



Date: 8 February 2019
To: Jayanth Banavar, Provost and Senior Vice President
From: R.W. Kamphaus, Dean and Professor
RE: College of Education Institutional Hiring Plan

On behalf of our faculty, I am submitting a request to strengthen our tenure-related faculty ranks by hiring *seven* new faculty over the next three years. Our request is based on considerable deliberation by our faculty who followed their departmental internal governance bylaws to submit initial concept papers that summarized the most critical needs in each of our four departments and identified potential growth opportunities for the college. Following the submission of the initial concept papers, I, in conjunction with the department heads met nearly weekly for the past three months to craft this plan, and prioritize and refine each proposal based on the most pressing needs of the college.

The development of this IHP was also informed throughout by the vision we articulated in our 2017 *Strategic Framework*, which embraces our long-term commitment to national and international intellectual leadership to become one of the most trusted resources for *evidence-based innovation in the education and human development sciences*.

Our leverage point, our research excellence, is reflected in our current metrics such as:

- Leading our campus in the production of PhD graduates (per TTF), a key AAU metric
- Earning sponsored projects funding last year totaling \$49.98 Million, or 41% of the university total, another key AAU metric
- Consistently placing among the top five in the nation in research funding per TTF, which contributes to our high US News Ranking (#13)
- Generating the majority of intellectual property income for the university at \$7.8 Million of the \$9 Million earned by CoE faculty innovations last year

Our positions, hire years, and rank ordering by priority are reflected in the table below.

Table 1. IHP TTF positions, hiring year, and priority

Hiring Year	IHP Position and Priority
2019-2020	1. Measurement Methodology (Associate Professor—Data Science Cluster) 2. Educational Data Science Methods (Assistant Professor-- Data Science Cluster) 3. Elementary Mathematics Education (Assistant Professor)
2020-2021	4. Prevention and Health Promotion with Latinx Populations (Assistant Professor) 5. Education Policy (Assistant Professor)
2021-2022	6. Prevention Implementation and Data Science (Assistant Professor-- Data Science Cluster) 7. Behavioral Data Science and School Equity (Assistant Professor-- Data Science Cluster)

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Please note: In addition to the seven (7) entries listed above, the attached proposal spreadsheet contains two continuing searches from previous years. The Couples and Family Therapy position, continued from 2016, has been offered to a superbly qualified individual and includes a partner hire (the offer has been accepted, however the hire is still in process). The Mental Health Promotion in Schools position, continued from 2018, has an offer pending to an individual who also has strengths in Latinx mental health as indicated in this year's IHP.

The overarching goal of our hires over the next three years is to ensure our disciplinary leadership and societal relevance for the foreseeable future. Our primary interest is not in simply replacing legacy faculty lines unless, of course, they comport with this overall goal.

The staggered hiring of four *Education Data Science* positions is aimed at building on our foundational research excellence as a means of ensuring our disciplinary leadership. We are poised, better than all but a handful of our peers, to serve as a national model for how *Education Data Science* is integrated into the research, instructional, and service missions of an AAU CoE. These four faculty will drive innovation on several fronts including:

- Creation of one of the first Master's degree specializations in *Education Data Science*
- Providing training opportunities for doctoral students across campus in modern and field-leading analytical methods
- Strengthening our competitiveness for federal research dollars

Building faculty strength in elementary grade mathematics scholarship, quantitative educational policy analysis, and human development services for Latinx populations will ensure our societal relevance as we address pressing current concerns about STEM (STEAM, STEM+C) education (Elementary Mathematics Specialist hire in 2019-20), creation of a strong evidentiary base that informs educational policy at all levels of schooling (Educational Policy hire in 2020-21), and serving the fastest growing demographic group in the U.S. (Prevention and Health Promotion for Latinx populations hire in 2020-21).

Our strategy for these hires is also informed by knowledge of our university's fiscal limitations. These hires are not likely to increase our overall TTF faculty census and may result in a net loss. This past year, for example, we lost three TTF to TRP, three retired, one resigned to become a dean elsewhere, and we experienced the tragic loss Dr. Tasia Smith.

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