**Special-Opportunity Searches for Tenure Track Faculty**

**Evaluation Criteria and the Proposal Process in the**

**College of Arts and Sciences, AY2015-16**

The Provost has announced the availability of funding for five to eight additional tenure-track faculty (TTF) in AY2015-16. Since the time to start a typical TTF search has passed in most disciplines, these additional hires during the coming year will be created through approaches that preserve our standard search practices, such as second hires on existing approved searches or through Target of Opportunity hires targeted to specific individuals (which may include partner hires associated with existing tenure-track faculty or ongoing searches). We are already receiving a number of inquiries (and even proposals) about this from various departments across the College and want to be systematic and inclusive in collecting proposals and deciding how to prioritize these opportunities.

This document outlines the process for requesting additional hires from the CAS Dean’s office during this academic year (2015-16) and the criteria for evaluating which hire requests will be forwarded to the Provost’s office.

**Overarching Principles and Evaluation Criteria**

The primary TTF objectives of the College of Arts and Sciences (and the University) in authorizing supplemental hires are to: 1) increase scholarly productivity of units and the College, and 2) raise the national and international profile of the University by taking programs or focal areas from good to excellent, and excellent to stellar. In this process, we also hope to improve metrics related to the diversity of our faculty and students and undergraduate student success.

Enhancing Research Metrics: Requests for an additional hire must provide explicit evidence of how the hire will raise the overall research metrics and profile of a department or unit. Proposals therefore should provide *comparative data* on the individual, the average departmental productivity, and (where possible) peer AAU departments. The summary should contain information on how the hire will be expected to increase:

* Publication productivity:
  + number of refereed articles
  + number of books and book chapters in top academic presses
  + citations and impact scores
* Grant activity over the next four years (sources of grants, number and size of grants)
* The number of post-doctoral research appointments
* The number of Ph.D. students (with the expectation that such increases would be supported by grant activity associated with the hire in fields where such funding is typical)
* National and international awards, particularly those related to the NRC and AAU award lists (e.g., <http://sites.nationalacademies.org/PGA/Resdoc/PGA_044718>)

Please provide evidence that is based on benchmarking to peer comparators, which are the AAU public universities for most departments and programs in the College. Sources of data may come from UO Institutional Research ([ir.uoregon.edu](file:///\\cas-fs1\home\marcus\Personnel\ir.uoregon.edu)); Academic Analytics; NRC doctoral program rankings; web searches (e.g. Google Scholar, Web of Science); or other relevant sources.

Building to Strength: Special-opportunity hires should add depth to an area where the additional faculty hire will cultivate greater productivity and collaboration or linkages across disciplines. Hires, for example, that would contribute to an existing or possible cluster will be viewed favorably. Likewise, hires that will help a unit sustain or achieve national prominence will be viewed favorably, as will hires that contribute to UO’s prominence in environmental sustainability.

The Dean’s office will *not* favorably review proposals for hires that add general breadth to a unit or add a missing piece to broad coverage of a topic (e.g. a regionalist to fill in an particular part of the world that is not covered, or a topical area that is not covered in the general curriculum).

Additional considerations: Improving research metrics and achieving national prominence will be the primary issues that drive our decisions about whether to forward proposals to the Provost. Ideally, however, additional hires will also improve our metrics related to faculty diversity and student success. When possible, proposals therefore should provide evidence of how the hire will improve the education of students, meet enrollment demand, improve rates of retention and time-to-graduation, engage undergraduates in real-world experiences, and promote diversity within a unit and the College.

In addition, we must also factor in financial considerations. The College has a budget deficit we are mandated to close. Thus, *proposals that offer appropriate cost-cutting measures at the department level to fund 1/3 or more of the new hire will be more favorably reviewed*. Moreover, beyond funds provided for initial startup, longer-term financing for ancillary expenses (e.g. increases in GTFs) are not set aside for these hires. Units should therefore address how they could meet these needs and cover any associated costs.

**Proposal Process**

Faculty or departments interested in developing a proposal should first seek the support of the relevant department/units head(s) and then have an informal conversation with the relevant Divisional Associate Dean(s).

The intent of this process is to move quickly to acquire top-flight faculty. There is therefore no deadline; proposals will be evaluated as they come in. We are aware that there will be a *much* larger number of proposals than there are hires, and that many opportunities will only surface as search processes move forward and candidate pools are developed throughout the year. While we doubtlessly will forward only a portion of the proposals to the Provost’s office, the University’s intent to grow TTF in subsequent years means that some of these proposals may be revisited.

Proposals should include:

* A narrative of two pages in length (*absolute maximum*) explaining the rationale for a new hire or seeking the individual as a special hire (if applicable). The narrative must directly address the criteria described above.
* An appendix of supporting data (e.g. departmental data on citations relative to the individual). Please do not exceed three pages of supporting data.
* A one page (maximum) statement or budget related to resources needed to recruit the candidate. *Availability of space to house the candidate must be addressed.*
* A one page (maximum) statement proposing ways in which the department can cut expenditures in areas other than expenditures on existing TTF and graduate students that would help the College provide the necessary match with the Provost’s Office for the hire.
* A short and simple note of endorsement from the relevant department heads and, when relevant, lead organizer on a faculty cluster.
* A c.v. for the candidate (if one is already identified).

Proposals should be submitted to the relevant Divisional Associate Dean(s). Queries should also be routed to that same dean.

Proposals will be evaluated based on the criteria above. We recognize that any one hire may not fit all the criteria; however, hires that meet a greater proportion of the criteria will receive more favorable consideration by the CAS Dean’s office. Proposals endorsed by the Dean’s office will be forwarded to the Provost, who will make the final decision on which supplemental hires will be supported.