2014-15 Provost’s Hiring Initiative Review Committee

- Rebecca Warner, Senior VP-Academic Affairs
- Angelo Gomez, Exec Director-Equity & Inclusion
- Dan Edge, President-Faculty Senate
- Sherm Bloomer, Director-Budgets & Fiscal Planning
- Brenda McComb, Dean-Graduate School
- Toni Doolen, Dean-Honors College
- Gigi Bruce, Special Assistant to Provost
Purposes of the Initiative

Align with OSU’s Strategic Plan 3.0 by

1. Promoting equity, inclusion, and diversity
2. Advancing and equalizing student success in undergraduate and graduate degree programs, especially in areas of significant growth
3. Advancing signature areas of distinction
4. Hiring in new ways that go beyond “business as usual”
History

• Initial call for proposals
• Leadership Council for Equity, Inclusion, and Diversity
• Public call for proposals
• Provost’s Hiring Initiative Review Committee
• Meetings between Deans and Review Committee
Each college submit proposal appendix

- Summarize what is already in place to advance and equalize undergraduate and graduate student success in the college
- Describe college plans to move culture/climate toward unit-wide alignment with institutional student success and diversity/inclusion objectives
- Explain how recruitment process will go beyond “business as usual”
- Provide metrics to assess progress towards advancing student success and closing the gaps across demographic groups
- Include full PDs for all new AND redirected positions
1. A Description of the Provost’s Hiring Initiative

Student Success Initiative:

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 ..........

Marine Studies Initiative and BIG II Initiative each developed initiative descriptions
Job Descriptions & Announcements Must Include

2. Qualifications that seek evidence of commitment to student success, such as

- 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.

3. Qualifications related to equity, inclusion, & diversity, such as

- 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
- Demonstrable commitment to promoting and enhancing diversity
Search Requirements

• Search chair has completed Search Advocate training
• Search committee includes an independent Search Advocate from outside the hiring unit
• Recruitment efforts go beyond “business as usual”
• Deans will review applicant pools for sufficiency and alignment with initiative goals
• Provost, Senior VP for Academic Affairs, or Provost’s Initiative Review Committee will review proposed hires for alignment with hiring initiative before final approval and release of funds
Discussion and Questions