



Fund for Active Recruitment

Over the next ten years, the UO will replace nearly one-third of its tenured faculty. This provides an unprecedented opportunity to shape the next generation of scholars. As an institution, we must consistently develop new and innovative ways to stay on the cutting edge of research, teaching, and engagement with the communities we serve. To do that, we need new faculty members who exemplify excellence, contribute to the diversity of our campus, and add to our institution's extraordinary impact in the world.

Active Recruitment

Significant to selecting the next generation of faculty will be an "active" recruitment process.

Whereas basic recruitment reflects the commonly used departmental strategies of publishing position announcements in prominent publications and waiting for candidates to apply, active recruitment refers to a continuum of strategies rooted in a complex, long-term, relationship-focused approach to recruiting potential candidates for faculty positions.

Active Recruitment is the process of "generating a pool [of applicants] rather than merely tapping it" (NSF ADVANCE Michigan, 2007). The active strategies include making direct contact with graduate students, faculty and key institutions, and building relationships over time.

A video introduction to active recruitment can be found at: <http://facultyhiring.uoregon.edu/video-resources/>. In addition, related information and research-based best practices can be found at: <http://facultyhiring.uoregon.edu/faculty-recruitment/>

Support for Active Recruitment

To encourage and assist units engaged in active recruitment efforts, the Office of Academic Affairs has initiated a Fund for Active Recruitment. Units are invited to apply for up to \$2,000 in matching funds to support an active recruitment initiative. Funding can be used to support a current or anticipated search (or searches).

Proposals for active recruitment might include:

- Funding for a search committee's or faculty member's travel to attend an academic conference to meet with graduate directors or heads of departments likely to produce competitive and diverse candidates for an anticipated search.
- Funds to organize symposia at the UO likely to attract potential candidates in advance of a faculty search.
- Support for visiting positions or postdoctoral fellowships in advance of a faculty search.
- Funding to support travel to a university that has been identified as graduating large numbers of individuals from underrepresented groups with expertise in an area of anticipated future faculty searches.

Procedures for Seeking Active Recruitment Support

Application Process

Submit a 1- to 2-page memorandum, addressed to Doug Blandy, Senior Vice Provost for Academic Affairs. The request should include the following information:

- A description of the active recruitment plan that includes the goals, activities, and timeline for the plan.
- Name of the unit faculty member overseeing the plan.
- The relationship of the plan to other unit recruitment strategies.

- Overall budget, budget items, sources of funding, and amount requested from the Fund for Active Recruitment.
- A description of how the plan will be evaluated.
- An indication of whether the unit was represented at the spring and/or fall 2013 “Hiring for the Future” charging meetings sponsored by Academic Affairs.*

Application Review

Applications should be received by December 1, 2013. Applications will be accepted after that deadline (i.e., on a rolling basis) if funding is available.

Applications will be reviewed by the Academic Affairs Equity and Inclusion Advisory Committee based on the principles of active recruitment as discussed above and in the Active Recruitment resources available at: <http://facultyhiring.uoregon.edu/video-resources/> and <http://facultyhiring.uoregon.edu/faculty-recruitment/>.

*Preference will be given to applications from units that were represented at the spring and/or fall 2013 “Hiring for the Future” charging meetings sponsored by Academic Affairs.

The fall “Hiring for the Future” charging meeting will take place on October 10th 3:00-4:30 in the Knight Library Browsing Room.

