once the Provost has decided on individual searches, they will send their list to the University Senate for review and comment.

Section 4. After consulting with the University Senate, the Provost will release their final list. This list should be published on the Office of the Provost webpages.

Section 5. Evolving fiscal demands may force the Provost to cancel or postpone searches. If the Provost believes this is necessary, they will consult with the President of the University Senate before making any cancellations or postponements public.