OVERVIEW

Our commitment to success for all students requires hiring, retaining, and developing faculty to mentor and educate students from entry through graduation and beyond. OSU’s Strategic Plan 3.0 articulates the strategies we believe critical to advancing and equalizing student success. The Provost has established a hiring initiative for 2014-15 that is designed to support these strategies and hiring in a different way that advances diversity in faculty.

The Provost’s Hiring Initiative recognizes that student growth is uneven and there are greater demands for additional faculty in some disciplinary areas than others. Therefore, 30 faculty positions will be allocated across colleges to reflect recent growth across the university. While the hires made through the Student Success initiative are expected to advance OSU’s signature areas of distinction, the Provost has also set aside an additional ten positions to support the growth or enhancement of areas of strategic importance to the University directly.

Oregon State University recognizes the importance of supporting dual career couples in recruiting and retaining the best faculty. In addition to the 40 positions described above, the equivalent of 3.0 FTE will be held to use for tenure-line partner hires. The allocation of these positions will follow the Dual Career Hiring Initiative, except that the 1/3 allocation from the university will be permanent (or for as long as the partner is at OSU).

PROPOSALS

A. Faculty positions allocated for student success

Thirty centrally funded positions will be allocated to respond to student growth. To receive the funding for these positions, colleges must submit a proposal that specifies how the additional positions will advance and equalize student success in their undergraduate and graduate degree programs, while advancing equity, inclusion, and diversity. Proposals must also include a detailed work plan and measurement plan. Colleges may propose to hire new faculty who are directly involved in student success initiatives or could, for example, propose to redirect current faculty efforts toward promoting excellence in learning experiences and outcomes and use new hires to backfill current faculty in existing roles.

These hires will be funded at the assistant professor level. If units make a senior level hire, they will be responsible for funding the salary/benefit increment. However, if the hire meets the qualifications for the Tenured Faculty Diversity Initiative (TFDI), incremental costs may be supported with TFDI funds. Please review the qualifications carefully.

Each college will submit one proposal. A team will review each proposal and, through conversations with the college, develop a strategy for this round of Provost-supported hires that will ensure positive momentum in student success, while also promoting equity, inclusion, and diversity. We seek measurable improvements and equity among groups in student success, so it is expected that colleges
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will employ strategies and processes that would be different from those used in previous hiring initiatives.

Proposals should include:

- A summary of positions planned for recruitment.
- An explanation as to how the positions will advance equity, inclusion, and diversity by specified features of the positions, the qualifications and/or the proposed search process.
- Rationale for the positions - a clear argument for how will these positions will either be used directly to increase and equalize student success or enable other resources to be applied to making measurable progress in increasing and equalizing student success
- For those new positions targeted directly at student success, summarize the resources (start-up, mentoring) that will be provided to support this work and the success of the new hire.
- If a new hire will allow for redirection of current faculty members to develop/advance student success, detail what resources will be provided to ensure success of the initiatives and success of both the new hire and the current faculty members within their new role.
- A summary of a relevant set of leading metrics that will be used by the college to monitor changes to undergraduate and graduate student success. While each college is expected to identify metrics specific to their own efforts, the university will also monitor progress on key student success metrics at the college level. Each College should set targets for success, three and five years from now.
- A detailed work plan specifying hiring process details and ownership, data collection and reporting plans and frequency, and resources required to support the process.

Search committee requirements:

- Search Committee Chairs must have completed Search Advocate Training.
  [http://oregonstate.edu/oei/search-advocate-training]
- In addition, an independent Search Advocate from outside of the hiring unit must also be a part of the search committee for all hires.

Proposals are due by June 9, 2014. Email your proposal to Gigi Bruce, Special Assistant to the Provost: Gigi.Bruce@oregonstate.edu. Questions about student success hires may be directed to Becky Warner, Senior Vice Provost for Academic Affairs: Becky.Warner@oregonstate.edu.

B. Hiring initiative directly advancing OSU’s signature areas of distinction.

Many hires made through the general student success initiative are expected to advance OSU’s signature areas of distinction. However, the provost will allocate an additional ten positions to enhance areas of strategic importance to the University directly. In order to receive the funding for these positions, colleges must submit a proposal – at the divisional level or cross-divisional level – that specifies how the additional positions will advance one or more of the Signature Areas of Distinction described in the Strategic Plan [Advancing the Science of Sustainable Earth Ecosystems; Improving Health & Wellness; Promoting Economic Growth & Social Progress]. Proposals must also include a detailed work plan and measurement plan that explain how the new hires will enhance the signature area and advance diversity in faculty. These hires will be funded at the assistant professor level. If units make a senior level hire, they will be responsible for funding the salary/benefit increment.
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Note: there will not be another pool of positions set aside to augment previous allocations/cluster hires in Biological Informatics & Genomics and Geospatial Intelligence. Instead, requests for additional positions in these areas must be included in this hiring initiative.

Each division will submit one proposal, or divisions may work together to submit a proposal. An advisory team to the Provost will review each proposal and help prioritize requests for funding. Additionally, through conversations with the divisions, the team will develop a strategy for this round of Provost-supported hires that will ensure positive growth in the signature areas while also promoting equity, inclusion, and diversity.

Proposals should:
- Include a summary of positions planned for recruitment.
- An explanation as to how the positions will advance equity, inclusion, and diversity by specified features of the positions, the qualifications and/or the proposed search process.
- Provide a rationale for the positions—a clear argument for how these positions will advance targeted area(s) within the three broad “healthies” and build on existing faculty and programmatic strengths.
- Summarize the resources (start-up, mentoring) that will be provided to support this work and the success of the new hire.
- Include the lead metrics to monitor progress.
- Include a detailed work plan specifying hiring process details and ownership, data collection and reporting plans and frequency, and resources required to support the process.

Search committee requirements:
- Search Committee Chairs must have completed Search Advocate Training. 
  [http://oregonstate.edu/oei/search-advocate-training]
- In addition, an independent Search Advocate from outside of the hiring unit must also be a part of the search committee for all hires.

Proposals are due by June 9, 2014. Email your proposal to Gigi Bruce, Special Assistant to the Provost: Gigi.Bruce@oregonstate.edu. Questions about signature area hires may be directed to Sabah Randhawa, Provost & Executive Vice President: Sabah.Randhawa@oregonstate.edu.

1. The principles of equity, inclusion and diversity are defined on the Office of Equity and Inclusion website.

2. The planned distribution of positions: Agricultural Sciences 4; Business 2 (additional 2 authorized in 2014); Earth, Ocean and Atmospheric Sciences 1; Education 1; Engineering 8; Forestry 2; Public Health and Human Sciences 4; Liberal Arts 4; Science 4.

3. The advisory team to the Provost includes Sherm Bloomer, Toni Doolen, Dan Edge, Angelo Gomez, Brenda McComb, Rick Spinrad, and Becky Warner.

4. University-wide metrics (colleges need to select their specific leading metrics):
   a. Diversifying the profile of faculty.
b. Closing the gap in student success metrics across racial/ethnic and socioeconomic backgrounds. [retention across the years]
c. Closing the gap in student experience across racial/ethnic and socioeconomic backgrounds. [participation in high impact practices]
d. Creation of new curriculum that addresses diversity, equity, and inclusion in the discipline (e.g., DPD courses) and becomes central to all students’ major programs.
e. Increasing graduation rates.

5. Qualifications may include:
   a. Record of/commitment to work with underrepresented/underserved students
   b. Life experience that reflects the growing diversity of OSU student life experience
   c. Life experience, education, and training that broadens capacity to equalize student success

6. Use of atypical search processes such as:
   a. Use regular and targeted search strategies, normal and shortened timelines
   b. Provide administrative assistance to search committees in developing a diverse list of potential applicants to recruit
   c. Have Dean approve each pool & campus interview list to ensure alignment with diversity & teaching/student focus