University of Oregon
College of Arts and Sciences

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To: CAS Department Heads

From: W. Andrew Marcus
        Tykeson Dean of Arts and Sciences

Re: **Requests for tenure track faculty lines in AY2018-2019**

The Provost's Office posted guidelines for requesting Tenure Track Faculty (TTF) searches in AY2018-19 (https://provost.uoregon.edu/ay2018-19-institutional-hiring-plan).

<u>**Criteria:**</u> As specified by the Provost, proposals for TTF hires should address how the hire will enhance university "excellence, diversity, and overall institutional health." The Provost has stated that priority will be given to proposals that:

- leverage and expand on demonstrated research excellence,

- will help create research excellence in new areas or areas on the cusp of excellence,

- contribute to growth of successful graduate programs, especially PhD programs,

- have active recruitment plans with the potential to contribute to the diversity of the faculty and their academic disciplines, and

- can be demonstrated to support student success.

The CAS dean's office will prioritize proposals that explicitly address the above criteria. In addition, just as we did last year, we will continue to prioritize positions that:

- can identify an internal funding source for the line(s) (e.g. replacement hire, retirement, bridging hire, NTTF conversion, etc.),

- can provide necessary office/lab needs with existing space and would have affordable startup expenses,

- are forward looking and do *not* simply propose to replace an existing line in kind, unless a compelling argument is made for such a strategy,

- address areas of growing high undergraduate demand or future demand, and

- have potential to accelerate scientific impact and generate connections to the Knight Campus (acknowledging that the campus vision is still in development).

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As part of the CAS process, we will consider proposals for individual lines and for collaborative nodes of excellence that address pressing social and scientific needs of our time. These collaborative nodes or "clusters" are groups of hires within or between units that focus on a particular goal (e.g. the data science for social equity cluster we are running this year). **Please note**: Talk to your divisional dean and other affiliated unit heads before submitting a cluster hire proposal. Department heads must endorse clusters that would have lines in their departments and rank the importance of these hires relative to other requests within the unit. We will consider clusters that reside entirely within one department or reach out across colleges.

<u>Submission Process:</u> Proposals are due in the CAS dean's office on **Monday, February 5th** (We are required to submit our prioritized list by March 9th to the Provost's Office). CAS will send out a template that all departments must use to submit their requests to the CAS dean's office once we receive guidance from the Provost's office. Again, if you are proposing cluster hires, it is critical that you reach out to your divisional dean as soon as possible to discuss the idea and receive feedback.

Please contact your divisional dean if you have questions regarding this process. We look forward to seeing the ideas that come forward!