

TTF Hiring AY15-16

The University of Oregon is embarking on new efforts to bolster its research productivity and enhance its scholarly profile. The primary means to achieve this goal is growing the faculty in strategic areas and building on existing strengths. We plan to hire 80-100 new tenure-track faculty (TTF) over the next five years in fields where we can achieve national and international prominence.

During AY15-16 we will conduct over 40 TTF searches as approved through our normal faculty hiring processes. This includes replacement positions, new positions approved by schools and colleges, new strategic initiative hiring, cluster of excellence hiring, and academic administrator hiring.

In addition, we hope to hire an additional 5-8 new TTF by making multiple offers or partner hires in some searches and making target of opportunity hires to fulfill other goals as noted below.


OFFER PROPOSAL PROCESS

The Office of the Provost will entertain proposals for making multiple offers in ongoing searches, provided that candidate pools are sufficiently strong, that additional hiring in the area is justified, and that the dean can present a convincing case that additional hiring from the pool will build on existing UO strengths and result in improved academic excellence.

Proposals for additional hires from ongoing searches, cluster hires, [dual-career hires \(http://academicaffairs.uoregon.edu/dual-career-support\)](http://academicaffairs.uoregon.edu/dual-career-support), [retention salary adjustments \(http://academicaffairs.uoregon.edu/retention-salary-adjustments\)](http://academicaffairs.uoregon.edu/retention-salary-adjustments), [targets of opportunity \(http://academicaffairs.uoregon.edu/target-opportunity\)](http://academicaffairs.uoregon.edu/target-opportunity), conversions of other lines, etc. must be accompanied by evidence of the likelihood of the hire improving the standing of the program nationally or internationally. This typically requires comparative data (e.g., Academic Analytics, NSF broad field information, NRC doctoral program ratings, Google Scholar, Web of Science, other rankings).

After initial interviews with candidates and review and evaluation by relevant faculty bodies, deans are encouraged to submit short (5 page) proposals outlining the goals of making offers to specific individual candidates.

Each proposal will need to estimate the effect of the hire on:

1. Sponsored research activity and new grants (within 4 years)
2. Future national level awards and honors (e.g., [National Academies award list \(http://sites.nationalacademies.org/PGA/Resdoc/PGA_044718\)](http://sites.nationalacademies.org/PGA/Resdoc/PGA_044718) )
3. Number of articles in refereed journals
4. Books and chapters published in top academic presses
5. Citations of articles, books and chapters in scholarly and scientific publications
6. Addressing areas of under-representation in the faculty ranks (gender, race)
7. Increasing the number of PhD students at UO (new subfields/high demand areas)
8. Increasing the number of post-doctoral research appointments at UO
9. Building on existing UO academic strengths, especially in areas linking disciplines such as environmental sustainability

Successful proposals are expected to carry strong potential for making contributions in multiple areas. Funding for faculty lines added through this process will generally be at 2/3 from central and 1/3 from the school or college (the latter typically generated by reducing NTTF positions and applying those funds to the new TTF line or other means of realizing cost savings at the program, department or college level).

Proposals are accepted on an on-going basis to [provost@uoregon.edu \(mailto:provost@uoregon.edu\)](mailto:provost@uoregon.edu).

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Contact Us

Office of Academic Affairs

207 Johnson Hall

1258 University of Oregon

Eugene, OR 97403

P: 541-346-3081 F: 541-346-2023

academicaffairs@uoregon.edu

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