Introduction: OSU’s 2014-2015 Provost’s Hiring Initiative established 36 new tenure-track positions to advance student success and signature areas while also advancing institutional equity, inclusion, and diversity:

- **30 new tenure-track positions allocated to areas of rapid student growth**, with focus on advancing and equalizing student success in undergraduate and graduate degree programs, while advancing equity, inclusion, and diversity. In some cases, the advancement may be accomplished by redirecting current faculty efforts and using the Provost’s Initiative funds to “back-fill” behind them.

- **6 new tenure-track positions allocated to signature areas of distinction** (Biological Informatics & Genomics and Marine Studies) with focus on advancing and equalizing student success in undergraduate and graduate degree programs, while advancing equity, inclusion, and diversity.

- **3 FTE allocated to dual-career hire matches for partners/spouses of Provost Initiative hires**

Position Description Requirements for all new hires and redirected positions

Each position description/job announcement must have specific descriptive language and qualifications:

1. **Initiative Descriptions**:
   For the Student Success Initiative, include this descriptive paragraph:

   Oregon State University’s commitment to student success includes hiring, retaining, and developing diverse faculty to mentor and educate our undergraduate and graduate students from entry through graduation. Our Strategic Plan ([http://oregonstate.edu/leadership/strategicplan/phase3](http://oregonstate.edu/leadership/strategicplan/phase3)) articulates the strategies we believe critical to advancing and equalizing student success. As part of this commitment, OSU has established a hiring initiative for 2014-15 that is designed to support these strategies. In alignment with this initiative, the College of X seeks to fill ........

   The Biological Informatics and Genomics (BIG II) Initiative and the Marine Studies Initiative have developed their own descriptive paragraphs.

2. **Qualifications**
   All position descriptions must at a minimum include qualifications that specifically call out evidence of commitment to student success. Here is an example:

   Qualifications: Faculty at Oregon State University are committed to undergraduate and graduate student success. We seek faculty who have evidence of educating and mentoring a diverse group of learners, which may include experience with sponsoring student research or internships, developing study abroad opportunities, service learning courses, or the use of innovation pedagogies such as hybrid or online learning.

   Other examples of possible qualifications:
   - **Record of/commitment to work with underrepresented/underserved students**
   - **Life experience that reflects the growing diversity of OSU student life experience**
   - **Life experience, education, and training that broadens capacity to equalize student success**

Recruitment Requirements for all new hires

- All search chairs for Provost Initiative searches must have completed Search Advocate training
- Each Provost Initiative search committee must have a current Search Advocate from outside the hiring unit (in addition to the search chair)
- Recruitment processes must go beyond “business as usual”
- College Deans are to review applicant pools for sufficiency and alignment with initiative goals
• Provost, Senior VP for Academic Affairs, or Provost Initiative Review Committee will review proposed hires; final approval depends on degree of alignment with the hiring initiative.

Requirements for all colleges receiving Student Success Provost Initiative positions
• Specific college culture/climate plans to align with these institutional objectives. Example: revising the PDs for most or all faculty to indicate that “student success” is the responsibility of all faculty in the college. Expectation is that new faculty will join a shared culture for achieving undergraduate and graduate student success and closing the gap on success among all demographic groups.
• Clearly articulated metrics (with targets or goals) to assess progress made towards advancing student success for all, as well as for assessing progress towards closing the gap in access and success across groups of undergraduate and graduate students.
• Specific recruitment plans to advance ongoing recruitment of high quality diverse faculty as a priority through use of strategies such as ongoing outreach and cultivation efforts.