

## Search overview

Proposal Number: [AAA-PPPM-N1](#)  
School: School of Architecture and Allied Arts  
Department: Planning, Public Policy and Management  
Requested TTF Specialty: Public Engagement and Diverse Communities  
Requested TTF Rank: Open Rank (potential Target of Opportunity Hire to increase diversity)

## Search Context

- **Enhancing Academic Quality:** Five PPPM faculty are currently actively publishing in this area, which offers opportunities for further collaboration and funded research. Furthermore, this work has the potential to establish the UO as a national leader in this area of work due to the pioneering work of Dr. Sandoval.
- **Promoting Interdisciplinary Excellence:** This position offers the potential to improve links with the Center for Latino/a and Latin American Studies, Ethnic Studies, Geography and Environmental Studies. Furthermore, the African American cluster hire in the College of Arts and Sciences included candidates with overlapping research interests.
- **Supporting Diversity Equity and Inclusion:** The nature of this position would be ideal for a Target of Opportunity hire. The PPPM Department has invited an African American senior scholar to campus in May to explore such a position. Other more junior faculty of color have been identified by Dr. Sandoval as potential candidates for recruitment to an open position.
- **Increasing External Support:** There is substantial demand among government entities and Foundations to support this kind of applied research. The research by Dr. Sandoval, Dr. Margerum and Dr. Clark has been supported by grant funded research. This is an area of growing interest for foundations in Oregon and in urban locations throughout the U.S.
- **Growing Graduate Education:** There is substantial interest in this topic nationally at the University of Oregon, as demonstrated by wait listed classes in this topic area and students applying to our graduate programs that specifically cite this area of interest. Additional faculty in this area would allow the department to attract additional graduate students into our Masters program and provide the foundation for a PhD program. Research and teaching that could be covered by this position could include:
  - Race and Public Participation
  - Equity and Inclusion in Urban America
  - Government and Nonprofit Roles in Community Redevelopment
  - Housing Discrimination and Affordability Impacts
  - Spatial Distribution of Race and Poverty in Urban America
- **Other:** This position compliments the work of Associate Professor Dr. Gerardo Sandoval, who has been actively recruited by several universities (including Harvard). The addition of another faculty member would increase research collaboration opportunities and establish a group of researchers working in this area that would assist with retention and establish the UO as a national leader in this area.

## Planned Space

Due to the addition of faculty from the Arts and Administration (AAD) program and the proposed addition of new faculty, PPPM will need additional office space to accommodate faculty. These spaces are simply office space, and do not require labs or studios. Due to the high priority of research at the University of Oregon, it is important that additional space does not create inferior space for research faculty in the Institute for a Sustainable Environment (ISE) and the Community Service Center (CSC).

## TTF Hire Proposal Cover Letter

### Search overview

Proposal Number: [AAA-HAA-N1](#)  
School: School of Architecture and Allied Arts  
Department: History of Art and Architecture  
Requested TTF Specialty: Art and Visual Culture of the Pacific Rim (Americas or East Asia)  
Requested TTF Rank: Assistant

### Search Context

The Department of the History of Art and Architecture (HA&A) is in the midst of a stimulating period of growth and transformation. Our newly revitalized PhD program, intentional internationalization of our faculty, and new curricular requirements at all levels reflect cutting-edge disciplinary thinking as well as clarified definition about our status as the intellectual hub for the history, theory, and criticism of visual culture within AAA. Our strategic growth plans put PhD education and research-based teaching at the very center. HA&A faculty are recognized internationally for their research on the art and architecture of the Pacific Rim, especially the Americas and East Asia. We aim to hire a scholar whose research and teaching interests build on this regional expertise, while also augmenting our departmental cluster strengths in one or more of the following sub-fields: urbanism and design; museology, curatorial, and exhibition studies; and modern and contemporary art. Candidates whose work moves across national, and even continental, boundaries are especially sought. We aim to hire a scholar whose intellectual approach engages with visual production in order to address pressing contemporary social, cultural, and ethical issues (e.g., ecological concerns, public outreach through exhibitions, research methods that bridge the sciences and the humanities.)

This strategic position will contribute to the success of our PhD program by allowing us to augment our reputation as leaders in one or more of our research cluster sub-fields and thus to attract more and better students. Further, due to the position's geographical focus, we will draw more PhD students from Pacific Rim nations, such as Mexico, China, Japan, South Korea, and Australia, as well as Native Americans, furthering UO's objectives to increase the PhD population and to address pressing issues of diversity, equity, and inclusion.

Our faculty has established a solid foundation for this position through active recruitment at our annual conferences as well as through programming a vibrant workshop and lecture series for next year (among other topics, the series includes a Latino printmaking workshop, Native American artist lecture series, and scholarly lectures on Japanese manga and contemporary Chinese design).

Scholarship on the art and visual culture of the Pacific Rim is quintessentially transdisciplinary. Our hire would enjoy the rich human and material resources of several interdisciplinary research centers and initiatives across campus: the Confucius Institute for Global China Studies, Center for Asian and Pacific Studies, Center for Latino/a & Latin American Studies, Many Nations Longhouse, Museum of Natural and Cultural History, and Jordan Schnitzer Museum of Art. In addition to regular interaction with our artist, designer, and urban planning colleagues within AAA, we anticipate extensive research and instructional collaboration with faculty in allied disciplines such as Anthropology, Philosophy, and Latin American and Asian Studies (East Asian Languages and Cultures, in particular).

### Planned Space

Faculty office

## TTF Hire Proposal Cover Letter

### Search overview

Proposal Number: [AAA-ARCH-N1](#)  
School: School of Architecture and Allied Arts  
Department: Architecture/Interior Architecture  
Requested TTF Specialty: Interior Architecture Design and Practice  
Requested TTF Rank: Assistant or Associate Professor

### Search Context

The Interior Architecture Program is a highly respected accredited professional program; our 2015 University Program Review made a special point of citing its excellence. In 2016, the program's CIDA accreditation review report noted that the program had not only met all accreditation standards, but also identified multiple areas of exceptional strength. With Associate Professor Alison Snyder taking a position as head of Interior Design at Pratt Institute in summer 2016, and with the anticipated non-renewal of her one-year leave of absence, the program needs to fill this position urgently. This year, required courses have been covered by the Program Head teaching an overload and by hiring Pro Tem faculty, which is not sustainable. Given the increasing focus by CIDA on profession specific education and experience of interior design faculty, this position needs to be focused on interior design and practice. A faculty hire with experience and nationally recognized expertise in design, NCIDQ certification (professional certification, critical to accreditation), and the ability to teach required courses in professional practice, materials and detailing is needed. This position will likely need to be at the Associate Professor level in order to find someone with the required experience in recognized (peer reviewed) practice. At this time, the Interior Architecture program has only two full-time associate professors, one 0.5 FTE of an associate professor, and 0.2 FTE of another associate professor (the faculty with partial appointments have the remainder of their appointment in architecture). This makes it very challenging to cover the required courses and to provide the additional support needed for graduate students in the program, who require individual courses of study. This position is critical to both maintaining accreditation and recruiting additional graduate students.

### Planned Space

This faculty hire would need an office space. A commitment for at least one term of GE for three years would be desirable.

## Search overview

Proposal Number: AAA-PPPM-N2  
School: School of Architecture and Allied Arts  
Department: Planning, Public Policy and Management  
Requested TTF Specialty: Transportation Policy and Modelling  
Requested TTF Rank: Open Rank

## Search Context

- **Enhancing Academic Quality:** This work builds on publications and funded research of Dr. Ben Clark, Dr. Rebecca Lewis, Dr. Marc Schlossberg and Dr. Yizhao Yang. This is a rapidly emerging area of research, and based on the efforts initiated by the Sustainable Cities Initiative, the UO and PPPM have the potential to become national leaders in this area.
- **Promoting Interdisciplinary Excellence:** The Sustainable Cities Initiative has taken the lead on exploring this topic area, and has already involved faculty from Architecture, Landscape Architecture, Law, Journalism, Business, Geography, Computer Science and Folklore. In particular, both the Law School and the Department of Architecture are in strategic positions to make their own tenure track hires that directly serve the Urbanism Next Research Hub as part of their own internal strategic goals.
- **Supporting Diversity Equity and Inclusion:** The topics addressed in this research area may also consider distributional impacts and in particular impacts on low income communities.
- **Increasing External Support:** Several faculty from PPPM and other departments have already submitted grants in this area to NSF, Bullitt Foundation, and IBM. This position would provide additional potential for collaborative research related to transportation. In particular, this position could significantly increase the amount of funding awarded through the Oregon-based National Institute for Transportation and Communities (NITC).
- **Growing Graduate Education:** There is rapidly evolving interest in this topic nationally, which has attracted attention from agencies, funders and graduate students. While PPPM has become well known for alternative transportation and transportation and urban form relationships, we do not have technical transportation planning expertise. As a significant field of employment in planning and public policy, this could attract new Masters students. Additional faculty in this area would allow the department to provide the foundation for a PhD program focused on transportation. Research and teaching that could be covered by this position include:
  - Transportation modelling and scenario planning
  - Transportation policy
  - Impact of urban transportation trends on urban form
  - Autonomous vehicle impacts
  - E-commerce and relation to transportation and land use
- **Other:** The University of Oregon's Cluster of Excellence process identified the Sustainable Cities Initiative as one of 10 priority clusters. This cluster included a PPPM-based transportation position. Positions in this cluster have been funded.

## Planned Space

Due to the addition of faculty from the Arts and Administration (AAD) program and the proposed addition of new faculty, PPPM will need additional office space to accommodate faculty. These spaces are simply office space, and do not require labs or studios. Due to the high priority of research at the University of Oregon, it is important that additional space does not create inferior space for research faculty in the Institute for a Sustainable Environment (ISE) and the Community Service Center (CSC).

# TTF Hire Proposal Cover Letter

## Search overview

Proposal Number: AAA-HAA-N2  
School: School of Architecture and Allied Arts  
Department: History of Art and Architecture  
Requested TTF Specialty: Art and Environmental Studies (60% HA&A/40% ENVS)  
Requested TTF Rank: Assistant or Associate

## Search Context

*Note: This is a cluster hire in ENV HUM proposed by ENVS in CAS*

In partnership with Environmental Studies (ENVS), and as part of the proposed cluster hire in Environmental Humanities, the Department of the History of Art and Architecture (HA&A) seeks an art historian with an environmental studies focus. We believe that 60% HA&A/40% ENVS would be ideal, although other distributions would be considered. HA&A is in the midst of a stimulating period of growth and transformation. Our newly revitalized PhD program, intentional internationalization of our faculty, and new curricular requirements at all levels reflect cutting-edge transdisciplinary thinking as well as clarified definition about our status as the intellectual hub for the history, theory, and criticism of visual culture within the School of Architecture and Allied Arts (AAA). Our strategic growth plans put PhD education, interdisciplinary scholarship, and research-based teaching at the very center. Our proposed hire in environmental humanities is emblematic of that mission.

We seek an interdisciplinary scholar focused on art and design practices as they engage current issues in ecology, climate change, and the built environment. The ideal candidate would work at the intersection of art history and one or more of these fields: cultural geography, urbanism, critical theory, visual studies, design, science and technology. We aim to hire a scholar whose research and teaching interests augment our departmental cluster strengths in the following sub-fields: urbanism and design; museology, curatorial, and exhibition studies; and modern and contemporary art. HA&A currently has numerous faculty members who would be natural collaborators for this position, including scholars specializing in contemporary art, globalization, and visual culture (Mondloch, Lin), architecture and urbanism (Eggerer, Howell, Lindner), and art and science (Amstutz). We seek a candidate whose intellectual approach engages with visual production in order to address pressing contemporary social, cultural, and ethical issues (e.g., ecological concerns, public outreach through exhibitions, research methods that bridge the sciences and the humanities.) Possible areas of expertise include: environmental/land art, activism and social practice, art/design and science, art/design and social movements, art and technology, critical urbanism.

This strategic position will contribute to the success of our PhD program in HA&A by allowing us to augment our reputation as leaders in one or more of our research cluster sub-fields and thus to attract more and better students. Similarly, it will enhance and make distinctive the PhD in ENVS in two key ways. The joint hire would offer an opportunity for ENVS to distinguish itself as the first institution to bring the fascinating environmental humanities work done in art history fully into the fold. Furthermore, through partnership with the school of AAA, already internationally known for its emphases on sustainability, this hire would open up an exciting set of possibilities for synergies in environmental research and practice that many other environmental humanities programs lack. The hire will have a catalytic impact on existing ecology-focused research and production across AAA, not only in H&AA, but also in Architecture, Landscape, Art, Product Design, Planning, and beyond. In addition to the vast network of resources for environmental studies across the UO, the Center for Environmental Futures primary among them, the scholar would enjoy many rich resources within AAA, including, among others, the Yeon Center for Architecture and Landscape, Center for Artistic Research, Sustainable Cities Initiative, and Institute for a Sustainable Environment.

## Planned Space

This position requires AAA faculty office space (ENVS does not have offices).



April 10, 2017

To: Scott Coltrane, Provost

From: W. Andrew Marcus, Tykeson Dean of Arts & Sciences, CAS  
Bruce Blonigen, Dean for Faculty and Operations, CAS

Re: CAS TTF priorities for AY2017-2018

This memo outlines the CAS Deans' priorities for Tenure Track Faculty (TTF) searches in AY2017-2018. In addition, we briefly outline the process we followed and the criteria we used to reach these decisions. The priority listing is endorsed by all three divisional deans, as well as by the two of us.

### **The RFP and Criteria**

Starting in early January, I alerted department heads that they should be coordinating with their faculty to develop proposals for TTF lines. We then shared your memo of February 28, 2017 with all departments. CAS followed up with more guidance in a memo on March 10, 2017 (attached). This memo reiterated the criteria you set for prioritizing lines (enhancing academic quality, promoting interdisciplinarity, supporting diversity, increasing external support, growing graduate programs), plus added a set of criteria important that would help us prioritize lines within CAS. These criteria included:

- Identification of an "internal" funding source for the line (e.g. retirements, NTTF conversion, etc.)
- Low startup costs or ability to use existing lab space for lab scientists
- Forward looking lines rather than replacement-in-kind, unless a compelling argument can be made for replacing-in-kind
- Addressing areas of high undergraduate demand
- Enhancing the potential for collaboration with the Knight Campus

To expedite the process for departments and ensure consistency among proposals, we created a two-page template that departments had to use (some departments even followed this rule!). The first page lists the supporting data you mandated (department, division, TTF rank, space needs, etc.), as well as several categories we added (in particular, the estimated startup cost entry). The second page provides the body of the proposal, outlining the justification for the position and how it meets the criteria outlined in your memo and ours. The proposals on the "One Drive" follow this two-page format.

In addition, we encouraged faculty to consider "internal clusters," meaning groups of hires within or between units that focus on a particular goal. Proposals for these internal clusters include an additional one-page cover letter outlining the nature of the cluster.

### **The Review and Ranking Process**

CAS received 91 position requests from its 40 departments and programs, with 38 of those lines connected to eight internal cluster proposals. We engaged in a three-step review process to rank the proposals. Our first step was to convene the Wise Heads in an NSF-like panel format to provide commentary on the proposals. Because of the short timeline and their lack of knowledge regarding specific needs within departments outside their own, most of their comments focused on the eight cluster proposals. Second, we sat down with the Vice President for Research and Innovation, David Conover, to review our hires in the Natural Sciences. Our ranking reflects his input and largely conforms to his thinking, although we are not in perfect alignment. Finally, we had meetings within the CAS leadership team to discuss and rank the proposals.

### **Rankings Across All Divisions**

You requested that we provide priority rankings within each division (Humanities, Natural Sciences, Social Sciences) and across all three divisions. In each instance, the Wise Heads and the CAS Leadership team used the criteria outlined above to rank proposals. In addition, we considered whether a request was for a search that had been previously authorized or for a position that was nonrenewed as part of the P&T process. The ordering of the positions across all divisions is shown in a tab on the spreadsheet. In general terms, these rankings fall into the following categories:

**Top priority (25 lines):** Twenty-five of the 91 proposals are for previously authorized lines. These include AY2016-17 searches that are ongoing or searches that were previously authorized as part of the clusters of excellence (Neurons to Minds, the Obesity Cluster, Volcanology, etc.). Twenty-one of the 25 continuing searches are in the Natural Sciences. Two others are in English and Romance Languages. In addition, one proposal [REDACTED] is for replacement of an assistant professor who was nonrenewed [REDACTED] we believe that refilling this position is essential to ensuring that departments continue to conduct rigorous reviews of their faculty. A final one is in Women's and Gender Studies, where we delayed the search this year on a prior commitment to a TTF line.

**Second priority (8 lines):** Our second category is made up of six hires in the Natural Sciences, a division where TTF hiring still lags far behind large increases in student enrollment (see attached graphs) and two in the Social Sciences, also in departments (EC and ANTH) where TTF hiring lags behind student demand. All eight hires are in fields that will have a strong, positive impact on AAU metrics and enhance excellence in already top-level research units. Three of these hires represent new lines in the departments (ANTH, EC, PSYCH), while five represent positions opened by retirements or resignation. Our prioritization of the seven hires who would have labs is *not* based on an evaluation of constraints posed by startup costs; we anticipate having discussions with you and the VPRI's office regarding the viability of moving forward on these hires. Please note that one line of the eight (EC) has low startup costs.

**Third priority (9 lines):** Our third category of hires, all in the Humanities or Social Sciences, represent areas where retirements or departures will impact core curriculum and important research capacity, or where strategic investment in new directions could significantly raise the national profile of UO. There are two internal CAS clusters in this group (Geospatial Data and Equity, Gender-based Violence) that comprise six positions in total.

PLEASE NOTE: If all 42 lines in categories 1, 2 and 3 are approved, the total number of faculty in CAS will only increase by four by fall 2018, *assuming that all the searches are successful and all the candidates arrive that fall*. This small net increase is because 38 of the 42 lines represent areas where we are: a) moving vacant lines from one department to another, or b) changing the nature of a line within a department that is vacated due to retirement. This value of 38 includes the 14 known retirements or resignations that will be effective at the end of this academic year - a number that will probably increase as the academic year goes on. Also, this net increase of four should be viewed in the context of an overall *decrease* by five TTF in CAS last year. Our decision to not replace faculty primarily impacts English, History, and Romance Languages. If anything, this small net increase suggests that we should be proposing more lines in our top three categories, but we want to engage in further discussions with you regarding reasonable expectations and the impact of startup costs before moving more lines into our top priority categories.

Fourth priority (5 lines): This category represent lines that: a) would strengthen our curricular offerings and research profile in important ways, although not necessarily in areas of student demand (e.g. Ancient History, African American), or b) would address areas of strong demand or potential growth (Comic Studies, Economics).

Fifth category (44 lines): The fifth category represents requests we have not forwarded to you. These requests include proposals for six internal clusters, although we have occasionally recommended funding one line within a cluster rather than the entire cluster (e.g. the Environmental Humanities). Many of these cluster proposals present potentially excellent concepts, but significantly more work is needed to develop a coherent vision across departments.

Other proposals for individual lines are excellent, but we want to put the searches on hold until departmental dynamics can be stabilized (e.g., Cinema Studies and Folklore). Finally, some proposals did not adequately address ways in which the lines would enhance our research reputation or address student demand.

#### **Priorities within Divisions:**

We prioritized lines within divisions based on application of the criteria listed in the Provost's and the CAS memos, as well as feedback from our Wise Heads and the VPRI. The rankings in each division are shown on separate tabs in the CAS spreadsheet on the One Drive and a fourth tab shows how we would prioritize our requests across all three divisions.

Because of time constraints, we do not detail here the reasons for advocating for specific positions. In many cases there is important context not described here that helps explain our choices. In addition, we need additional time to work with faculty on some of the proposals where we plan to alter the proposal to reflect certain needs (e.g., conducting an external search for a Head of Women's and Gender Studies).

As a next step, we suggest having a meeting to go through our recommendations in order to provide more detail regarding the clusters and positions you want to learn more about.

Thank you for considering our proposals.



April 20, 2017

To: Scott Coltrane, Provost

From: W. Andrew Marcus, Tykeson Dean of Arts & Sciences, CAS  
Bruce Blonigen, Dean for Faculty and Operations, CAS

Re: **ADDITIONAL** CAS TTF priorities for AY2017-2018

This memo outlines an additional 15 potential TTF hires in CAS. These lines are in addition to our previous request for 47 lines (see memo of April 10, 2017). As we discussed with Brad Shelton, further analysis of potential departures in CAS made us concerned about these requests being enough to even ensure that CAS does not end up with less TTF after next year's hiring season. After further conversation with your office, we are therefore increasing the number of requests by 15, for a total of 62.

The additional requests – in priority order – are shown on the attached spreadsheet. The criteria we used to prioritize our request are outlined in the memo of April 10. In addition to these criteria, new information (e.g. likely departures, formation of a new department) prompted us to: a) include proposals that we previously placed at a lower rank, or b) insert proposals from the deans that represent years of conversation with faculty, but which were not forwarded by faculty or departments this year due to the tight time line. As a result, some of the proposals do not yet have full position descriptions. We will provide those to you shortly. Those TTF request descriptions that we do have for these 15 additional requests are attached as well.

In brief, our TTF requests (in rank priority order) are for:

- 1. A Korean line in East Asian Languages and Literatures.** This line is in the one language at UO that has growing enrollments, and will replace a line that will be lost from EALL due to departmentalization of Cinema Studies.
- 2. A Computational Science line shared between Biology/Computer Information Science.** This request meets almost all the top criteria we used to prioritize lines and was only omitted in the first round because of our concerns about adding more lines that require startup (the startup for this line is not high by science standards). This line would contribute to the Computational Science initiative that is evolving across CAS and other colleges, as well as with the Knight Campus.
- 3. A Computational Neuroscience line in Biology.** It was omitted in the first round due to our concerns about adding more lines that require startup (the startup for this line is not high by science standards). This line would contribute to the Computational Science initiative that is evolving across CAS and other colleges, as well as with the Knight Campus.
- 4. A Cognition Neuroscience line in Psychology.** This request meets all the top criteria we used to prioritize lines and will contribute to the Neurons to Minds cluster. It was omitted in the first round due to the departments concerns about adding more lines that require startup (the startup for this line is not high by science standards).

**5, 6 and 7. Three Applied Statistics lines in Mathematics.** These lines provide a long-desired teaching and research emphasis that will serve the entire university. These lines would also contribute to the Computational Science initiative that is evolving across CAS and other colleges, as well as with the Knight Campus. We remain in discussion with relevant departments about the best way to configure these lines and the associated searches so that the hires serve the whole university.

**8. A Data Science Equity Line in Sociology.** This is a fourth line in the data science equity cluster across Geography and Economics – and now Sociology. This line provides a much needed focus within the cluster on application of Data Science to local community action.

**9 and 10. Two lines in the newly forming Cinema Studies Department.** These lines would grow the critical mass of this new department and give them a production element that is presently missing.

**11. An African American studies scholar in Ethnic Studies.** This line will further enhance the already very successful African American cluster hires completed this year. It will importantly connect the Department of Ethnic Studies into the mix of departments now engaged in this cluster.

**12. A Folklore and Public Culture position in Anthropology.** Our Folklore Program has lost its key TTF ( ) this year due to a combination of retirement and departures. We are also non-renewing a Career NTTF ( ), so this could also be seen as an NTTF conversion into a TTF line. A position in Anthropology will address the growing enrollment demands within the department, add to its already high profile in cultural anthropology, and provide needed teaching with the Folklore Program.

**13. An additional Comic Studies hire in English.** This line is *in addition to* our previous request for such a line. This is a rapidly growing area of scholarly studies, generates strong student interest, and links us to Portland (which is the center of comic creation in the United States). It will also cement UO's status as a top center for comic studies, a reputation that began when we launched the first Comic Studies minor in the nation. This minor –and subsequent majors – have now been replicated at other universities across North America. The department did not request two lines, but we (the deans' office) feel that this is an area where we can build a national reputation.

**14. An Experimental Soft Condensed Matter line in Physics.** The line represents a bridge to replace a future, known retirement of one of the top faculty members in the sciences.

**15. An Earth Systems Modelling line in Geography.** This line builds on an area of strong expertise within Geography (a top research department), will enhance the profile of environmental sciences at UO, and has relatively low startup while still providing a significant boost to our science metrics.

Thank you for considering our proposal. As with our previous priority listing, as a next step we suggest having a meeting to go through our recommendations.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No  <sup>√</sup>

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No  <sup>√</sup>

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  <sup>√</sup> No

If so, provide name and date

Is this part of a cluster proposal? Yes  No  <sup>√</sup>

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Our department is one of the best in the world in the area of language description, informed by an understanding of functional typology (variation in grammatical patterns that serve similar functions) and the historical processes that create these patterns. In addition to internationally-recognized work by faculty in Africa, Asia, and both North and South America, this area has attracted our strongest PhD students, who consistently receive national and international grants for field research, win best dissertation awards from international societies, and obtain professional employment when they finish. However, our three current faculty in field-based description and typology are all senior and since they were trained, new subareas have arisen, such as field/experimental approaches, language revitalization, linguistic diversity and population genetics, and phylogenetic (“big data”) approaches to language classification. There is now software for building searchable multilingual corpora, creating archive-quality databases and allowing for more comprehensive study of language structures and meanings; morphological parsers investigate complex word structures; and statistical tools investigate phylogenetic, contact and migratory relationships among the ancestors of modern languages and their populations.

To remain a leader in this rapidly changing field, our department needs expanded up-to-date expertise in new approaches to collecting and organizing our field data. A new hire with research expertise in one or more of these methods will help keep our Department at the cutting edge of language documentation, twenty-first century description of minority languages, research on possible variation in language structures (typology), and historical diversification of linguistic groups.

One non-renewal plus upcoming retirements will fund future salary. A descriptive linguist will need minimal lab space and facilities, which we already have. A new hire might ask for \$10-15K in recording and other equipment.

Current faculty and grad students in language description are consistently successful in obtaining external funding, currently holding \$1,131,193 in grant support, primarily from NSF, but also from NGO sources. We anticipate continued availability of funding for this area and need to maintain strong faculty engagement. Our most senior faculty member in this area is PI or co-PI on more than half of these grants; we will need active new faculty to maintain this level of external funding.

A new descriptive linguist will have natural interdisciplinary connections with colleagues who share a geographical research focus, most likely in Asia, Oceania, Africa, or the Americas. This suggests connections to CAPS, African Studies, Latin American studies, NILI, and/or CODAC. Our language description PhD track has always attracted a very diverse international graduate student population and our descriptive work with languages of Oregon led to the creation of NILI.

## CAS TTF Search Proposal Submission Form

Department: Romance Languages

Requested TTF Field: Spanish Sociolinguistics

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Assistant Professor of Spanish Linguistics  
(posting 16200)

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Friendly Hall (retiring faculty)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is a request for reauthorization of a search that was unsuccessful in 2016-17. Although the search was concluded without making a hire, the position addresses a key, expanding aspect of the undergraduate Spanish major, and will be important to anticipated changes to the graduate program in Spanish as well.

In fall 2015, the Department of Romance Languages began to offer a new concentration in Language and Society for the B.A. in Spanish. Approximately half of all students who declared a Spanish major in 2015-16 chose this concentration; that trend has continued upward in 2016-17. Many students choosing the new concentration have been students in the Spanish Heritage Language (SHL) program; support for this concentration is closely linked to one of the department's key initiatives in the area of diversity and inclusion. Candidates from underrepresented groups long excluded from the academy will be strongly encouraged to apply.

The Language and Society concentration provides students with an understanding of the linguistic structure and social characteristics of the Spanish language, as well as of the ways language shapes identity. Content and experiences in the required courses help prepare students to use Spanish in professional contexts where they will encounter individuals with varied language experiences and identities. The department is discussing revisions to the M.A. and Ph.D. programs to offer similar possibilities at the graduate level. Currently, RL has only two experts in linguistics to implement these programs, one of whom (Davis) teaches three courses per year, while the other (Holguín) teaches four because both are needed for administrative work related to the Spanish programs. We need an additional line in Language and Society if students are to complete their degree programs in a reasonable time frame. We seek to hire a specialist who can teach a range of courses at the upper-division undergraduate and graduate levels, such as phonetics, advanced grammar, sociolinguistics, and historical linguistics. The ability to teach second language teaching methods or teach in another Romance language (Portuguese or French) is desirable. Special consideration will be given to candidates with research interests and expertise in multi-methodologies; desirable specializations include contact linguistics, discourse analysis, or pragmatics. Preference will be given to candidates who can collaborate in the direction of our Spanish and SHL programs; can advise students in the SLAT certificate program (Second Language Acquisition and Teaching); and can work effectively with faculty, staff, and students to enhance diversity, accessibility, and inclusion. Our new colleague will contribute research expertise in areas that would enhance existing strengths in linguistics, cultural studies, and translation. We anticipate that the successful candidate will also participate in interdisciplinary programs such as Latin American Studies and CLLAS.

## CAS TTF Search Proposal Submission Form

This is CAS-HUM-3 if the African Diaspora search fails (as a replacement for search) and CAS-HUM-7 if the search succeeds as an additional line.

Department: English

African Diaspora or  
Requested TTF Field: 19th Century African American Literature and Culture

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location PLC (office TBD)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

ASA account, computer

What is the estimated cost of these startup needs?

\$4000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The English Department requests approval to search for a tenure-track assistant professor of 19th century African American literature. Cutting-edge research in the field spans gender studies, archival studies, and digital humanities in projects focused on print culture, periodization, and the recovery of lost or understudied texts. The methodologies of 19th century specialists are central to scholarship on the African American literary tradition, which spans the late 18th century to the present. Scholarship in 19th century African American literature is also crucial to interdisciplinary research in transatlantic and African diaspora studies.

African American literature courses at UO have robust enrollment. For example, ENG 241 has been offered twice a year for the past seven years at full enrollment. African American literature courses satisfy English major requirements and general education and multicultural requirements. They count toward the Ethnic Studies major and minor, and are among the courses SOJC students often take as their required English courses. An expert in 19th century African American literature could teach ENG 241, 360, 316, 468, 660 and other courses that would draw similarly strong enrollment. A survey of African American literature should, as it does at most colleges and universities, span more than one term. Offering a two-term survey of African American literature is necessary, but we lack the faculty to staff it regularly. Hiring a specialist in African American Literature before 1900 would allow us to offer this essential two-term course.

In keeping with UO's diversity, equity, and inclusion initiatives, English's 2013 Vision Statement commits to developing "the study of ethnic literatures and of race and ethnicity" as "a central commitment of the department." Since 1993, English has defined Ethnic American literature as an area of strategic advantage. However, we lag behind our comparators (many of which employ up to 5 specialists) when it comes to African American literature. One faculty member, Courtney Thorsson, specializes wholly in the field. Sharon Luk has expertise in African American literature but will move to Ethnic Studies in fall 2017. No other current faculty member conducts over 25% of their teaching and research in this field.

Hiring a scholar of 19th century African American literature will help the English Department play an active role in developing an AAS curriculum, fostering inter-departmental collaboration, and shaping a vital intellectual community that will improve recruitment and retention of graduate students and faculty in a field that draws African American scholars and areas of study to campus. Since the 1960s, literary scholars have been leaders in building and shaping African American Studies in the academy. With this hire, English seeks to participate in that legacy by taking enthusiastic part in creating and defining African American Studies on our campus.



## CAS TTF Search Proposal Submission Form

Department: English

Requested TTF Field: Composition and Rhetoric

Requested TTF Rank: Open Rank

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date [REDACTED]

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location PLC (office TBD)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

ASA account, computer

What is the estimated cost of these startup needs?

\$4000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The English Department requests approval to search for one or more tenure-track scholars in Rhetoric and Composition. Rhetoric and Composition is a large and dynamic field. More tenure-track jobs are advertised each year in Rhetoric and Composition than in any other field in English Studies. Oregon has great strength and influence in the field—and an international reputation. Our distinction rests on the quality of our Composition Program with its rigorous graduate instructor training program and its curriculum that focuses on written reasoning; on our envied minor in Writing, Speaking, and Critical Reasoning; on our Ph.D. structured emphasis in Rhetoric and Composition; and on the publications and achievements of our faculty. The programs depend on tenure-line experts in Rhetoric and Composition for oversight, supervision, administration, teaching advanced undergraduate and graduate courses, and supervising dissertations.

We need to hire in Rhetoric and Composition both in order to maintain strength and to move forward with this dynamic field. When [REDACTED] in December, Jim Crosswhite will be the only tenure line faculty member who does research and publishes in Rhetoric and Composition. Our comparators have Rhetoric faculties we cannot match in number (Washington 7, Arizona 8, Pittsburgh 11), but we have a healthy and renowned graduate program, with an excellent placement record. Several graduate students are currently enrolled in the structured emphasis, including one from Comparative Literature. The oversight, supervisory, and administrative roles played by Rhetoric faculty are numerous and demanding. The minor in Writing, Speaking, and Critical Reasoning has graduated 132 students over the last 7 years and has 63 currently enrolled. The work of the Center for the Teaching of Writing includes training and supervising tutors (about 10 English graduate students) for the WR 121 Tutorials, and training and supervising the tutors (10-12 English majors) for the Writing Associates Program. The Center also offers Writing in the Disciplines training for the campus and develops policy initiatives for the University writing requirement. The people we hire in this field are also likely, in time, to direct the Composition Program: to train and supervise 100+ teachers who teach over 7,000 students a year. An open rank search could provide us with someone who is ready to take on that responsibility. Hiring two people restores health and strength to the Rhetoric and Composition faculty.

We propose advertising in the field of Rhetoric and Composition for people with backgrounds in the history and theory of rhetoric, argumentation studies, and writing pedagogy who can fill the many roles we need filled, along with subspecializations in ethnic American rhetoric (especially Latinx), global and transnational rhetorics, digital rhetoric, disability studies, and equity and inclusion in pedagogy.

## CAS TTF Search Proposal Submission Form

Department: Philosophy and Environmental Studies

Requested TTF Field: Environmental Philosophy

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Ted Toadvine

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Susan Campbell Hall (either 232 or 233)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Computer and IT supplies, moving support.

What is the estimated cost of these startup needs?

\$4,500 - 7,500

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This position is the highest priority for both Environmental Studies and Philosophy. It may be considered as part the CEF/Environmental cluster hire but should the cluster hire not be approved, we still seek funding for this joint tenure track hire.

Ted Toadvine, who had a joint appointment in ENVS and Philosophy took a job at Penn State, so we lost our most prominent environmental philosopher. Toadvine was a central figure in both ENVS and Philosophy, not only in terms of research prominence, but in his contributions to graduate education and professional service. Replacing him with a new hire in environmental philosophy will help take advantage of our existing strong reputation in the field. More broadly, this position will help build on the existing strength in environmental humanities at the UO. Therefore, this position will help to enhance academic quality not only in Environmental Studies and in Philosophy but also in the environmental humanities in general by adding a researcher who will have synergies with our existing community of scholars.

The position will also help to expand the PhD programs in both ENVS and Philosophy. ENVS is increasingly focusing on PhD students, and environmental philosophy is in high demand. More faculty are needed to allow us to admit more strong students and move them quickly to graduation. Furthermore, many strong PhD applications in Philosophy list as an area of interest or focus environmental philosophy which is consistent with the growth of the IAEP, the International Association of Environmental Philosophy. We need another faculty member who can help us compete with programs from other Universities in order to recruit graduate students with special interest in environmental philosophy. Thus, this hire will allow us to produce more high quality PhDs in ENVS and Philosophy.

This position is especially prime for advancing interdisciplinary excellence. ENVS is the most interdisciplinary unit on campus, and the philosophers connected with ENVS have a well established tradition of collaborating across fields, most notably with scholars in the natural sciences. These collaborations have led to the submission of a number of grant proposals; considerably more than is standard in the humanities. The grant proposals sought funding not only from CAS but also from "The National Center for Ecological Analysis and Synthesis" and "The Faraday Institute for Science and Religion." Thus, this position is likely to help increase external support.

## CAS TTF Search Proposal Submission Form

Department: English

Requested TTF Field: Comics and Cartoon Studies

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location PLC (office TBD)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

ASA account, computer

What is the estimated cost of these startup needs?

\$4000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The English Department seeks approval to search for one or more tenure-track assistant professors of Comics Studies during AY 2017/18. Comics Studies is the fastest growing field in the humanities, and one in which the UO enjoys a national reputation thanks to our Undergraduate Minor in Comics Studies. Unique at the time of founding, this undergraduate minor is now being imitated at many institutions around the country. Comics Studies is also interdisciplinary, with a record of productive crossover into Disability Studies, Environmental Studies, Gender/Queer/Trans Studies, Media Studies, and Race/Ethnicity Studies. The search proposes to actively pursue scholars whose work will also further enhance our standing in one (or more) of these additional areas of excellence.

Engagement in the Comics Studies minor is robust, with between forty and fifty students enrolled each term. Besides this core cohort, Comics Studies courses draw many students from across the university and consistently enroll at or near capacity, with frequent wait lists or over-enrollments. Although the program is strong, we do not have a full-time comics scholar on staff. We could attract more students into the English major through Comics Studies by offering more sections of our established classes and developing new ones. Fulfilling this vision will require one or more faculty members whose primary focus is Comics Studies.

Our national visibility has already led to a substantial increase in the number of PhD applicants working in Comics Studies. Our robust graduate enrollments, along with UO's physical proximity to the vibrant professional comics community in Portland, leaves the university in an optimum position to recruit the best scholars from across the country.

Portland is the business address for three of the most successful independent comics publishers in the US (Dark Horse Comics, Image Comics, and Oni Press), host of the Rose City Comic Convention (an annual celebration of comics culture that attracted over 40,000 people in 2016), and home to dozens of comics artists and producers. The proximity to Portland has led to successful collaborations between artists and producers and UO faculty over the past few years. By further investing in the field we can not only continue to make the most of this serendipitous situation, but also offer opportunities for research and professional development to potential hires that few other schools in the country can hope to match.

In 2012, the English Department received a significant private endowment for the development of Comics Studie [REDACTED]. We believe there is a strong possibility of attracting additional equivalent gifts from a number of different sources; such opportunities, however, will increase with dedicated tenure-track faculty in Comics Studies.

## CAS TTF Search Proposal Submission Form

Department: English

Requested TTF Field: 19th Century African American Literature and Culture

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location PLC (office TBD)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

ASA account, computer

What is the estimated cost of these startup needs?

\$4000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The English Department requests approval to search for a tenure-track assistant professor of 19th century African American literature. Cutting-edge research in the field spans gender studies, archival studies, and digital humanities in projects focused on print culture, periodization, and the recovery of lost or understudied texts. The methodologies of 19th century specialists are central to scholarship on the African American literary tradition, which spans the late 18th century to the present. Scholarship in 19th century African American literature is also crucial to interdisciplinary research in transatlantic and African diaspora studies.

African American literature courses at UO have robust enrollment. For example, ENG 241 has been offered twice a year for the past seven years at full enrollment. African American literature courses satisfy English major requirements and general education and multicultural requirements. They count toward the Ethnic Studies major and minor, and are among the courses SOJC students often take as their required English courses. An expert in 19th century African American literature could teach ENG 241, 360, 316, 468, 660 and other courses that would draw similarly strong enrollment. A survey of African American literature should, as it does at most colleges and universities, span more than one term. Offering a two-term survey of African American literature is necessary, but we lack the faculty to staff it regularly. Hiring a specialist in African American Literature before 1900 would allow us to offer this essential two-term course.

In keeping with UO's diversity, equity, and inclusion initiatives, English's 2013 Vision Statement commits to developing "the study of ethnic literatures and of race and ethnicity" as "a central commitment of the department." Since 1993, English has defined Ethnic American literature as an area of strategic advantage. However, we lag behind our comparators (many of which employ up to 5 specialists) when it comes to African American literature. One faculty member, Courtney Thorsson, specializes wholly in the field. Sharon Luk has expertise in African American literature but will move to Ethnic Studies in fall 2017. No other current faculty member conducts over 25% of their teaching and research in this field.

Hiring a scholar of 19th century African American literature will help the English Department play an active role in developing an AAS curriculum, fostering inter-departmental collaboration, and shaping a vital intellectual community that will improve recruitment and retention of graduate students and faculty in a field that draws African American scholars and areas of study to campus. Since the 1960s, literary scholars have been leaders in building and shaping African American Studies in the academy. With this hire, English seeks to participate in that legacy by taking enthusiastic part in creating and defining African American Studies on our campus.



## CAS TTF Search Proposal Submission Form

Department: EALL

Requested TTF Field: Korean Literature

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Friendly Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

No startup needs. The new TTF will move into an office being vacated by another TTF

What is the estimated cost of these startup needs?

\$0

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Provost Coltrane has approved the conversion of Cinema Studies into a department. As part of this, TTF lines will be moved out of existing departments and into the new CINE department. EALL's Dong Hoon Kim is one of these lines. Professor Kim is willing to move to CINE provided that his TTF line is replaced in EALL.

Professor Kim is part of a growing Korean program in EALL and at UO. Enrollments in our Korean language program have increased 150% since AY 2013-14. This mirrors a national trend whereby Korean language enrollments are rising quicker than any other language. The program currently has two TTF (Professors Kim and Lucien Brown) and 2 NTTF, and will not be able to meet the need for classes if Professor Kim's line is not replaced. Professor Kim's undergraduate classes regularly fill, and his KRN 360 and KRN 361 are required courses for the KRN minor. Third year Korean is also required for the KRN minor and for the Title VI East Asia National Resource Center Grant that at UO administered through CAPS.

This hire will address the following criteria:

\*Korean is a critical piece of the highly competitive Title VI East Asia National Resource Center Grant, and Professor Kim's line was created with funding from this grant. The success of the Korean program has already secured the endowed Myung Sup Lim Lecture Series. The new TTF line, in addition to Professors Brown (EALL) and Kim (CINE), will make UO more competitive for other sources of funding including the Academy of Korean Studies, Korea Foundation, and other Korean funds that would enhance the Schnitzer museum. It will also place Korean Studies at UO amongst the top 20 leading Korean Studies programs nationwide.

\*The position will allow EALL to continue to meet the student need for Korean courses.

\*EALL is already extremely diverse, and the continued support of Korean studies at UO will maintain and add to the diversity Korean studies brings to UO.

\* This TTF will enhance the excellence already offered by Korean Studies by allowing for collaboration across EALL and CINE. Korean Studies has long desired to have representation in other departments across UO. The move of Professor Kim's line and the new hire are important steps in that plan.

\* EALL plans to replace Professor Kim with a TTF with a specialization in Korean Literature, preferably with a transnational focus on Japan or China. This new TTF line will bring a disciplinary perspective currently missing in UO's Korean program, and will complement the fields of Professors Kim (cinema) and Brown (linguistics). The new line will also allow for more collaboration with the literature focused faculty in EALL, resulting in productive new courses and research areas. With EALL retaining some of Professor Kim's teaching, the department will be able to develop a major in Korean Studies for the first time.

## CAS TTF Search Proposal Submission Form

Department: Cinema Studies

Requested TTF Field: Cinema & Social Justice

Requested TTF Rank: Open

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Office space. Would development of small scale production/studio space as part of mid to long term infrastructure planning for Cinema Studies.

What is the estimated cost of these startup needs?

n/a

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Draft ad language: Open-rank Professor in Cinema and Social Justice: Cinema Studies seeks a scholar-practitioner working at the intersection of research and fiction/nonfiction production (filmmaking, animation, interactive/new media, etc.). This scholar-practitioner understands the study and making of film and media to be inextricably linked to questions of power, civil rights, human development and social justice. The hire will be expected to integrate theory and history with creative practice and community building. Candidates from underrepresented communities with longstanding exclusion from the media industry and the academy are strongly encouraged to apply. A Ph.D. in the areas of film and/or media studies or an M.F.A with significant evidence of involvement in academic critical inquiry will be required.

Enhances academic quality: As part of a CINE mini-cluster focused on mediamaking and diversity, this hire will enhance and emphasize our commitment to offering a humanities-oriented education that provides students with practical experience and clear, achievable career pathways. By design, CINE intellectually and pedagogically blends critical and creative practice; this blend is central to many of our faculty's training, as well as our curriculum and programming. This focus on theory and practice makes UO Cinema Studies stand out at Oregon and in the discipline.

An open rank search for a senior scholar-practitioner would immediately raise CINE's national profile and provide important leadership as Cinema Studies continues to develop and grow. Thus far, Cinema Studies has successfully been built on the enthusiastic work of assistant and associate professors; hiring a scholar-practitioner focused on cinema and social justice will enhance CINE's curricular design with courses oriented around creative- and critical practice.

Promote interdisciplinary excellence: At Oregon, Cinema Studies is already one of the most interdisciplinary units in both curriculum and faculty cohort. This hire—with its focus on creative and critical approaches to social issues and focused on underrepresented communities—offers even more opportunities for collaboration with both existing partners and new affiliations.

Supporting diversity, equity and inclusion: Cinema Studies at Oregon is in a unique and favorable position as the only program of its kind on an R1 campus in the Pacific Northwest. With faculty and staff already focused on issues of diversity (both local and global), this hire is designed to intensify our ongoing commitment to the discipline and the University. Not only will this hire swiftly and strategically speak to the direct needs of underserved student populations while strengthening connections already defined between Cinema Studies, English, Ethnic Studies, CMAE, and the Women of Color Project, this hire will also contribute to a diverse and diversity-minded educational experience through a creative- and critical curriculum.

## CAS TTF Search Proposal Submission Form

Department: Cinema Studies

Requested TTF Field: Narrative Filmmaking

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Office space. Will eventually utilize small-scale studio/production space as part of mid to long-term development of Cinema Studies infrastructure.

What is the estimated cost of these startup needs?

n/a

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

**Draft ad language: Assistant Professor in Narrative Production:** Cinema Studies seeks a narrative filmmaker with training, experience, and commitment to the cinematic representation of underrepresented communities. Candidates from underrepresented communities in the academy—especially those underserved in the Pacific Northwest—are strongly encouraged to apply. An M.F.A. in the area of media production or a Master’s degree plus significant professional experience in cinema/video production is required. We will give preference to candidates who have a record of successful college teaching, intercultural training and experience, and who share our commitment to creative and professional preparation within the context of an interdisciplinary and immersive liberal arts education.

**Enhance academic quality:** The University’s internal five year program review (spring 2016) “strongly suggests that a tenure-related hire in filmmaking would be ideal to address the growing demands in this area.” By design, CINE intellectually and pedagogically blends critical and creative practice; this blend is central to many of our faculty’s training. Our curricular and programmatic focus on theory and practice distinguishes UO Cinema Studies in the Pacific Northwest and in the discipline. However, CINE’s production courses rely almost entirely on Career Instructors while the vast majority of the major’s history and theory courses are taught by tenure-related faculty. A TT hire focused on narrative filmmaking will address this imbalance and provide leadership to further develop this important and extremely popular part of Cinema Studies.

**Diversity, Equity and Inclusion:** U.S. film and media industries lack gender and racial parity. UO Cinema Studies is poised to play a leadership role in facilitating and initiating programmatic and curricular initiatives that deliberately address these issues. Our faculty, collectively invested in local and global diversity through cinema, believe this position directly supports ongoing university and industry diversity initiatives while enhancing CINE’s commitment to a critically- and creatively engaged liberal-arts education anchored by an R1 institution in the Pacific Northwest.

**Growing undergrad demand:** This hire is intended to swiftly and strategically speak to the direct needs of underserved student populations, both in terms of discipline and diversity. Cinema Studies majors—300 strong in only five years—are a dynamic and driven student body. As noted in the five year program review, these students are primed for enhanced offerings in narrative media production; a TT hire in this field is required for Cinema Studies to progress from good to great. By hiring a trained practitioner with experience and commitment to the representation of underrepresented communities, we aim to responsibly educate future scholars, filmmakers, and citizens while helping to maximize the unique offerings of Cinema Studies and the University of Oregon.

## CAS TTF Search Proposal Submission Form

Department: English

Requested TTF Field: Comics and Cartoon Studies

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location PLC (office TBD)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

ASA account, computer

What is the estimated cost of these startup needs?

\$4000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The English Department seeks approval to search for one or more tenure-track assistant professors of Comics Studies during AY 2017/18. Comics Studies is the fastest growing field in the humanities, and one in which the UO enjoys a national reputation thanks to our Undergraduate Minor in Comics Studies. Unique at the time of founding, this undergraduate minor is now being imitated at many institutions around the country. Comics Studies is also interdisciplinary, with a record of productive crossover into Disability Studies, Environmental Studies, Gender/Queer/Trans Studies, Media Studies, and Race/Ethnicity Studies. The search proposes to actively pursue scholars whose work will also further enhance our standing in one (or more) of these additional areas of excellence.

Engagement in the Comics Studies minor is robust, with between forty and fifty students enrolled each term. Besides this core cohort, Comics Studies courses draw many students from across the university and consistently enroll at or near capacity, with frequent wait lists or over-enrollments. Although the program is strong, we do not have a full-time comics scholar on staff. We could attract more students into the English major through Comics Studies by offering more sections of our established classes and developing new ones. Fulfilling this vision will require one or more faculty members whose primary focus is Comics Studies.

Our national visibility has already led to a substantial increase in the number of PhD applicants working in Comics Studies. Our robust graduate enrollments, along with UO's physical proximity to the vibrant professional comics community in Portland, leaves the university in an optimum position to recruit the best scholars from across the country.

Portland is the business address for three of the most successful independent comics publishers in the US (Dark Horse Comics, Image Comics, and Oni Press), host of the Rose City Comic Convention (an annual celebration of comics culture that attracted over 40,000 people in 2016), and home to dozens of comics artists and producers. The proximity to Portland has led to successful collaborations between artists and producers and UO faculty over the past few years. By further investing in the field we can not only continue to make the most of this serendipitous situation, but also offer opportunities for research and professional development to potential hires that few other schools in the country can hope to match.

In 2012, the English Department received a significant private endowment for the development of Comics Studie

. We believe there is a strong possibility of attracting additional equivalent gifts from a number of different sources; such opportunities, however, will increase with dedicated tenure-track faculty in Comics Studies.



## CAS TTF Search Proposal Submission Form

Department: **Biology**

Requested TTF Field: **Systems Neuroscience**

Requested TTF Rank: **Assistant Professor**

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search **Systems Neuroscience/Neurons to Minds Cluster**

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location **Huestis, second floor**

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

**Molecular biology type wet lab startup; likely some microscopy; personnel salary and OPE; two years of summer salary.**

What is the estimated cost of these startup needs?

**~1 million**

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This search is the Systems Neuroscience half of the Neurons to Mind Cluster (funded internally as part of the [redacted] retention package), for one senior and one junior position as new TTF lines. David McCormick from Yale University has already accepted the senior line offer and we have made an offer to [redacted] for the junior line. If our junior line offer is not accepted (or potential second or third choices), we anticipate continuing this search in 2017/18 for the remaining junior line position.

## CAS TTF Search Proposal Submission Form

Department: **Biology**

Requested TTF Field: **Systems Neuroscience**

Requested TTF Rank: **Assistant Professor**

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search **Systems Neuroscience/Neurons to Minds Cluster**

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location **Huestis, second floor**

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

**Molecular biology type wet lab startup; likely some microscopy; personnel salary and OPE; two years of summer salary.**

What is the estimated cost of these startup needs?

**~1 million**

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This search is the Systems Neuroscience half of the Neurons to Mind Cluster (funded internally as part of the [redacted] retention package), for one senior and one junior position as new TTF lines. David McCormick from Yale University has already accepted the senior line offer and we have made an offer to [redacted] for the junior line. If our junior line offer is not accepted (or potential second or third choices), we anticipate continuing this search in 2017/18 for the remaining junior line position.

## CAS TTF Search Proposal Submission Form

Department: Biology (possibly CIS, Mathematics)

Requested TTF Field: Computational Genomics

Requested TTF Rank: One senior, two junior

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Computational Genomics

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Onyx Bridge (I think!)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Per position: money for personnel, two years of summer salary (junior lines only), modest computer equipment, some support for high power computing access

What is the estimated cost of these startup needs?

\$500,000/junior line; maybe more for senior

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing search that originated as 5 new lines in a Math-Bio search (plus the senior line in the Obesity Prevention cluster). It has evolved to become a 4 line search (one senior, two junior remaining) in Computational Genomics, and 2 line search (one remaining junior line) in Computational Neuroscience. So far Peter Ralph (60% Math, 40% Biology) has been hired for Computational Genomics (one year ago), and Yashar Ahmadian (2/3 Bio, 1/3 Math) has been hired for Computational Neuroscience (2 years ago). One offer has been made to a senior candidates (Andrew Kern at Rutgers) in this year's 2016/17 Computational Genomics search; another line will likely be used to hire a junior person who was in a CIS search). Depending on the outcome of these offers, we anticipate continuing this search next year for at least one more junior line, and again up to one senior and two junior lines if current offers are not accepted.

## CAS TTF Search Proposal Submission Form

Department: Biology (possibly CIS, Mathematics)

Requested TTF Field: Computational Genomics

Requested TTF Rank: One senior, two junior

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Computational Genomics

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Onyx Bridge (I think!)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Per position: money for personnel, two years of summer salary (junior lines only), modest computer equipment, some support for high power computing access

What is the estimated cost of these startup needs?

\$500,000/junior line; maybe more for senior

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing search that originated as 5 new lines in a Math-Bio search (plus the senior line in the Obesity Prevention cluster). It has evolved to become a 4 line search (one senior, two junior remaining) in Computational Genomics, and 2 line search (one remaining junior line) in Computational Neuroscience. So far Peter Ralph (60% Math, 40% Biology) has been hired for Computational Genomics (one year ago), and Yashar Ahmadian (2/3 Bio, 1/3 Math) has been hired for Computational Neuroscience (2 years ago). One offer has been made to a senior candidates (Andrew Kern at Rutgers) in this year's 2016/17 Computational Genomics search; another line will likely be used to hire a junior person who was in a CIS search). Depending on the outcome of these offers, we anticipate continuing this search next year for at least one more junior line, and again up to one senior and two junior lines if current offers are not accepted.



## CAS TTF Search Proposal Submission Form

Department: Earth Sciences

Requested TTF Field: Volcanology

Requested TTF Rank: Associate or Full Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Senior hire for volcanology cluster

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Volcanology building

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Lab and computer equipment, high performance computing

What is the estimated cost of these startup needs?

\$1,000,000 - to come from Lillis gift.

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is one of two new faculty positions for the volcanology cluster that are funded from the Lillis gift. We are currently running a search and have made an offer to a senior candidate who would be hired at the full professor level. If our current search fails, we request permission to search again in AY17-18.

## CAS TTF Search Proposal Submission Form

Department: Earth Sciences

Requested TTF Field: Volcanology

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Junior hire for volcanology cluster

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Volcanology building

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Lab and computer equipment, high performance computing

What is the estimated cost of these startup needs?

\$500,000 - to come from Lillis gift.

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is one of two new faculty positions for the volcanology cluster that are funded from the Lillis gift. We are currently running a search for an assistant professor, but we think it likely that we will not make a hire for this position this year. In that case, we request permission to search again in AY17-18.

## CAS TTF Search Proposal Submission Form

Department: Biology (possibly CIS, Mathematics)

Requested TTF Field: Computational Genomics

Requested TTF Rank: One senior, two junior

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Computational Genomics

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Onyx Bridge (I think!)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Per position: money for personnel, two years of summer salary (junior lines only), modest computer equipment, some support for high power computing access

What is the estimated cost of these startup needs?

\$500,000/junior line; maybe more for senior

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing search that originated as 5 new lines in a Math-Bio search (plus the senior line in the Obesity Prevention cluster). It has evolved to become a 4 line search (one senior, two junior remaining) in Computational Genomics, and 2 line search (one remaining junior line) in Computational Neuroscience. So far Peter Ralph (60% Math, 40% Biology) has been hired for Computational Genomics (one year ago), and Yashar Ahmadian (2/3 Bio, 1/3 Math) has been hired for Computational Neuroscience (2 years ago). One offer has been made to a senior candidates (Andrew Kern at Rutgers) in this year's 2016/17 Computational Genomics search; another line will likely be used to hire a junior person who was in a CIS search). Depending on the outcome of these offers, we anticipate continuing this search next year for at least one more junior line, and again up to one senior and two junior lines if current offers are not accepted.

**Tenure Track Faculty Position in Human Microbiome Science**  
**Department of Biology**  
**University of Oregon**

The University of Oregon **Department of Biology** invites applications for a tenure-related position (Assistant, Associate or Full Professor) in **Human Microbiome Science**. We are particularly interested in candidates whose research focuses on innovative computational, molecular, and/or microbiological approaches to addressing fundamental questions regarding the assembly, dynamics and function of the human microbiome. Candidates who have an interest in collaborating with a combination of basic biomedical scientists, social scientists, and/or clinicians to explore the interaction of the microbiome and human health are especially encouraged to apply.

An outstanding research program and a commitment to excellence in teaching at the undergraduate and graduate levels are expected. Ph.D. required. Candidates who promote and enhance diversity are strongly desired.

Interested persons should apply online to the University of Oregon XXXX SEARCH at <https://academicjobsonline.org/XXXX>. Applicants should submit a cover letter, a curriculum vitae, statement of research accomplishments and future research plans, a description of teaching experience and philosophy, and three letters of recommendation. Submission of up to 3 selected reprints is encouraged. For full posting and application directions, see <http://careers.uoregon.edu/cw/en-us/listing/>. To be assured of consideration, application materials should be uploaded by Month Day, 2017, but the search will remain open until the position is filled.

*The University of Oregon is an Equal Opportunity/Affirmative Action Institution committed to cultural diversity and compliance with the Americans with Disabilities Act. Women and minorities encouraged to apply. We invite applications from qualified candidates who share our commitment to diversity.*

## CAS TTF Search Proposal Submission Form

Department: Computer and Information Science

Requested TTF Field: Data Science, High-Performance Computing

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search 16192AB

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Deschutes Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Each tenure line will require summer salary, GRF support, HPC membership and contributions, other hardware/software needed for research

What is the estimated cost of these startup needs?

350k-375k



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

CIS requests to search for 2 TTF at the Assistant Professor level in two critical research areas: High-Performance Computing. A departmental review in 2011 yielded a commitment from CAS to grow CIS to 20-21 TTF. In 2012 the department produced a strategic plan to have this growth populate expertise in three critical areas of computer science: high-performance computing, data science, and networks & distributed systems; the department is especially interested in candidates in these areas with an additional focus on cyber security and privacy.

CIS has had two tenure lines to fill during the 2014-2015, 2015-2016, and 2016-2017 recruiting years. In 2014-2015, we successfully hired one candidate, Xiaodi Wu, but also had one retirement, Andrezej Proskurowski. In 2015-2016, we successfully hired one candidate, Lei Jiao, but lost Michel Kinsy, who resigned his appointment. This year we are again making offers to top candidates, but do not know the results of this recruiting season. There are currently 3 offers out; if all three were to be successful (not particularly likely given our previous success rates), we would be at 18 TTF in September 2017. If this were the situation, we would like to have 1 tenure line in the coming recruiting season; if the number of TTF in September of this year is  $\leq 17$ , we would like to have 2 tenure lines into which we can recruit in the coming year.

All of this recruiting is attempting to enhance our academic quality in the three focus areas. The Data Science candidates are always recruited with an eye toward interdisciplinary research with our colleagues in CAS. Each and every recruit is expected to bring in significant volumes of external funding to support the recruit's research group. As our TTF cardinality grows, we will be in a much better position to grow taught graduate education (through professional masters programs), as well as grow the size and quality of our PhD cohort. When the opportunity presents itself, we are particularly focused on underrepresented groups; in fact, this year we have made an opportunity hire offer to [REDACTED], and African American female MIT graduate. All of these lines are growth lines, as discussed above. We have produced a space use policy for Deschutes Hall in order to accommodate this growth. We have tried to keep startup costs at an affordable level; fortunately, we do not require wet labs, and the startup for the department head brought our machine room up to 21st century standards.

Our focus on these three areas directly imply that we are not replacing in kind. In particular, data science is an increasingly significant area across all research domains of CAS. This will also be a significant area for connecting CIS to the Knight Campus. HPC is also tremendously important for many research areas in CAS and KC. Thus, recruitment in these two areas will be strategic for the future of UO.

## CAS TTF Search Proposal Submission Form

Department: Computer and Information Science

Requested TTF Field: Data Science, High-Performance Computing

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search 16192AB

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Deschutes Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Each tenure line will require summer salary, GRF support, HPC membership and contributions, other hardware/software needed for research

What is the estimated cost of these startup needs?

350k-375k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

CIS requests to search for 2 TTF at the Assistant Professor level in two critical research areas: High-Performance Computing. A departmental review in 2011 yielded a commitment from CAS to grow CIS to 20-21 TTF. In 2012 the department produced a strategic plan to have this growth populate expertise in three critical areas of computer science: high-performance computing, data science, and networks & distributed systems; the department is especially interested in candidates in these areas with an additional focus on cyber security and privacy.

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All of this recruiting is attempting to enhance our academic quality in the three focus areas. The Data Science candidates are always recruited with an eye toward interdisciplinary research with our colleagues in CAS. Each and every recruit is expected to bring in significant volumes of external funding to support the recruit's research group. As our TTF cardinality grows, we will be in a much better position to grow taught graduate education (through professional masters programs), as well as grow the size and quality of our PhD cohort. When the opportunity presents itself, we are particularly focused on underrepresented groups; in fact, this year we have made an opportunity hire offer to [REDACTED], and African American female MIT graduate. All of these lines are growth lines, as discussed above. We have produced a space use policy for Deschutes Hall in order to accommodate this growth. We have tried to keep startup costs at an affordable level; fortunately, we do not require wet labs, and the startup for the department head brought our machine room up to 21st century standards.

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## CAS TTF Search Proposal Submission Form

Department: Biology (or Chemistry)

Requested TTF Field: Genome Function

Requested TTF Rank: one senior, one junior

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Genome Function

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Streisinger, second and third floors

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

For each line: Molecular biology wet lab type set-up; personnel salary and OPE; two years of summer salary (junior lines only). Possibly some microscopy.

What is the estimated cost of these startup needs?

\$750,000 per position

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing cluster search, Genome Function, led by Professor of Biology Eric Selker. We have already hired one new Assistant Professor of Biology (Jeffrey McKnight) and have two lines left to fill, one possibly senior. We are currently making an offer for a junior position to [REDACTED]

[REDACTED] We may make a second offer for somewhat senior position this year to [REDACTED] (and a spousal second junior line, pending an interview with her in early April). If our offer(s) are turned down, we anticipate repeating this search in 2017/18 for one or two lines.

## CAS TTF Search Proposal Submission Form

Department: Chemistry and Physics

Requested TTF Field: Chemistry or Physics

Requested TTF Rank: Assistant/Associate/Full

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Energy and Sustainable Materials Cluster Hire

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Lewis Integrate Science Building

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

The start-up needs will include equipment and personnel.

What is the estimated cost of these startup needs?

~\$1,000,000 (Assistant) up to ~2,500,000 (Full)

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Energy and Sustainability Materials Cluster is composed of three faculty hires that work together to address the materials challenges related . One hire in computational materials science (Chris Hendon) was made this year. A second offer is out to an experimental inorganic solid state chemist / battery chemist ( ). We believe the chances of recruiting are high. If he does not accept the offer we will continue to search for for this position in the current year and into the 2017/2018 academic year as needed. The position will be experimental in nature and focus on the core areas of synthetic materials chemistry, analytical materials chemistry, and/or device applications. This provides a breadth of expertise to synergize with existing faculty and elevate the cluster team's research. In addition, we will continue searching for the third cluster position in the 2017/2018 academic year as described in the accompanying document -- pending outcomes of other chemistry searches, the Klamath remodel and short term laboratory/office space availability.

The cluster addresses the hiring criteria as follows:

- Enhancing academic quality - The hire are proposed in a critical area of energy and sustainable materials chemistry and physics. This is a "hot" area of intense academic activity, i.e. high numbers of papers published and citations, as well as commercial/industrial interest and possibility for innovation activity.
- Promoting interdisciplinary excellence - The aim of the cluster is to span chemistry and physics are provide bridges to industrially relevant research and innovation activities. The cluster faculty focus on use-inspired basic research which is inherently interdisciplinary in nature. The cluster team also makes heavy use of shared equipment resources, such as CAMCOR and the computing cluster.
- Supporting diversity, equity, and inclusion - The cluster search process has and will continue to make a significant effort to recruit new faculty under-represented in the participating departments. For example, the cluster has made offers to three female scientists to date (unfortunately the recruitment of these faculty was not successful).
- Increasing external support - The areas targeted by the cluster have been well funded because of the connection to societal needs in energy and sustainability. While short term oscillations in funding are likely, long term these areas of importance will continue to see significant investment.
- Growing graduate education - The ESM cluster faculty will lead teams of graduate students, supported by external funding and therefore grow the graduate education mission. The areas on which the cluster team focus are applied in nature addressing compelling technology problems that thus attract strong graduate students.

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Cognitive Neuroscience

Requested TTF Rank: Open

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Ed Vogel, 2015

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location LISB 1st floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payment, possibly measurement/ stimulation system (e.g., EEG, TMS) or MRI scan hours.

What is the estimated cost of these startup needs?

600-800k



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We would like to repeat the cognitive neuroscience search that had failed for the last two years. In each of these cases we had made an offer to an excellent female candidate. In each case, we ended up losing the candidate because competing institutions provided better offers for the candidate's spouses.

Following the departure of Ed Vogel and Ed Awh, this search is crucial to rebuild our strength in the traditionally very strong area of cognitive neuroscience research at the University of Oregon.

Candidates in this area usually attract substantial external funding. Also, as our last two (failed) searches show, it is in principle possible to attract strong female candidates, thus allowing us to increase gender diversity within the natural sciences.

We propose to post this search as "open rank". However, we will clearly articulate in the search ad that our emphasis is on assistant-professor level candidates. We are also applying for a cognitive-neuroscience position within the Neurons-to-Minds cluster and we would like to use the current search also as a vehicle to evaluate adequate cluster-hire candidates.

## CAS TTF Search Proposal Submission Form

Department: Chemistry and Biochemistry

Requested TTF Field: Physical Chemistry

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Physical Chemistry

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date NTTF John Hardwick, June 2017

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location KLA 179, 179A, 179B

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Laboratory equipment, supplies and personnel

What is the estimated cost of these startup needs?

\$850k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Chemistry and Biochemistry requests re-running our pending search for an Physical Chemist should the current search fail. We have made an offer to [REDACTED], who would fill the current open position that was made available due to the retirement of NTTF Senior Instructor II John Hardwick. The current search was approved last year as it aligns with College and University goals.

A desirable outcome of replacing an NTTF instructional faculty with TTF in this area will be to increase the TTF-to-undergraduate ratio in the department curriculum, particularly with respect to the demanding Physical Chemistry Laboratory sequence. Physical Chemistry currently has the highest representation of research active women faculty in the department.

Physical Chemistry is an important research area that is inherently interdisciplinary. Physical Chemistry bridges Materials Chemistry, Computer Science, Biochemistry and Physics with the goal of understanding the fundamental molecular interactions in material and biological systems. Research performed in this discipline is supported presently in our department by a broad range of federal agencies, including NSF, NIH, and DOE, and by private foundations such as the John Templeton Foundation.

At the University of Oregon, Physical Chemistry is an area of excellence. Faculty in this highly interdisciplinary area are represented in all of the major research institutes of the laboratory sciences, such as OMQ, MSI, IMB and ITS. The members of the Physical Chemistry division have expressed the strong belief that hiring should occur in this research area, and have volunteered to cover the teaching needs of the Physical Chemistry laboratory courses previously taught by NTTF Hardwick. The new faculty will play an important role in graduate education by training students, participating in our Physical Chemistry graduate training programs, and supporting students with external funding.

Physical Chemistry is a basic science that has wide-ranging applications to virtually all areas of applied sciences, including material science, biomedical, and computational science. We anticipate that the new hire in this area will play a critical role in connecting to the nascent Knight Campus for accelerating scientific impact. Although the Knight Campus vision is still being developed, the foundation is clear – taking findings from basic research and attempting to translate them into societal impact. Thus, cultivating strength in basic research is more important than ever. The inherently interdisciplinary nature of Physical Chemistry, and its role in uncovering fundamental principles of molecular science, make it uniquely well suited to make connections to the Knight Campus.

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Social/Personality

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Pranj Mehta, June 2017

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Straub Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payments,

What is the estimated cost of these startup needs?

\$400-600k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We propose a new TTF hire in the area of social and personality psychology.

**Academic quality and interdisciplinary excellence:** Social and personality psychology is a strong and growing area within psychology. Researchers in this area study a range of topics related to health, education, cooperation and conflict, social inequality, culture, evolution, genomics, and more. Social and personality psychology has a high concentration of researchers with expertise in statistics and advanced quantitative methods, which the department and university have identified as strategic priorities. Social and personality psychology is also a heavily interdisciplinary field that intersects with other social sciences, biological sciences, and data science. For example, in the most recent UO search in this area, all 4 finalists had published work and collaborations with scholars in neuroscience, clinical intervention, political science, and “big data”/computational methods.

**Diversity, equity, and inclusion:** A search in social and personality psychology will offer opportunities to pursue the department’s and university’s strategic goals in DEI. Data from the Society for Personality and Social Psychology indicates that a majority of graduate student and early-career researchers in this area are women, and a substantial number are ethnic and racial minorities, sexual minorities, and members of other marginalized groups. Social and personality psychologists study many topics relevant to DEI, including stereotyping and prejudice, culture, social inequality, and more.

**External support:** Social and personality psychology research is highly competitive for funding from NSF and NIH and current UO faculty have had substantial success getting outside funding. Social and personality psychology have their own program at NSF and their own study section at NIH, reflecting priorities at those institutions.

**Graduate education:** Social and personality psychology is a popular field for graduate study. UO has an outstanding record of attracting top students in this area and placing them in academic and industry jobs after graduation.

**Undergraduate education:** Courses in social and personality psychology are in very high demand among undergraduates and are a significant attraction to the major.

Laboratory and office space will be available through the Department of Psychology’s space in Straub Hall. We anticipate that we can accommodate this hire through our existing footprint, as space will become available upon Dr. Mehta’s departure.

## CAS TTF Search Proposal Submission Form

Department: Biology and Math

Requested TTF Field: Computational Neuroscience

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Computational Neuroscience

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Huestis, second floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Personnel salary and OPE; two years of summer salary; modest computer equipment

What is the estimated cost of these startup needs?

~\$500,000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing search that originated as 5 new lines in a Math-Bio search (plus the senior line in the Obesity Prevention cluster). It has evolved to become a 4 line search (one senior, two junior remaining) in Computational Genomics, and 2 line search (one remaining junior line) in Computational Neuroscience. So far Peter Ralph (60% Math, 40% Biology) has been hired for Computational Genomics (one year ago), and Yashar Ahmadian (2/3 Bio, 1/3 Math) has been hired for Computational Neuroscience (2 years ago). One offer has been made to a junior candidate ( ) from the search this year (2016/17). If our offer is not accepted (by or the second or third choices), we anticipate repeating the Computational Neuroscience search for one junior line in 2017/18.

## CAS TTF Search Proposal Submission Form

Department: Biology (or Chemistry)

Requested TTF Field: Genome Function

Requested TTF Rank: one senior, one junior

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Genome Function

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Streisinger, second and third floors

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

For each line: Molecular biology wet lab type set-up; personnel salary and OPE; two years of summer salary (junior lines only). Possibly some microscopy.

What is the estimated cost of these startup needs?

\$750,000 per position



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing cluster search, Genome Function, led by Professor of Biology Eric Selker. We have already hired one new Assistant Professor of Biology (Jeffrey McKnight) and have two lines left to fill, one possibly senior. We are currently making an offer for a junior position to [REDACTED]

[REDACTED] We may make a second offer for somewhat senior position this year to [REDACTED] (and a spousal second junior line, pending an interview with her in early April). If our offer(s) are turned down, we anticipate repeating this search in 2017/18 for one or two lines.

## CAS TTF Search Proposal Submission Form

Department: Chemistry and Physics

Requested TTF Field: Chemistry or Physics

Requested TTF Rank: Assistant/Associate/Full

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Energy and Sustainable Materials Cluster Hire

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location LISB, but office space and Klamath remodel issue

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

The start-up needs will include equipment and personnel.

What is the estimated cost of these startup needs?

~\$1,000,000 (Assistant) up to ~2,500,000 (Full)

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Energy and Sustainability Materials Cluster is composed of three faculty hires that work together to address the materials challenges related . One hire in computational materials science (Chris Hendon) was made this year. A second offer is out to an experimental inorganic solid state chemist / battery chemist [REDACTED] We believe the chances of recruiting [REDACTED] are high.

We propose to continue searching for the third cluster position in the 2017/2018 academic year.

The position will be experimental in nature and focus on the core areas of synthetic materials chemistry, analytical materials chemistry, and/or device applications. This provides a breadth of expertise to synergize with existing faculty and elevate the cluster team's research.

The search for this position is contingent on identifying laboratory/office space after the results of the current year's search are complete and the effects of the Klamath remodel on existing faculty and new faculty hires in the rest of the department (which may need temporary space in LISB) are fully known.

As indicated in the previous document the cluster addresses the hiring criteria as follows:

- Enhancing academic quality - The hire are proposed in a critical area of energy and sustainable materials chemistry and physics. This is a "hot" area of intense academic activity, i.e. high numbers of papers published and citations, as well as commercial/industrial interest and possibility for innovation activity.
- Promoting interdisciplinary excellence - The aim of the cluster is to span chemistry and physics are provide bridges to industrially relevant research and innovation activities. The cluster faculty focus on use-inspired basic research which is inherently interdisciplinary in nature. The cluster team also makes heavy use of shared equipment resources, such as CAMCOR and the computing cluster.
- Supporting diversity, equity, and inclusion - The cluster search process has and will continue to make a significant effort to recruit new faculty under-represented in the participating departments. For example, the cluster has made offers to three female scientists to date (unfortunately the recruitment of these faculty was not successful).
- Increasing external support - The areas targeted by the cluster have been well funded because of the connection to societal needs in energy and sustainability. While short term oscillations in funding are likely, long term these areas of importance will continue to see significant investment.
- Growing graduate education - The ESM cluster faculty will lead teams of graduate

## CAS TTF Search Proposal Submission Form

Department: Chemistry and Biochemistry

Requested TTF Field: Biochemistry

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Biochemistry

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Prof. Andy Berglund, resigned Sept. 2015

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Willamette 209, 210, 209A, 210A, 210B

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Laboratory equipment, supplies, and personnel expenses.

What is the estimated cost of these startup needs?

\$850k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Chemistry and Biochemistry requests re-running our currently pending search for a Biochemist should this search fail. We are in the process of making an offer to [REDACTED], who is the first choice of a search that was run this AY. This position is open due to the departure of Associate Professor Andy Berglund, who left the department to take a position at another university. This search was approved last year as it aligns with College and University goals.

- Office and lab space is available for this faculty member within the Institute of Molecular Biology.
- As described below, Biochemistry is an important research area that is inherently interdisciplinary and is currently underrepresented at the University of Oregon.
- Roughly 50% of Chemistry and Biochemistry undergraduates are Biochemistry majors, yet we do not have enough Biochemists to cover the courses in the Biochemistry curriculum. Furthermore, we do not have enough Biochemistry faculty to provide an opportunity for our undergraduates to work in a research lab.

Biochemistry bridges Biology, Chemistry, and Physics with the goal of understanding the molecular interactions in living matter. Research performed by biochemists is typically funded by the National Institutes of Health, and is a critical component of the US biomedical research enterprise. At the University of Oregon, Biochemistry faculty are typically members of the Institute of Molecular Biology, an interdisciplinary research institute with a long track record of fostering world-class science. The proposed faculty member would be housed within IMB-controlled laboratory space and be a full member of IMB. IMB faculty from both Biology and Chemistry & Biochemistry departments have expressed the strong belief that hiring should occur in this research area, a traditional strength in the institute, that because of retirements and departures has recently become depleted. Although Biochemistry majors represent roughly half of the Chemistry and Biochemistry department's majors, we cannot currently cover our curriculum at present staffing levels. As a member of IMB, the new faculty would play an important role in graduate education by training students, participating in our Molecular Biology and Biophysics, and Genetics NIH-funded training programs, and supporting students with external funding.

IMB is a basic science research institute and will therefore play a critical role in connecting to the nascent Knight Campus for accelerating scientific impact. Although the Knight Campus vision is still being developed, the foundation is clear – taking findings from basic research and attempting to translate them into societal impact. Thus, cultivating strength in basic research is more important than ever. The inherently interdisciplinary nature of Biochemistry, and its role in uncovering basic processes of life, make it uniquely suited to make connections to the Knight Campus.

## CAS TTF Search Proposal Submission Form

Department: Chemistry and Biochemistry

Requested TTF Field: Chemical Biology

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Chemical Biology

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location KLA 381 (post remodel), interim space in LISB

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Laboratory equipment, supplies and personnel.

What is the estimated cost of these startup needs?

\$850,000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Chemistry and Biochemistry requests re-running our pending search for a Chemical Biologist should the current search fail. We are in the process of making an offer to Assoc. Prof. [REDACTED], who would fill this open position as an exceptional opportunity hire. The search was approved last year as it aligns with College and University goals.

### Reasons for searching in Chemical Biology

1. Research in Chemical Biology includes synthesis of molecules to interrogate or control biological functions. This is a research area that bridges synthetic chemistry and life sciences.
2. Tight interactions with IMB and existing rotation system allow recruitment of both biological and chemistry students into cross-disciplinary research laboratories.
3. Chemical Biology is a growing area of interest for undergraduate and graduate students coming from both biochemistry and chemistry backgrounds.
4. Chemical biology research can be supported by a broad range of federal agencies including NIH, NSF, DOD, DOE, as well as private agencies such as AHA. Such funding diversity in funding opportunities enables research programs in both basic and applied science, and also increases eligibility of all faculty for group training or instrumentation grants.
5. Enrollment in organic chemistry courses is second only to that of general chemistry courses. A chemical biology faculty member would add to needed teaching strengths in this area.
6. Synthetic organic chemistry is an area that traditionally lacks women faculty applicants. However, in Chemical Biology the number of women researchers is enriched.
7. We have excellent facilities to support this research. Chemical Biology uses facilities for both small molecule synthesis and cell biology. The UO CAMCOR NMR and X-ray facilities are strong, and we are working to improve mass spectrometry. Adding research in this area would help support existing and new facilities.
8. In addition to local collaborations, faculty in Chemical Biology have potential for collaboration with OHSU. Although the Knight Campus vision is still being developed, a faculty working in Chemical Biology should be well positioned to make connections to transitional biomedical sciences.

## CAS TTF Search Proposal Submission Form

Department: Biology (possibly CIS, Mathematics)

Requested TTF Field: Computational Genomics

Requested TTF Rank: One senior, two junior

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Computational Genomics

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Onyx Bridge (I think!)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Per position: money for personnel, two years of summer salary (junior lines only), modest computer equipment, some support for high power computing access

What is the estimated cost of these startup needs?

\$500,000/junior line; maybe more for senior



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing search that originated as 5 new lines in a Math-Bio search (plus the senior line in the Obesity Prevention cluster). It has evolved to become a 4 line search (one senior, two junior remaining) in Computational Genomics, and 2 line search (one remaining junior line) in Computational Neuroscience. So far Peter Ralph (60% Math, 40% Biology) has been hired for Computational Genomics (one year ago), and Yashar Ahmadian (2/3 Bio, 1/3 Math) has been hired for Computational Neuroscience (2 years ago). One offer has been made to a senior candidates (Andrew Kern at Rutgers) in this year's 2016/17 Computational Genomics search; another line will likely be used to hire a junior person who was in a CIS search). Depending on the outcome of these offers, we anticipate continuing this search next year for at least one more junior line, and again up to one senior and two junior lines if current offers are not accepted.

## CAS TTF Search Proposal Submission Form

Department: Physics

Requested TTF Field: Astrophysics

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Astrophysics

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Bothun, 6/2017

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Office in ITS or CHEP area of Willamette Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Startup driven by personnel -- postdoc and grad students. Depending on specialization, might require small lab or section of existing lab. Probably requires UO HPC.

What is the estimated cost of these startup needs?

0.5-0.6 M\$.

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This request would be activated if the current 2016-17 TTF search in astrophysics proves unsuccessful.

The successful candidate:

- would have expertise in gravitational-wave astrophysics, with strong ties to the existing gravitational-wave group of Frey and Brau, and research professor Schofield. Strategically, the goal of this search is to begin a process of "re-booting" astrophysics at UO, starting by building on the one existing area of strength in this area;
- would have strong synergistic ties with experimentalists in CHEP (Torrence, Strom, Majewski, and [REDACTED] - if [REDACTED] is successfully recruited) and high-energy theorists in ITS (Chang, Cohen, Kribs);
- would build on what is currently the most exciting area in fundamental physics research and astrophysics;
- would build on the strength of fundamental science at UO;
- would take advantage of the UO investment in HPC;
- would have excellent potential for external funding from NSF and/or NASA (depending on specialization). Expected level of of 150-300 k\$ per year;
- would be expected to attract/support graduate students at the level of 2-4 at a time;

The successful candidate could be primarily a data analyst (like the current candidate [REDACTED] and hence would not require lab or equipment beyond HPC. An instrumentalist could require a small lab, as would have been the case for others on this year's short list. In this case, a lab like Wil 42, or a piece of an existing CHEP lab, would suffice. The main lab is at the LIGO observatories.

## CAS TTF Search Proposal Submission Form

Department: Physics

Requested TTF Field: Theoretical Condensed Matter

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Theoretical Condensed Matter

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Haydock, 6/2016

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location No lab. Office in ITS area.

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Startup needs due to personnel -- postdoc and grad students. Might require UO HPC.

What is the estimated cost of these startup needs?

0.4 - 0.5 M\$.

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is a search which ran in 2015-16, but has lingered through the current year. The current candidate ( ) has an offer in hand, as does his spouse ( ). The original search was quite broad, in that it included all forms of condensed matter theory. Besides Haydock, two of our other theorists in condensed matter ( ) are also approaching retirement.

The successful candidate:

- would have strong synergistic ties to one or more current Physics faculty, especially Corwin, Toner, Belitz, Aleman, McMorran, Parthasarathy, and Ursell, and non-Physics members of the MSI;
- would take advantage of the UO investment in HPC and potentially with faculty in CASI. For example, one of the short-list candidates ( ) would have had strong CASI ties;
- would have excellent prospects for external funding at the level of 150-250 k\$ per year after 5-10 years. Funding sources include NSF, DoD, Simons Foundation, and NIH (depending on specialization);
- would be expected to attract/support graduate students at the level of 1-2 at a time.

## CAS TTF Search Proposal Submission Form

Department: Biology

Requested TTF Field: zebrafish research

Requested TTF Rank: assistant professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date John Postlethwait, retiring summer 2017

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Depending on research, Klamath or Streisinger

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Personnel salary and OPE; molecular biology wet lab equipment and supplies; microscopy; funds for initial use of the Zebrafish Facility and Imaging Facility; two years of summer salary.

What is the estimated cost of these startup needs?

\$1 - 1.25 million

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We request a Biology Department TTF search in the area of zebrafish research. The successful candidate would lead a research program addressing fundamental biological mechanisms encompassing development, physiological function, and human disease modeling, using zebrafish as a model system. This position would be part of a larger department-supported initiative to strengthen our research and graduate training in developmental biology and build stronger ties in these areas with OHSU.

Enhancing academic quality, growing graduate education, and increasing external support:

The UO has a long and illustrious history of pioneering research in developmental biology. A highlight of this history was the establishment of zebrafish as a model system for studying vertebrate biology. These small fish offer many advantages for studying normal development, understanding disease mechanisms, and screening for drugs to cure diseases. To maintain our international stature as a preeminent zebrafish research and training institution, it is imperative that we hire a replacement for our esteemed zebrafish colleague, John Postlethwait, who is retiring this year. Increasing the number of UO zebrafish faculty mentors is critical for our ability to attract graduate students and maintain our NIH graduate training grant in Developmental Biology. A critical mass of active zebrafish principal investigators is also critical for the continued success of our shared zebrafish facility and for our ability to compete for large, collaborative research grants.

Promoting interdisciplinary excellence and supporting diversity, equity, and inclusion:

The strength of zebrafish research at the UO synergized with developmental studies in other systems including fruit flies, nematodes, and mice, and has allowed us to build up a strong research track and training program in developmental biology. In addition, zebrafish research is a critical component of our department's focus on evolutionary developmental biology, for which we are internationally known. Finally, zebrafish research lies at the core of our host-microbe systems biology research, another prominent research strength on campus. Collectively, these research endeavors are highly interdisciplinary, spanning Institutes in the Biology Department and involving collaborations with other Departments on campus. They have also been areas in which we have successfully recruited diverse faculty, especially women. Although this faculty search is not linked to one of the original faculty clusters, it is part of a department-supported commitment to enhance our strength in developmental biology and disease modeling, with a focus on building stronger research and graduate training ties with OHSU. We also anticipate that this faculty search and larger initiative in developmental biology will synergize with disease modeling and drug screening activities at the new Knight Science Campus.

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Developmental Neuroscience

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Helen Neville, July 2015

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location LISB 2nd floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payment, possibly measurement/ stimulation system (e.g., EEG, TMS) or MRI scan hours.

What is the estimated cost of these startup needs?

700-1.000k



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Psychology Department proposes an assistant-level search in developmental psychology, broadly defined, but with a particular emphasis on neuroscience methods and the first decade of life.

**Academic quality and interdisciplinary excellence:** Developmental neuroscience is a highly interdisciplinary field of psychology experiencing exponential growth. In just the past five years, a new organization dedicated to developmental neuroscience (Flux: The Society for Developmental Cognitive Neuroscience) has flourished; its fifth annual conference is being held in Portland, Oregon and Drs. Nick Allen and Jennifer Pfeifer are on the local organizing committee. Also, a new journal for the field was established (Developmental Cognitive Neuroscience); Drs. Helen Neville, Pfeifer, and Allen have all served on the Editorial Advisory Board and Dr. Pfeifer is currently an Associate Editor at the journal. The Psychology Department thus exhibits historical strength in this area, especially given that Dr. Neville is considered a pioneer in developmental cognitive neuroscience, but her retirement has produced a noticeable gap – particularly with respect to research programs that focus on the first decade of life (Drs. Allen and Pfeifer focus on adolescence). A developmental neuroscience hire would connect to the objectives of the Neurons to Minds hiring cluster, and with an early-life focus would link up with one of the current Knight campus priorities.

**External funding:** Developmental neuroscientists are very competitive at obtaining extramural grant funding, because it is both necessary to support successful programmatic work and also high priority for funding organizations such as NIH and NSF. Currently, some of the department's top grant getters are in this area.

**Diversity:** Hiring in developmental neuroscience promotes diversity, and inclusivity in two ways. There is typically a higher ratio of female candidates in developmentally focused searches; many leaders and pioneers in the field of developmental neuroscience are women. In addition, developmental neuroscience research often has a strong translational orientation towards improving health and well-being across diverse populations.

**Graduate Education:** In our department, developmental neuroscience labs have a particularly high greatest success rate when it comes to attracting excellent graduate students and thus is a great area to further grow graduate education.

**Undergraduate education:** It is very difficult to cover the current teaching load in the developmental area as the high demands for courses at the undergraduate and graduate level outstrip the number of developmental faculty. This is an area ripe for growth in new course offerings such as Infancy, Adolescence, and Developmental Neuroscience that would be in high demand for Psychology majors and non-majors (such as from Human Physiology or Education).

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Social/Personality

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search This search would only become necessary should we fail to recruit Rob Chavez

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date [REDACTED]

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Straub Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payments,

What is the estimated cost of these startup needs?

\$400-600k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Should the ongoing search for a social-personality position fail, we would like to repeat this search for the following reasons:

**Academic quality and interdisciplinary excellence:** Social and personality psychology is a strong and growing area within psychology. Researchers in this area study a range of topics related to health, education, cooperation and conflict, social inequality, culture, evolution, genomics, and more. Social and personality psychology has a high concentration of researchers with expertise in statistics and advanced quantitative methods, which the department and university have identified as strategic priorities. Social and personality psychology is also a heavily interdisciplinary field that intersects with other social sciences, biological sciences, and data science. For example, in the most recent UO search in this area, all 4 finalists had published work and collaborations with scholars in neuroscience, clinical intervention, political science, and “big data”/computational methods.

**Diversity, equity, and inclusion:** A search in social and personality psychology will offer opportunities to pursue the department’s and university’s strategic goals in DEI. Data from the Society for Personality and Social Psychology indicates that a majority of graduate student and early-career researchers in this area are women, and a substantial number are ethnic and racial minorities, sexual minorities, and members of other marginalized groups. Social and personality psychologists study many topics relevant to DEI, including stereotyping and prejudice, culture, social inequality, and more.

**External support:** Social and personality psychology research is highly competitive for funding from NSF and NIH and current UO faculty have had substantial success getting outside funding. Social and personality psychology have their own program at NSF and their own study section at NIH, reflecting priorities at those institutions.

**Graduate education:** Social and personality psychology is a popular field for graduate study. UO has an outstanding record of attracting top students in this area and placing them in academic and industry jobs after graduation.

**Undergraduate education:** Courses in social and personality psychology are in very high demand among undergraduates and are a significant attraction to the major.

Laboratory and office space will be available through the Department of Psychology’s space in Straub Hall. We anticipate that we can accommodate this hire through our existing footprint, as space will become available upon Dr. Mehta’s departure.

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Cognitive Neuroscience

Requested TTF Rank: Open

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location LISB 2nd floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payment, possibly measurement/ stimulation system (e.g., EEG, TMS) or MRI scan hours.

What is the estimated cost of these startup needs?

700-1.000k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We seek to hire an additional cognitive neuroscientist into the Psychology side of the Neurons-to-Minds cluster--consistent with the plan for this cluster that was developed in the context of Dave McCormick's hire. Our goal is to recruit a top researcher who will interface with both systems neuroscientists and human cognitive neuroscientists. There is great promise for scientific progress through the cross-level integration between neural system approaches in animal models and human, large-scale network and behavioral approaches.

Academic quality and interdisciplinary excellence: Already, UO systems and cognitive neuroscientists have started to use converging methods to track and decode wide-scale network activities in behaving animals and humans and this has led to initial, funded projects (e.g., between Mike Posner and Cris Neil). In our search, we will target individuals who have a track record of cross-level integration. Thus, the new hire will build on and further advance our existing integrative activities and therefore not only grow academic quality, but in particular interdisciplinary excellence (between Psychology and Biology).

External funding: UO systems and cognitive neuroscientists have an excellent funding record and for this search we only focus on individuals with a documented ability to attract funding external funding (or already existing funding). Thus, this new hire will increase external support to the university.

Graduate education: Given Psychology's overall excellent track record of recruiting top graduate students, this position will generate a largely, externally funded opportunity to further grow graduate education.

Diversity: In an ongoing cognitive neuroscience search in Psychology, we made offers to a female candidate in each of the last two years; last year's search failed because of a spousal-hire problem and in this year's search we are still trying to resolve a spousal-hiring issue. Nevertheless, this indicates that searches in the area of cognitive neuroscience provide an opportunity to increase gender diversity within the natural sciences.

Lab and office space for this position is available through consolidation of existing space in LISB.

Recruitment strategy: We will rely mainly on direct recruitment of adequate candidates, ideally at the level of "senior" assistant professors or associate professors. To provide a straightforward application pathway for such candidates, we propose to conduct the "Vogel replacement" search (which we applied for separately) as open rank.

## CAS TTF Search Proposal Submission Form

Department: Chemistry and Biochemistry

Requested TTF Field: Biochemistry

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Biochemistry

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Prof. Tom Stevens, retires June. 2017

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Willamette 255, 255A, 255B, 255C, 255D

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Laboratory equipment, supplies, and personnel expenses.

What is the estimated cost of these startup needs?

\$850k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We propose a new search for a Biochemistry faculty member within the Department of Chemistry and Biochemistry. As described below, this search would align with College and University goals, and would have many of the criteria identified for the highest priority searches.

- An already existing internal funding source is available for this line (Tom Stevens' retirement at the end of this spring term; June 15th, 2017).
- Office and lab space is available for this faculty member within the Institute of Molecular Biology.
- As described below, Biochemistry is an important research area that is inherently interdisciplinary and is currently underrepresented at the University of Oregon.
- Roughly 50% of Chemistry and Biochemistry undergraduates are Biochemistry majors yet we do not have enough Biochemists to cover the courses in the Biochemistry curriculum. Furthermore, we do not have enough Biochemistry faculty to provide an opportunity for our undergraduates to work in a research lab.

Biochemistry bridges Biology, Chemistry, and Physics with the goal of understanding the molecular interactions in living matter. Research performed by biochemists is typically funded by the National Institutes of Health, and is a critical component of the US biomedical research enterprise. At the University of Oregon, Biochemistry faculty are typically members of the Institute of Molecular Biology, an interdisciplinary research institute with a long track record of fostering world-class science. The proposed faculty member would be housed within IMB-controlled laboratory space and be a full member of IMB. IMB faculty from both Biology and Chemistry & Biochemistry departments have expressed the strong belief that hiring should occur in this research area, a traditional strength in the institute, that because of retirements and departures has recently become depleted. Although Biochemistry majors represent roughly half of the Chemistry and Biochemistry department's majors, we cannot currently cover our curriculum at present staffing levels. As a member of IMB, the new faculty would play an important role in graduate education by training students, participating in our Molecular Biology and Biophysics, and Genetics NIH-funded training programs, and supporting students with external funding.

IMB is a basic science research institute and will therefore play a critical role in connecting to the nascent Knight Campus for accelerating scientific impact. Although the Knight Campus vision is still being developed, the foundation is clear – taking findings from basic research and attempting to translate them into societal impact. Thus, cultivating strength in basic research is more important than ever. The inherently interdisciplinary nature of Biochemistry, and its role in uncovering basic processes of life, make it uniquely suited to make connections to the Knight Campus.

## CAS TTF Search Proposal Submission Form

Department: Earth Sciences

Requested TTF Field: Climate Change Science

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Gene Humphreys (June 15, 2017)

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Volcanology Building

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Computers, high performance computing, field instrumentation, possibly equipment for geochemistry, which could have some wet lab needs.

What is the estimated cost of these startup needs?

\$500,000



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Multiple lines of evidence demonstrate that Earth's climate is changing rapidly. Yet, on regional, national, and global scales we lack the scientific capability to predict how distinct climate variables (e.g., temperature, precipitation, albedo, sea level, ice volume, soil moisture, etc.) will alter over human time scales. In the Earth Sciences, we study the underlying mechanisms that control climate, including complex interactions that span ocean-land-atmosphere-ice boundaries. Climate change threatens to increase the frequency and amplify the damage from natural disasters, including floods, drought, fire, and landslides. To improve predictions of future climate change, mitigate associated risks, and develop a deeper understanding of the underlying physical, biological, and geochemical mechanisms, we seek an interdisciplinary scientist who can synthesize and interpret large datasets (both observational and computational) to tackle complex problems in climate change science.

A faculty line in climate change science is timely for our department and the university as a whole. Our department is nationally and internationally recognized as a leader in the study of geological hazards. To maintain and extend this reputation requires attention to the growing influence of climate change on hazards that span the entire range from local to global scales. This faculty line will strengthen existing collaborations between Earth Science and Geography faculty, while further bolstering the efforts of Environmental Studies and Anthropology faculty, amongst others. Faculty at UO need to capitalize on our collective strength and improve our ability to compete for interdisciplinary, multi-PI initiatives; this hire would push us forward in this evolving funding landscape. At the department level, a scientist who studies the links between physical processes in a maritime system, such as between the oceans and ice sheets, or between oceans and the onshore environment, will tie together department strengths in oceanography, glaciology, and surface processes. These fields have historically been very well supported by external federal funds (NSF/NASA/DOE/NOAA) and are an increasing focus of private foundations (Keck/Moore). An enhanced faculty presence in this field will help ensure continued excellence in the department's graduate student body and satisfy the growing demand for graduate opportunities in fields that explore climate-related phenomena.

Finally, we note that climate, and the processes that govern its change, operate without regard to local, state, or national boundaries. The effects of climate change will hit hardest in the poorest communities and least-developed regions. Thus, we will specifically solicit candidates who can relate their research to climate change effects in economically and racially diverse regions. To that end, we anticipate interviewing candidates who are themselves diverse, to be best able to achieve our goals.

## CAS TTF Search Proposal Submission Form

Department: CIS / Other Science Department

Requested TTF Field: Applied Data Science

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Deschutes Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Each tenure line will require summer salary, GRF support, HPC membership and contributions, other hardware/software needed for research

What is the estimated cost of these startup needs?

500k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

CIS requests to search for an Assistant Professor in applied data science. The successful candidate would develop and apply cutting edge techniques in extracting knowledge from data. This includes areas popularly known as "machine learning," "data mining," and "big data."

We would like to hire jointly with a domain department in the sciences or possibly social sciences. The assumed split would be 2/3 in CIS and 1/3 in the domain department. The faculty member would be teaching both courses in CIS and courses applying techniques to the appropriate domain area. A substantial part of the faculty member's research would be in the domain area and while CIS would be making promotion and tenure recommendations, evaluations from the minority department would have a critical role in establishing impact in the domain area.

This is a growth area in science and is likely to be a challenging area in which to recruit. Recent success in hiring and graduate student recruitment in CIS combined with the "buzz" around the Knight Campus for Accelerating Scientific Impact, our High Performance Computing Facility and existing domain areas of excellence at our university will improve our recruiting profile. It is not an area especially well represented on our campus, but is critical to genomics, high throughput screening, remote sensing, and many other areas important to both existing research on campus and anticipated needs allied to the Knight Campus.

This will also continue to be a high demand area for student training as these techniques are critical not only to research in academia, but to industrial research, marketing, the tech industry and many other areas of active growth. These are growth lines in strategic areas; not just for CIS but across much of the college and the rest of the university. TTF faculty size in CIS will be 17 in Fall 2017. Majors in computer science are on a strong upswing (both here and nationally) and CIS just had its most successful year ever recruiting graduate students. These hires will be key faculty members to meet the growing demand from students and help guide programs and courses oriented toward applications outside of Computer Science.

Note: the anticipated search committee would include representatives from likely domain departments, and the search plan would include advertising highlighting the interdisciplinary nature of these positions, the overlap with the applied statistics positions (if those are authorized) and the potential relationship to the science that will be going on at the Knight Campus.

## CAS TTF Search Proposal Submission Form

Department: Biology and Math

Requested TTF Field: Computational Neuroscience

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search Computational Neuroscience

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Huestis, second floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Personnel salary and OPE; two years of summer salary; modest computer equipment

What is the estimated cost of these startup needs?

~\$500,000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

This is an ongoing search that originated as 5 new lines in a Math-Bio search (plus the senior line in the Obesity Prevention cluster). It has evolved to become a 4 line search (one senior, two junior remaining) in Computational Genomics, and 2 line search (one remaining junior line) in Computational Neuroscience. So far Peter Ralph (60% Math, 40% Biology) has been hired for Computational Genomics (one year ago), and Yashar Ahmadian (2/3 Bio, 1/3 Math) has been hired for Computational Neuroscience (2 years ago). One offer has been made to a junior candidate ( ) from the search this year (2016/17). If our offer is not accepted (by or the second or third choices), we anticipate repeating the Computational Neuroscience search for one junior line in 2017/18.

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Cognitive Neuroscience

Requested TTF Rank: Open

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location LISB 2nd floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payment, possibly measurement/ stimulation system (e.g., EEG, TMS) or MRI scan hours.

What is the estimated cost of these startup needs?

700-1.000k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We seek to hire an additional cognitive neuroscientist into the Psychology side of the Neurons-to-Minds cluster--consistent with the plan for this cluster that was developed in the context of Dave McCormick's hire. Our goal is to recruit a top researcher who will interface with both systems neuroscientists and human cognitive neuroscientists. There is great promise for scientific progress through the cross-level integration between neural system approaches in animal models and human, large-scale network and behavioral approaches.

Academic quality and interdisciplinary excellence: Already, UO systems and cognitive neuroscientists have started to use converging methods to track and decode wide-scale network activities in behaving animals and humans and this has led to initial, funded projects (e.g., between Mike Posner and Cris Neil). In our search, we will target individuals who have a track record of cross-level integration. Thus, the new hire will build on and further advance our existing integrative activities and therefore not only grow academic quality, but in particular interdisciplinary excellence (between Psychology and Biology).

External funding: UO systems and cognitive neuroscientists have an excellent funding record and for this search we only focus on individuals with a documented ability to attract funding external funding (or already existing funding). Thus, this new hire will increase external support to the university.

Graduate education: Given Psychology's overall excellent track record of recruiting top graduate students, this position will generate a largely, externally funded opportunity to further grow graduate education.

Diversity: In an ongoing cognitive neuroscience search in Psychology, we made offers to a female candidate in each of the last two years; last year's search failed because of a spousal-hire problem and in this year's search we are still trying to resolve a spousal-hiring issue. Nevertheless, this indicates that searches in the area of cognitive neuroscience provide an opportunity to increase gender diversity within the natural sciences.

Lab and office space for this position is available through consolidation of existing space in LISB.

Recruitment strategy: We will rely mainly on direct recruitment of adequate candidates, ideally at the level of "senior" assistant professors or associate professors. To provide a straightforward application pathway for such candidates, we propose to conduct the "Vogel replacement" search (which we applied for separately) as open rank.

## CAS TTF Search Proposal Submission Form

Department: Multiple Departments

Requested TTF Field: Applied Statistics

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Possibly within hiring department

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Each tenure line will require startup including possibly summer salary, GRF support, HPC membership and contributions, other hardware/software needed for research.

What is the estimated cost of these startup needs?

500k junior, 800K senior



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The college would like to run multiple searches for faculty in applied statistics. The goal is to hire one senior faculty member and two junior faculty members. The successful candidate would develop and apply cutting edge techniques in statistics aimed at extracting knowledge from data. This overlaps applied data science but with an emphasis on statistical techniques.

Faculty would be hired into a department in which those faculty would use and develop statistical techniques and apply those techniques to solving scientific problems in the discipline. Their research would be evaluated both on its innovative character in developing new techniques and on its impact on the discipline.

This is a growth area in science and is likely to be a challenging area in which to recruit. "Buzz" around the Knight Campus for Accelerating Scientific Impact, our High Performance Computing Facility and existing domain areas of excellence at our university will improve our recruiting profile. It is not an area especially well represented on our campus, but is critical to research in multiple departments across the natural sciences, social sciences and even other colleges.

This will also continue to be a high demand area for student training as these techniques are critical not only to research in academia, but to industrial research, marketing, the tech industry and many other areas of active growth. Demand for training in this area currently stretches our capacity. The Mathematics Department gives instruction in elementary statistics, and courses are running at capacity serving on the order of 1000 students per term. But there is an urgent need for more advanced training led by practitioners of the discipline at both the undergraduate and graduate level. A short range goal is that success in recruiting for these positions can contribute to the formulation of an interdisciplinary program in applied statistics and applied data science. A possible medium term goal is a department of applied statistics and applied data science.

Note: the anticipated search committee would include representatives from likely host departments, and the search plan would include advertising highlighting the interdisciplinary nature of these positions, the overlap with the applied data science positions (if those are authorized) and the potential relationship to the science that will be going on at the Knight Campus.

## CAS TTF Search Proposal Submission Form

Department: Physics

Requested TTF Field: Experimental Soft Condensed Matter, emphasizing comp

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date see text

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Wil 42, Wil 154; Wil 305 or 309 or 310 ??

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Startup needs primarily personnel -- postdoc and grad students. Would likely require UO HPC.

What is the estimated cost of these startup needs?

0.5 - 0.8 M\$, excluding lab renovation.

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Faculty lines: Two TTF in Physics [REDACTED] -- [REDACTED], [REDACTED]  
[REDACTED]

The successful candidate:

- would have strong synergistic ties to one or more current Physics faculty, especially Corwin, Toner, Parthasarathy, Ursell, [REDACTED] (if we are successful in recruiting [REDACTED] and non-Physics members of the MSI, IMB, Physical Chemistry, and Earth Sciences;
- would build on recent and growing strength and national prominence in the biophysics/soft matter group;
- would take advantage of the UO investment in HPC and potentially with faculty in CASI;
- would have excellent prospects for external funding at the level of 300-500 k\$ per year after 5-10 years. Funding sources include NSF (3 divisions), DoD (ARPA, DARPA) DoE, Simons Foundation, and NIH (depending on specialization). As a fourth faculty member in soft CM/biophysics, this hire would allow eligibility for a MRSEC proposal;
- would be expected to attract/support graduate students at the level of 3-6 at a time.

As stated above, we would intentionally focus on candidates with a strong computational component to their research program, leveraging HPC and potentially CASI faculty. Based on known examples, we would expect startup costs in the range 0.5 - 0.8 M\$, excluding lab renovation. The lower range is driven almost entirely by personnel, with some HPC added. The upper range would include some equipment. Specialized equipment can be acquired separately from NSF MRI grants. A 3rd floor lab in Willamette, near research colleagues, would be ideal. Perhaps rooms 305, 309, or 310 would become available. But we have other possibilities in Wil 42, 32, 36, or 154, for example.

The Department of Women's, Gender, and Sexuality Studies at the University of Oregon is conducting an open search for a scholar with teaching and research interests in sexuality studies, media and technology, and/or hemispheric Latina feminisms and intersectional Latinx Studies. The Department is especially interested in outstanding interdisciplinary scholars whose work engages intersectional feminist thought with a hemispheric scope, with emphasis on queer of color critique; transnational feminisms; critical race theory; colonial, decolonial, and postcolonial thought; dis/ability studies; or other relevant bodies of theory. We are open to a variety of disciplinary, interdisciplinary, and methodological approaches that foreground the relationships among sexualities, ethnicity/race, gender, and class. We are particularly interested in applicants trained in feminist, women's, gender, and sexuality studies, media and technology studies, and Latinx Studies, and with possible experience in multi-site, international research, although we welcome applications from those trained in other fields in the humanities and social sciences that complement existing strengths among the Department's tenure and tenure stream faculty. The Department is also interested in candidates with experience working with Latinx students and Latinx communities. The appointment can be made either at the assistant, associate or full level and is 100% within the Department of Women's, Gender, and Sexuality Studies.

This search will extend the university's support of equity and inclusion through its focus on underrepresented areas in the campus curriculum and the recruitment and retention of LGBTQ\* and/or Latinx faculty and students, who now constitute 25% of the student population in Oregon. Given the importance of sexuality studies and Latina feminist theory in the development of women's and gender studies, and the value the department and university have placed on equity and inclusion, a hire in WGS will establish expertise at the UO in intersectional and transnational sexuality studies and Latina feminisms, especially in relationship among gender, class, sexualities, abilities, ethnicity/race, and other aspects of identities in a global world. This hire needs to be open rank in order to recruit senior candidates who can provide leadership in the department as it builds toward a PhD program.

## Lisa Mick Shimizu

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**From:** Miriam Bolton  
**Sent:** Tuesday, March 28, 2017 11:08 AM  
**To:** Lisa Mick Shimizu  
**Subject:** FW: CAS search request Anthropology Biological Anthropologist

**Categories:** Project/Related

*Miriam*

Miriam S. Bolton  
Assistant Dean for Administration and Operations  
College of Arts and Sciences  
541-346-2045

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**From:** Frances White [mailto:[fwhite@uoregon.edu](mailto:fwhite@uoregon.edu)]  
**Sent:** Wednesday, March 22, 2017 3:51 PM  
**To:** Miriam Bolton <[mbolton@uoregon.edu](mailto:mbolton@uoregon.edu)>  
**Cc:** Carol Stabile <[cstabile@uoregon.edu](mailto:cstabile@uoregon.edu)>  
**Subject:** CAS search request Anthropology Biological Anthropologist

Hello Miriam,

Here is the Anthropology Department's request for a non-cluster hire. Of all the requests that we are submitting (we are in several cluster proposals), this is our top priority.

Our proposal has a one page addendum with the 2 figures referred to in the proposal.

Thanks,

Frances

[Frances White, PhD](#)

Professor and Department Head, [Anthropology](#)

Chair, [UOCC](#)

Co-Chair, [Academic Council](#)

email: [fwhite@uoregon.edu](mailto:fwhite@uoregon.edu)

## CAS TTF Search Proposal Submission Form

Department: Anthropology

Requested TTF Field: Biological Anthropology

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search n/a

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date n/a

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date n/a

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Office CON 355, Lab TBA - Pacific or Condon

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Standard Biological Anthropology start-up of lab equipment (possibly dry or wet lab, depending on specialty)

What is the estimated cost of these startup needs?

\$50,000 (dry) to max \$400,000 (wet)

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Biological Anthropology is a natural science and NSF STEM field. As the science subfield of the interdisciplinary Anthropology department, it resides in the Social Sciences Division of CAS. This hire would contribute greatly to AAU metrics. Biological Anthropologists are competitive for Federal funding for NSF, NIH, and private foundations including Gates, Wenner-Gren, Leakey, National Geographic, etc. Biological Anthropology is interdisciplinary by nature and current faculty have important collaborations that cross disciplinary boundaries (e.g. with IE2, Human Physiology, Center for Global Health, COE/PSI, ENVIS,WGS, Meta Center, Psychology, etc.). Because of its immediate relevance to human biology and health, Biological Anthropology has many opportunities for translational research that could interface with the Knight Campus. As a high ranking department nationally, we attract the top candidates and have consistent history of success in hiring our first choice.

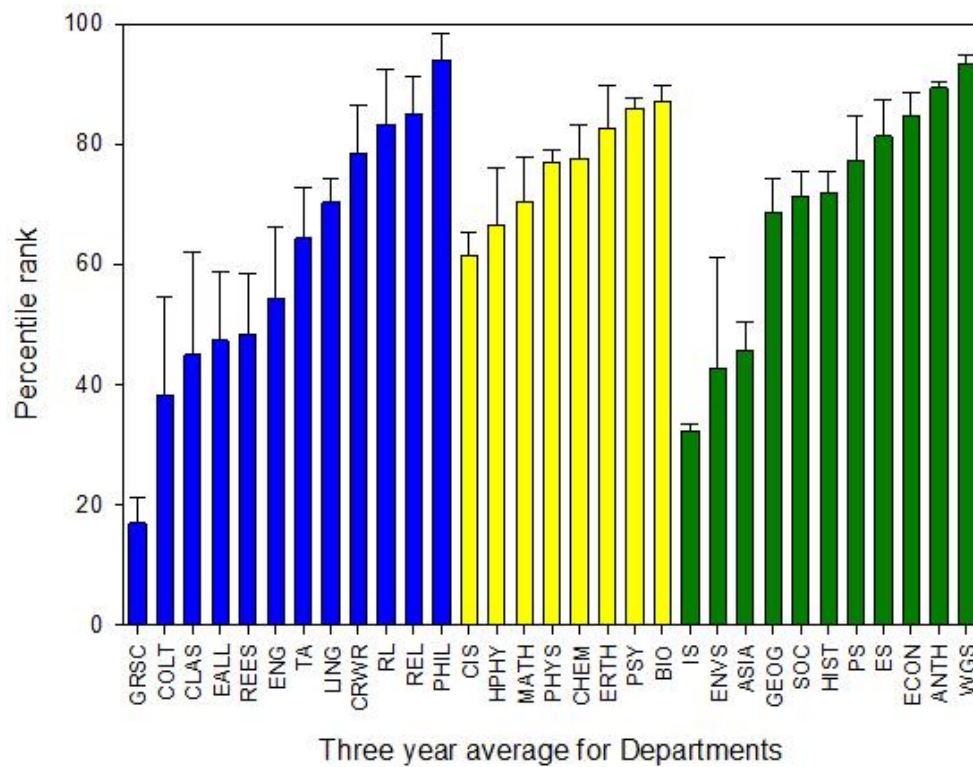
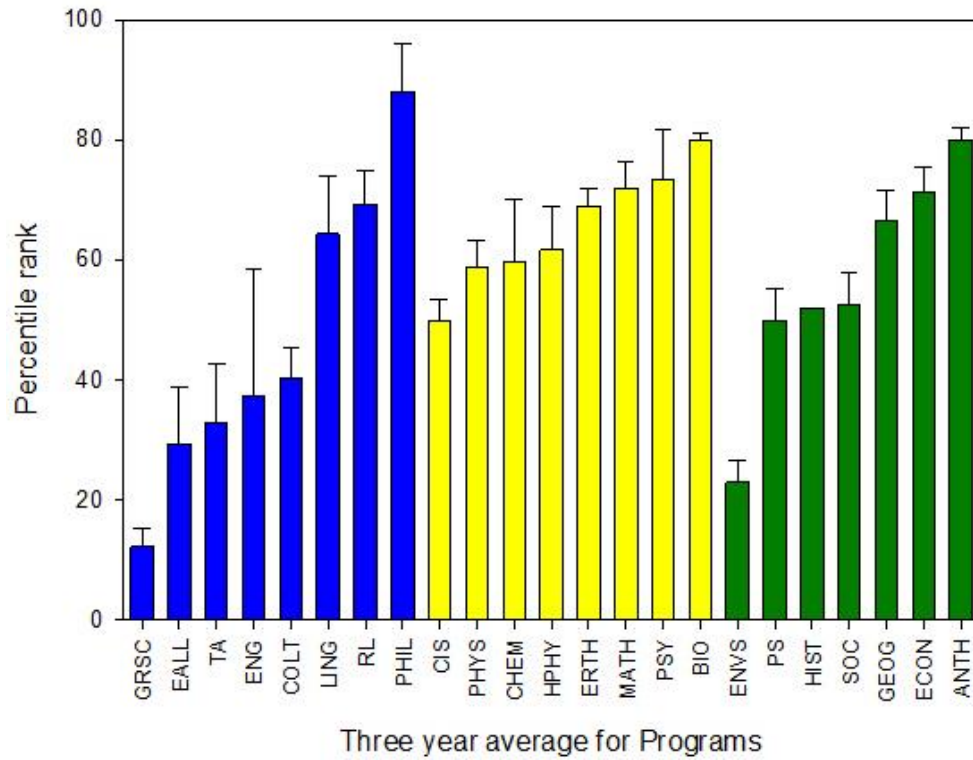
Half of Anthropology majors are in the Biological Anthropology concentration. Biological Anthropology classes are large with 40 to 45 % of Anthropology SCH, many of which are Gen Ed and service classes for other units, and in constant demand for students for students interested in evolutionary biology, health sciences, animal behavior, natural resource conservation, human development, and forensics. These are areas of intensive growth nationally and globally. As a top ranked department in CAS (see addendum) with highly productive scientists, most Biological Anthropologists have reduced teaching loads with funded buyouts. Biological Anthropology is, however, the smallest subfield in the department, with 5 out of the 21 TTF, with one fulltime administrative buyout (Snodgrass). Our Biological Anthropology graduate students come from top programs, receive high rates of NSF DDIG, graduate and obtain academic and other professional positions. Therefore, there is an urgent need for additional faculty to cover current and future undergraduate and graduate demand.

Much of biological anthropology research and teaching incorporates themes of diversity and equity and Biological Anthropology has a higher representation of women and minorities than other sciences. Biological Anthropologists engage with human diversity in a complex and nuanced understanding of the patterning of human variation including how sociocultural factors are responsible for shaping differences in the human experience.

The Department of Anthropology, therefore, requests a 1.0 FTE tenure-track position in biological anthropology at the Assistant Professor level. We seek an outstanding, broadly-trained biological anthropologist with a focus on human evolution and health who will complement, not duplicate, the existing strengths within the department. Examples of specialties include, but are not limited to, human evolutionary biology, human evolutionary anatomy, hominin paleobiology, and evolutionary medicine.

**Addendum:**

Average and standard deviation of total summary score of Academic Analytics Overall National Percentile for all CAS programs and departments by division (blue = Humanities, yellow = Natural Sciences, green = Social Sciences).





## CAS TTF Search Proposal Submission Form

Department: Economics

Requested TTF Field: Open/micro

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location 4th or 5th floor PLC

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Start-up packages for econ hires are comprised primarily of research funds (for travel and data acquisition), and computer and office-supply/furnishings funds.

What is the estimated cost of these startup needs?

\$30,000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Economics requests permission to advertise for an open-field TTF line at the assistant level, with preference given to microeconomists, particularly those with interests in big-data applications to microeconometrics. The search would be conducted during the 2017-2018 academic year, with a Fall 2018 start date for the new hire.

The Department of Economics is submitting four search proposals for the 2017-2018 academic year. All four proposals are anchored by the same, simple argument: our department needs more faculty. Each proposal is linked to a field-specific preference chosen to meet department needs while supporting the University's mission and focus. In the next paragraph, this proposal's specific field preference is briefly described; a detailed justification for additional economics faculty, which is common to all four proposals, is provided in the addendum.

The availability of massive data sets, together with dramatic increases in computational power per unit cost, has greatly expanded the reach of microeconomics. Using big data, as well as technological advances in estimation procedures, both structural and reduced-form microeconometricians are able to confront and analyze an increasingly rich set of issues spanning topics of intense interest to fellow academics as well as to policy makers and to the public at large. Topics that are of interest and within reach of big-data analytics include, but are not limited to health, education, crime, developing economies and public finance. A freshly-minted microeconometrician with a toolkit of cutting-edge computational techniques would be of considerable benefit to the department and to the University more broadly.

See addendum.

## CAS TTF Search Proposal Submission Form

Department: History

Requested TTF Field: US Women's and Gender History

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Resignation of April Haynes, June 2015

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location McKenzie Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

The colleague hired for this position would not require startup funds greater than the standard package offered to new faculty in our program.

What is the estimated cost of these startup needs?

\$0.00

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of History proposes to search for a full-time, tenure-track assistant professor in women's and gender history. We are requesting this position to contribute to academic excellence at the University of Oregon, to support the curricular needs of the department at the graduate and undergraduate level, to enhance faculty and student diversity in our program, and to facilitate collaboration with the interdisciplinary Women's & Gender Studies Program. The study of women and gender has become central and vital to the teaching of history and to historical scholarship on all periods and places. The University of Oregon joined this trend in 1974, when the department its first historian of women. We have lacked a colleague in women's and gender history since the spring term of 2015, however, when April Haynes left the UO to accept a position elsewhere. No department of history can credibly claim excellence without a historian of women and gender among its faculty.

A colleague specializing in women's and gender history would enhance excellence in our department, the College, and the UO in a variety of ways. Because the bulk of her courses would be x-listed with the Department of Women's and Gender Studies, a historian of women and gender would reinforce our already strong bonds with our colleagues in WGS. Within the department, a historian of women and gender would enhance our ongoing efforts to increase the diversity and inclusiveness of our department's faculty, its research profile, and its curriculum at all levels, undergraduate and graduate.

The curricular benefits would also be enormous. The position is crucial to our graduate program. We currently have a number of PhD and MA students who are focusing on women's and gender history or for whom gender is a significant component. Moreover, women's history involves a distinctive set of questions irrespective of the particular historical circumstances; the person we hire in this position will be able to serve as a committee member and secondary advisor for students with diverse regional concentrations, as well as a primary advisor. For these reasons and more, a colleague in women's and gender history would greatly enhance our ability to recruit the best applicants into our doctoral program.

For the undergraduate curriculum, we would gain a colleague whose primary role is to teach our introductory topical courses on "Women in World History" and "Sex in History," as well as our two-term upper division survey on "Women in the US." All four of these courses enroll very well and address vital curricular needs both in History and in WGS. A colleague in women's and gender history would also redress a chronic gender imbalance in our undergraduate enrollments. Based on our [REDACTED], we are confident that a colleague offering regular courses in women's and gender history would reverse this imbalance.

**NOTE: CAS is putting forward two positions in GEOG and one in ECON. We are not putting forward the SOC request referred to in this document at this time.**

## Data Science for Social Equity Cluster Overview

### 1. The Goal

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. Our goal is to combine data science approaches, based on advances in computation and big data, with advocacy for social equity. This goal is ambitious, but realistic and achievable since the vision is based on existing research and strengths in geography and sociology. This cluster, when added to existing related research in the two departments, will create a critical mass of researchers who are conducting translational social equity computational social science research. Translational research applies findings from basic science to enhance human well-being. Traditionally, translational research has been associated with educational or medical research (i.e. “bench-to-bedside”). The proposed cluster is intended to bring the translational framework to the field of data-driven social science by hiring three new tenure track faculty whose research is focused towards using advanced computational approaches for solving (not merely studying) compelling issues affecting disparities in equity. In short, the aim is to develop and deliver the latest science and technology solutions to those with the greatest needs.

### 2. The Focus

The cluster will use theory and methods in spatial data science, including big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies, to contribute positive impacts toward pressing societal challenges. Scholars will apply empirical research results to generate tangible products and/or other outcomes that directly-address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, food systems, and socioeconomic disparities driven by gender, race, disability, ethnicity, and sexual orientation. The vision of this cluster will align with current directions on campus to harness data-driven science for social equity. Faculty members from Geography are currently working with the Director of the Institute for a Sustainable Environment (ISE) to create a new broader vision for this unit that will combine existing efforts in applied research and public outreach. We anticipate that ISE will become a re-envisioned institute with new leadership within the next year, and will provide a strategic and intellectual space for proposed and existing faculty to collaborate by utilizing a diversity of data-driven approaches for facilitating positive societal and environmental change. This will be the first unit of its kind on campus, and will parallel the vision of the Knight Campus to create translational research at UO.

### 3. Using Existing Space

This cluster is both budget and space friendly. The departments will not require additional space or significant lab remodeling. The new cluster will share lab space with the the InfoGraphics Lab and the current spatial data science cluster, who have built their space with the belief that spatial collaboration enhances intellectual collaboration. In addition to providing strategic use of space, co-locating with the InfoGraphics Lab enhances the translational research approach. The Lab is a nationally-recognized leader in creating maps, atlases, web and mobile apps, and other data visualization products that translate research findings into products consumed by the public outside of academia.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

## Data Science for Social Equity Position 1: Geography

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 1 in Geography.

### 1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly-address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

### 2. Research Excellence and External Support

If the University is looking for programs to take from excellent to stellar, then the spatial data science program in Geography is a good investment. This cluster will be part a growing team in the area of spatial data science, which includes the Spatial Computation, Cognition, and Complexity Lab (S3C Lab), housed in Geography. The current faculty in the S3C lab include: Amy Lobben, Chris Bone, and Hedda Schmidtke. While we are only three, we have built an active and productive collaboration cluster. We frequently submit co-PI grant proposals, co-author conference papers, journal articles, and we have also recently co-authored a textbook. We are one of the highest generators of federal research funding in the social sciences, with over \$7 million in the past 10 years. Also, we routinely publish our research in the discipline's flagship journals. This cluster hire will facilitate interdisciplinary collaborations and improve our potential to secure external funding.

### 2. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly-integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

### 4. Student Demand

By far, Geography's most popular and fastest growing area of the curriculum and major is in spatial data science. Recent numbers show that nearly half of Geography majors have declared this area as their programmatic focus. Beginning Fall 2017, a new major in Spatial Data Science and Technology will more effectively address this growing student demand. This cluster will provide an added dimension to our team that will help us attract students to the UO who want to be part of the geospatial industry, which is growing exponentially and hiring our graduates at companies like Apple, National Geographic, and the New York Times.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?



## Data Science for Social Equity Position 2: Geography

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 2 in Geography.

### 1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly-address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

### 2. Research Excellence and External Support

If the University is looking for programs to take from excellent to stellar, then the spatial data science program in Geography is a good investment. This cluster will be part a growing team in the area of spatial data science, which includes the Spatial Computation, Cognition, and Complexity Lab (S3C Lab), housed in Geography. The current faculty in the S3C lab include: Amy Lobben, Chris Bone, and Hedda Schmidtke. While we are only three, we have built an active and productive collaboration cluster. We frequently submit co-PI grant proposals, co-author conference papers, journal articles, and we have also recently co-authored a textbook. We are one of the highest generators of federal research funding in the social sciences, with over \$7 million in the past 10 years. Also, we routinely publish our research in the discipline's flagship journals. This cluster hire will facilitate interdisciplinary collaborations and improve our potential to secure external funding.

### 2. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly-integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

### 4. Student Demand

By far, Geography's most popular and fastest growing area of the curriculum and major is in spatial data science. Recent numbers show that nearly half of Geography majors have declared this area as their programmatic focus. Beginning Fall 2017, a new major in Spatial Data Science and Technology will more effectively address this growing student demand. This cluster will provide an added dimension to our team that will help us attract students to the UO who want to be part of the geospatial industry, which is growing exponentially and hiring our graduates at companies like Apple, National Geographic, and the New York Times.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

Data Science for Social Equity  
Position 3: Sociology

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 3 in Sociology.

1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including: big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly address critical social issues such as: accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

2. Research Excellence and External Support

This position will be part a growing team in Sociology, focusing in the area of spatial data science for social health and well-being, which currently includes Clare Evans, Raoul Liévanos, and Ryan Light. Sociology's emerging strengths in social epidemiology, spatial statistics, and geographic information science build on existing strengths in environmental sociology and network science. The environmental sociology program is nationally recognized. Faculty and graduate students regularly earn awards from regional and national social science associations. We publish in diverse and high-impact academic outlets, and our team is well positioned to seek external (NIH and NSF) grant support.

3. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

4. Student Demand

Sociology has many graduate students working on spatial statistics, particularly in environmental sociology. Sociology also has a track record of placing students in strong academic positions in research universities. Graduate students would directly benefit from the data science cluster through the opportunity to work with a team of interdisciplinary scholars with strong external funding using spatial data theory and methods.



## CAS TTF Search Proposal Submission Form: Addendum

### Request summary

**Proposal statement.** The Department of Economics requests permission to advertise for an open-field TTF line at the assistant level, with preference given to microeconomists with interests in applying big-data analysis to issues of social equity. The search would be conducted during the 2017-2018 academic year, with a Fall 2018 start date for the new hire.

**Cluster: data science for social equity.** Our search request is part of the cluster-hire proposal “Data Science for Social Equity,” submitted jointly with the Departments of Geography and Sociology. Below, the complementarities between the cluster’s focus and the Economics Department’s research and instructional needs is briefly discussed. The department’s broader need for more faculty is then examined in detail.

### Complementarities with the cluster: social equity and big-data analysis

The availability of massive data sets, together with dramatic increases in computational power per unit cost, has greatly expanded the reach of microeconomics. Using big data, as well as technological advances in estimation procedures, both structural and reduced-form microeconometricians are able to confront and analyze an increasingly rich set of issues spanning topics of intense interest to fellow academics as well as to policy makers and to the public at large.

Areas within reach of big-data analytics are well aligned with both current faculty strengths and the department’s instructional needs. These areas fall under the broad category of empirical labor and public economics, and include such topics as inequality, health, education, crime, developing economies and public finance. These topics complement well the proposed cluster’s focus, which is to

... apply empirical research results to generate tangible products and/or other outcomes that directly address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, food systems, and socioeconomic disparities driven by gender, race, disability, ethnicity, and sexual orientation.

As an example, a principal aim of an empirical health economist is to expose and understand the causal lines underlying the correlations we witness between health outcomes and demographic characteristics such as those identified in the cluster, i.e. gender, race, etc. More broadly, a freshly-minted microeconometrician with a toolkit of cutting-edge computational techniques would be of considerable benefit to the department, to the cluster, and to the University.

## The need for more economics faculty

**TTFs and SCH.** Since 1999 the UO economics program has experienced a surge in demand for undergraduate offerings, and the Department has risen to the challenge of meeting this demand by significantly increasing class sizes, increasing summer-session offerings, and developing online options to mitigate bottlenecks. In my view, these efforts have been successful: we continue to offer high-quality instruction, a highly-valued major, and a 4-year path to degree completion.

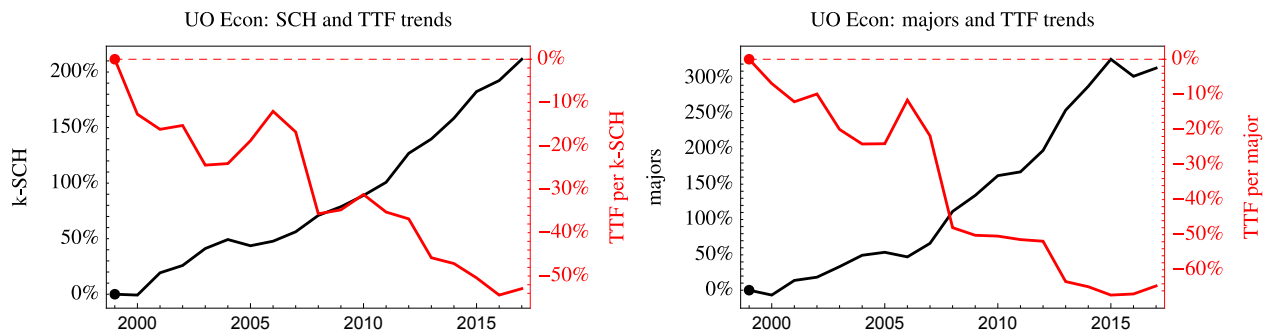
These successes have come at some cost. Our introductory classes each enroll 280 - 340 students, our intermediate theory and techniques classes all fill at 90 - 150 students, and our 400-level field courses, designed to give our majors deep exposure to specific areas of study, commonly fill to capacity, at 80 students. While our faculty have optimized course design and curriculum in order to accommodate these larger class sizes, it's clear to me that we are at, or even past our limit: it has become increasingly difficult to incorporate meaningful writing assignments into even our more advanced classes; and our best efforts to modify our course delivery cannot replace the benefit, for both the students and the professors, of an intimate classroom experience that allows for active participation and in-depth discussion.

The enrollment snapshot just provided reflects the cumulative impacts of on-going trends in demand for courses in economics and for the economics major, both at UO and nationally. In 1999 the economics undergraduate offerings accounted for approximately 19,000 student-credit-hours, (19 k-SCH), whereas in 2015 (the last year for which there is complete data) that number had risen to 54.5 k-SCH; and in 1999 there were 261 registered economics majors, whereas in 2015 our number of majors was 1114.

In sharp contrast to the increases in k-SCH and majors, our faculty numbers have risen only slightly, which has led to significant declines in various measures of faculty-to-student ratios. The graphs below juxtapose these declines with the corresponding measures of students served. Here, data are presented in terms of percentage-change since 1999. The left panel contrasts the increase in k-SCH (measured on the left axis) with the decrease in TTF/k-SCH (measured on the right axis). Over the period under consideration, the number of k-SCH generated by the Economics Department has *increased* by more than 200% while the ratio of TTF to k-SCH has *decreased* by more than 50%. The right panel tells a similar story, contrasting the increase in the number of majors (measured on the left axis) with the decline in TTF/major (measured on the right axis). Over the period under consideration, the number of majors *rose* by more than 300% whereas the ratio of TTF to number of majors *declined* by more than 60%.

Our graduate program has experienced a similar, if somewhat less dramatic growth trend. Over the period 1999 to 2008 our average first-year class size was 10.5 students and for the period 2009 to 2016 the average was 15.5 students, representing an increase of approximately 50%. In recent years, the Economics Department has worked closely with the Graduate School years to continue to grow our Ph.D. program, and snapshots of per-year GE numbers suggest success: we have grown the program from 39 GEs in 2012-2013 to 48 this year, and our projection is for this number to climb to a new steady-state level of 53. Each of these students must be mentored and supervised.

Figure 1: Trends in UO-Econ SCH, majors, and measures of faculty-to-student ratios



While the trends presented are somewhat dire in appearance, there is good reason to be hopeful. I included projections for the academic year 2017-2018 so that the graphs would account for the new faculty hired this year, and, naturally, these new hires work to reverse the trends, resulting in the upticks evident in the final year of both red plots.<sup>1</sup>

On the other hand, the trends may also reverse for other reasons: the sharp rise in in-state tuition together with the improved fiscal health of California may reduce domestic enrollments; and more ominously, new federal practices and policies are very likely to lower enrollments of international students (according to the Register-Guard, applications for admission to UO by foreign students are down 15%), and these students are disproportionately represented in economics courses and among economics majors.

The caveats just provided warrant pause, but only a moment's: even after adjusting projections to account for downward pressures on enrollment levels, the need for additional economics faculty is plain, and, at least in my view, merits serious consideration by central administration.

**Connection to the criteria.** According to the CAS memo, search proposals will be evaluated against five criteria established by the Provost and five criteria established by the Dean. The nature of our discipline places all criteria identified by the Provost within reach; and, as evidenced by our search efforts this year, the Economics Department is committed to supporting the University's mission and the Provost's vision by attempting to attract and retain candidates whose skill sets and professional portfolios are well-aligned with these criteria.

The Dean's criteria are more naturally addressed in isolation.

- *Can identify an internal funding source for the line.* We view one of the four proposed lines as corresponding to the line that remained unfilled when the Economics Department closed this year's search.
- *Can provide necessary office/lab needs with existing space and would have affordable startup expenses.* No lab space is needed, and, as is our standard practice, the Department of Economics is prepared to contribute significantly to needed start-up funds.

<sup>1</sup>I included two new TTFs because one of our new hires will be taking a leave-of-absence to conduct research at the Federal Reserve Bank of Minneapolis.

- *Forward looking.* Our proposal is based on current and projected demands for our courses and our major: see justification section below.
- *Address areas of growing high undergraduate demand or future demand.* With vigor: see justification section below.
- *Have potential to accelerate scientific impact and generate connections to the Knight Campus.* The Economics Department is well placed, particularly among the social sciences, to link to, participate in, and inform the development of the Knight Campus. Our discipline is rooted in empirical and quantitative analysis. Many freshly minted Ph.D.s arrive as veterans of big data and cluster computing. Further, the proposed applied nature of the Knight Campus strongly suggests a significant role for, and interest in policy analysis. Policy is where the natural sciences and the social sciences collide with, conflict with, compete with, and ideally, complement each other. Because economists are comfortable with the quantitative language of the natural sciences we are well-positioned and naturally inclined to cultivate and foster collaborations with affiliates of the Knight Campus. These inclinations hold for current faculty, and will only strengthen with the next generation.

**In Summary.** The Department is aware of the University's deteriorating budget outlook as well as the downward pressures on university-wide enrollments; and, we are further aware that, in light of the Dean and the Provost have very challenging decisions to make. We es good "bang for the buck."



Bruce McGough  
Department Head  
Professor of Economics

**NOTE: CAS is putting forward two positions in GEOG and one in ECON. We are not putting forward the SOC request referred to in this document at this time.**

## Data Science for Social Equity Cluster Overview

### 1. The Goal

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. Our goal is to combine data science approaches, based on advances in computation and big data, with advocacy for social equity. This goal is ambitious, but realistic and achievable since the vision is based on existing research and strengths in geography and sociology. This cluster, when added to existing related research in the two departments, will create a critical mass of researchers who are conducting translational social equity computational social science research. Translational research applies findings from basic science to enhance human well-being. Traditionally, translational research has been associated with educational or medical research (i.e. “bench-to-bedside”). The proposed cluster is intended to bring the translational framework to the field of data-driven social science by hiring three new tenure track faculty whose research is focused towards using advanced computational approaches for solving (not merely studying) compelling issues affecting disparities in equity. In short, the aim is to develop and deliver the latest science and technology solutions to those with the greatest needs.

### 2. The Focus

The cluster will use theory and methods in spatial data science, including big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies, to contribute positive impacts toward pressing societal challenges. Scholars will apply empirical research results to generate tangible products and/or other outcomes that directly-address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, food systems, and socioeconomic disparities driven by gender, race, disability, ethnicity, and sexual orientation. The vision of this cluster will align with current directions on campus to harness data-driven science for social equity. Faculty members from Geography are currently working with the Director of the Institute for a Sustainable Environment (ISE) to create a new broader vision for this unit that will combine existing efforts in applied research and public outreach. We anticipate that ISE will become a re-envisioned institute with new leadership within the next year, and will provide a strategic and intellectual space for proposed and existing faculty to collaborate by utilizing a diversity of data-driven approaches for facilitating positive societal and environmental change. This will be the first unit of its kind on campus, and will parallel the vision of the Knight Campus to create translational research at UO.

### 3. Using Existing Space

This cluster is both budget and space friendly. The departments will not require additional space or significant lab remodeling. The new cluster will share lab space with the the InfoGraphics Lab and the current spatial data science cluster, who have built their space with the belief that spatial collaboration enhances intellectual collaboration. In addition to providing strategic use of space, co-locating with the InfoGraphics Lab enhances the translational research approach. The Lab is a nationally-recognized leader in creating maps, atlases, web and mobile apps, and other data visualization products that translate research findings into products consumed by the public outside of academia.



## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

## Data Science for Social Equity Position 1: Geography

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 1 in Geography.

### 1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly-address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

### 2. Research Excellence and External Support

If the University is looking for programs to take from excellent to stellar, then the spatial data science program in Geography is a good investment. This cluster will be part a growing team in the area of spatial data science, which includes the Spatial Computation, Cognition, and Complexity Lab (S3C Lab), housed in Geography. The current faculty in the S3C lab include: Amy Lobben, Chris Bone, and Hedda Schmidtke. While we are only three, we have built an active and productive collaboration cluster. We frequently submit co-PI grant proposals, co-author conference papers, journal articles, and we have also recently co-authored a textbook. We are one of the highest generators of federal research funding in the social sciences, with over \$7 million in the past 10 years. Also, we routinely publish our research in the discipline's flagship journals. This cluster hire will facilitate interdisciplinary collaborations and improve our potential to secure external funding.

### 2. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly-integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

### 4. Student Demand

By far, Geography's most popular and fastest growing area of the curriculum and major is in spatial data science. Recent numbers show that nearly half of Geography majors have declared this area as their programmatic focus. Beginning Fall 2017, a new major in Spatial Data Science and Technology will more effectively address this growing student demand. This cluster will provide an added dimension to our team that will help us attract students to the UO who want to be part of the geospatial industry, which is growing exponentially and hiring our graduates at companies like Apple, National Geographic, and the New York Times.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

## Data Science for Social Equity Position 2: Geography

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 2 in Geography.

### 1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly-address critical social issues such as accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

### 2. Research Excellence and External Support

If the University is looking for programs to take from excellent to stellar, then the spatial data science program in Geography is a good investment. This cluster will be part a growing team in the area of spatial data science, which includes the Spatial Computation, Cognition, and Complexity Lab (S3C Lab), housed in Geography. The current faculty in the S3C lab include: Amy Lobben, Chris Bone, and Hedda Schmidtke. While we are only three, we have built an active and productive collaboration cluster. We frequently submit co-PI grant proposals, co-author conference papers, journal articles, and we have also recently co-authored a textbook. We are one of the highest generators of federal research funding in the social sciences, with over \$7 million in the past 10 years. Also, we routinely publish our research in the discipline's flagship journals. This cluster hire will facilitate interdisciplinary collaborations and improve our potential to secure external funding.

### 2. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly-integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

### 4. Student Demand

By far, Geography's most popular and fastest growing area of the curriculum and major is in spatial data science. Recent numbers show that nearly half of Geography majors have declared this area as their programmatic focus. Beginning Fall 2017, a new major in Spatial Data Science and Technology will more effectively address this growing student demand. This cluster will provide an added dimension to our team that will help us attract students to the UO who want to be part of the geospatial industry, which is growing exponentially and hiring our graduates at companies like Apple, National Geographic, and the New York Times.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

Data Science for Social Equity  
Position 3: Sociology

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 3 in Sociology.

1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including: big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly address critical social issues such as: accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

2. Research Excellence and External Support

This position will be part a growing team in Sociology, focusing in the area of spatial data science for social health and well-being, which currently includes Clare Evans, Raoul Liévanos, and Ryan Light. Sociology's emerging strengths in social epidemiology, spatial statistics, and geographic information science build on existing strengths in environmental sociology and network science. The environmental sociology program is nationally recognized. Faculty and graduate students regularly earn awards from regional and national social science associations. We publish in diverse and high-impact academic outlets, and our team is well positioned to seek external (NIH and NSF) grant support.

3. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

4. Student Demand

Sociology has many graduate students working on spatial statistics, particularly in environmental sociology. Sociology also has a track record of placing students in strong academic positions in research universities. Graduate students would directly benefit from the data science cluster through the opportunity to work with a team of interdisciplinary scholars with strong external funding using spatial data theory and methods.

## **Proposal for Cluster Hire in Gender-Based Violence**

Hollander (Sociology), Scott (WGS), Chronister (Counseling Psychology, COE), White (Anthropology)

Gender-based violence (GBV) includes a broad spectrum of violence that results from normative gender roles and unequal power relationships among genders. It violates human rights, undermines individual and public health, and prevents full economic, social, cultural, and political participation. A new global conversation about GBV has begun to draw connections among practices and policies that have long seemed dispersed geographically and disconnected across disciplines. There is ample empirical data, for example, showing that GBV leads to educational, health, and economic disparities across the lifespan, across generations. Mounting evidence, however, shows that educational, economic, and public health interventions aimed at women and their children result in decreased levels of GBV, increased economic growth, and enhanced health outcomes for women, children, and communities.

Recently UO has become a national leader in developing strategies for survivor response and sexual assault prevention on college campuses. In addition to cutting-edge responses to sexual violence, the Department of Women's and Gender Studies is proposing a new certificate in gender-based violence, which will prepare students for careers related to the rapidly-expanding Title IX industry, as well as GBV prevention and education. In addition, there is high demand among GSS students in the Crime, Law, and Society track for related curriculum. Graduate students in Counseling Psychology, Prevention Science, Sociology, and Anthropology seek training that will position them as researchers and direct service providers in this burgeoning field.

This cluster would establish the university as a national and international leader in GBV research and graduate training. The proposed faculty will provide senior leadership and experience in a range of research methods, grant-writing experience, and national and international connections to extend the reach of our scholarship and graduate and undergraduate education. It will also extend the university's support of equity and inclusion through its focus on gender inequality and racial/ethnic communities. An interdisciplinary group of eminent scholars would attract the most talented graduate students interested in GBV to CAS social science departments and the COE's Prevention Sciences, Couples and Family Therapy, and Counseling Psychology departments. This cluster would also increase external support. There are currently many grant programs that provide federal funds to study GBV, including those administered through the Office on Violence Against Women, the National Institutes of Justice, and the CDC.

We propose one position in each of the following units:

- 1) WGS: A senior hire – someone with the leadership skills to become department head
- 2) Sociology: A scholar who focuses on criminology and justice studies, an area of great interest to Sociology majors and GSS majors
- 3) Anthropology: A scholar with an emphasis on the impact of gender and racial inequities in global health and human development
- 4) Counseling Psychology and Human Services: A scholar with expertise in GBV within American Indian/Alaska Native communities or other racial/ethnic/immigrant communities at greatest risk for GBV (*Note that this position is still pending approval by the College of Education*)

## CAS TTF Search Proposal Submission Form

Department: Sociology

Requested TTF Field: Gender-Based Violence

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location PLC 7th floor

If so, indicate whether light  medium or heavy renovations would be needed.

Besides space, briefly list other startup needs.

TBD, but likely to be minimal (equipment, summer salary, course release)

What is the estimated cost of these startup needs?

\$25K



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

As part of a cluster hire in Gender-Based Violence (GBV), Sociology proposes to hire a scholar with a focus on criminology and justice studies, with particular attention to gender-based violence.

This scholar would provide depth in the legal and institutional ramifications of gender-based violence, a topic that is currently absent from the expertise of UO scholars who focus on GBV. Scholars who work in this area are often funded by grants from the National Institute of Justice, the National Science Foundation, and the Bureau of Justice Statistics, as well as a large number of foundations, so we expect this hire would bring a scholar with significant funding potential to the UO.

This scholar would also contribute to several of the Sociology Department's long-term goals: to further strengthen our focus on the sociology of gender, to build in the area of criminology and justice studies, to rebuild in the area of quantitative methods following several key departures, and to develop our capacity for grant-seeking and sponsored research. Scholars who focus on GBV and criminal justice necessarily focus on issues of diversity and equity, supporting the university's commitment to these topics.

In addition, criminology is an area of very high undergraduate demand. At present this demand is mostly satisfied by the General Social Science major, through its Crime, Law, and Deviance track, which currently has 207 majors. The undergraduate advisors in both the GSS and Sociology program have reported that students are eager for more criminology classes, and that there are currently insufficient courses to meet that demand.

## CAS TTF Search Proposal Submission Form

Department: Sociology

Requested TTF Field: Gender-Based Violence

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes No

If so, provide name and date

Is this part of a cluster proposal? Yes No

Do you have office and/or lab space, identified for this hire? Yes No

If so, provide location PLC 7th floor

If so, indicate whether light medium or heavy renovations would be needed.

Besides space, briefly list other startup needs.

TBD, but likely to be minimal (equipment, summer salary, course release)

What is the estimated cost of these startup needs?

\$25K

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

As part of a cluster hire in Gender-Based Violence (GBV), Sociology proposes to hire a scholar with a focus on criminology and justice studies, with particular attention to gender-based violence.

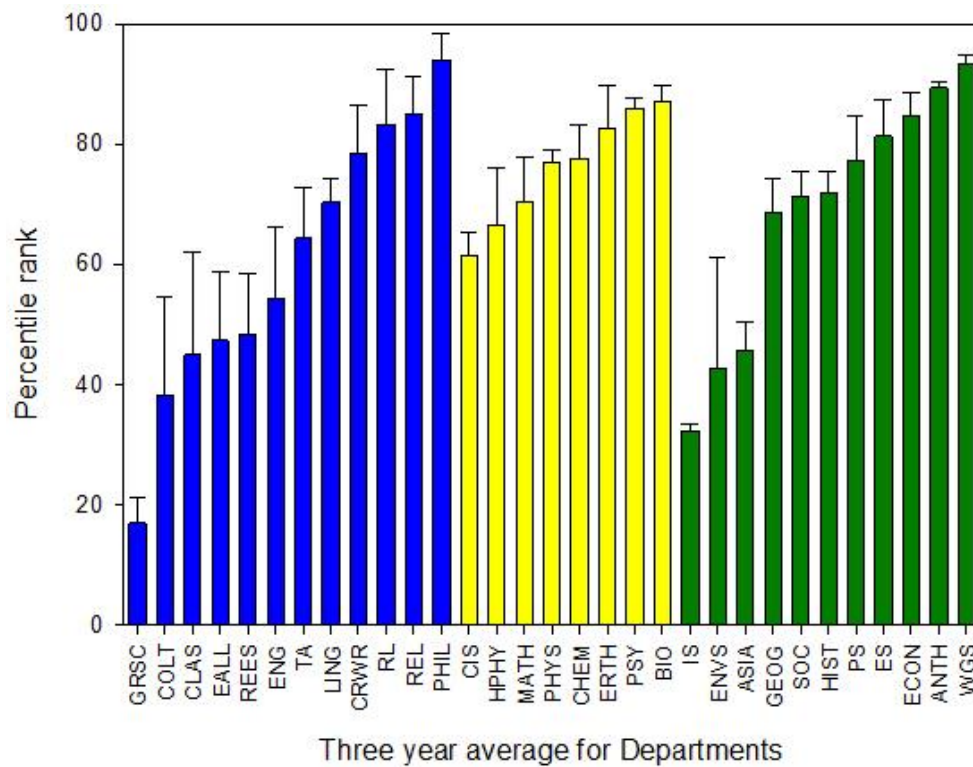
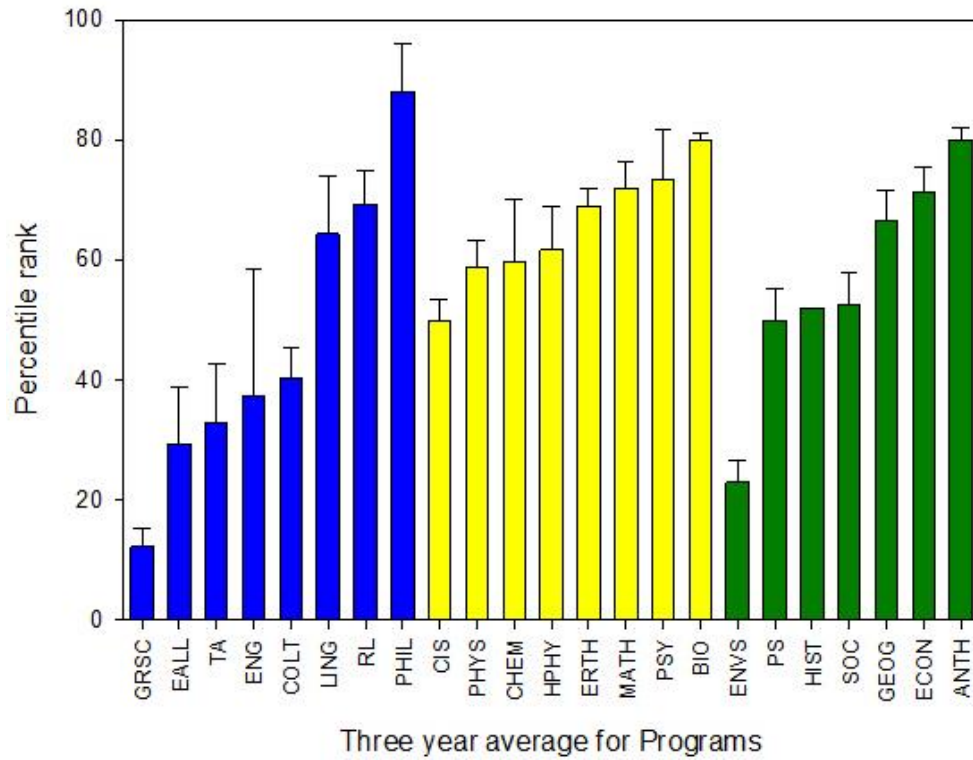
This scholar would provide depth in the legal and institutional ramifications of gender-based violence, a topic that is currently absent from the expertise of UO scholars who focus on GBV. Scholars who work in this area are often funded by grants from the National Institute of Justice, the National Science Foundation, and the Bureau of Justice Statistics, as well as a large number of foundations, so we expect this hire would bring a scholar with significant funding potential to the UO.

This scholar would also contribute to several of the Sociology Department's long-term goals: to further strengthen our focus on the sociology of gender, to build in the area of criminology and justice studies, to rebuild in the area of quantitative methods following several key departures, and to develop our capacity for grant-seeking and sponsored research. Scholars who focus on GBV and criminal justice necessarily focus on issues of diversity and equity, supporting the university's commitment to these topics.

In addition, criminology is an area of very high undergraduate demand. At present this demand is mostly satisfied by the General Social Science major, through its Crime, Law, and Deviance track, which currently has 207 majors. The undergraduate advisors in both the GSS and Sociology program have reported that students are eager for more criminology classes, and that there are currently insufficient courses to meet that demand.

**Addendum:**

Average and standard deviation of total summary score of Academic Analytics Overall National Percentile for all CAS programs and departments by division (blue = Humanities, yellow = Natural Sciences, green = Social Sciences).



## CAS TTF Search Proposal Submission Form

Department: Sociology

Requested TTF Field: Gender-Based Violence

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes No

If so, provide name and date

Is this part of a cluster proposal? Yes No

Do you have office and/or lab space, identified for this hire? Yes No

If so, provide location PLC 7th floor

If so, indicate whether light medium or heavy renovations would be needed.

Besides space, briefly list other startup needs.

TBD, but likely to be minimal (equipment, summer salary, course release)

What is the estimated cost of these startup needs?

\$25K

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

As part of a cluster hire in Gender-Based Violence (GBV), Sociology proposes to hire a scholar with a focus on criminology and justice studies, with particular attention to gender-based violence.

This scholar would provide depth in the legal and institutional ramifications of gender-based violence, a topic that is currently absent from the expertise of UO scholars who focus on GBV. Scholars who work in this area are often funded by grants from the National Institute of Justice, the National Science Foundation, and the Bureau of Justice Statistics, as well as a large number of foundations, so we expect this hire would bring a scholar with significant funding potential to the UO.

This scholar would also contribute to several of the Sociology Department's long-term goals: to further strengthen our focus on the sociology of gender, to build in the area of criminology and justice studies, to rebuild in the area of quantitative methods following several key departures, and to develop our capacity for grant-seeking and sponsored research. Scholars who focus on GBV and criminal justice necessarily focus on issues of diversity and equity, supporting the university's commitment to these topics.

In addition, criminology is an area of very high undergraduate demand. At present this demand is mostly satisfied by the General Social Science major, through its Crime, Law, and Deviance track, which currently has 207 majors. The undergraduate advisors in both the GSS and Sociology program have reported that students are eager for more criminology classes, and that there are currently insufficient courses to meet that demand.

## CAS TTF Search Proposal Submission Form

Department: Psychology

Requested TTF Field: Cognitive Neuroscience

Requested TTF Rank: Open

Is this contingent on the outcome of a current search? Yes No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes No

If so, provide name and date Ed Vogel, 2015

Is this related to a contract non-renewal or negative tenure decision? Yes No

If so, provide name and date

Is this part of a cluster proposal? Yes No

Do you have office and/or lab space, identified for this hire? Yes No

If so, provide location LISB 1st floor

If so, indicate whether light medium or heavy renovations would be needed.

Besides space, briefly list other startup needs.

Typically: graduate students, postdoc, research assistant, subject payment, possibly measurement/ stimulation system (e.g., EEG, TMS) or MRI scan hours.

What is the estimated cost of these startup needs?

600-800k

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

We would like to repeat the cognitive neuroscience search that had failed for the last two years. In each of these cases we had made an offer to an excellent female candidate. In each case, we ended up losing the candidate because competing institutions provided better offers for the candidate's spouses.

Following the departure of Ed Vogel and Ed Awh, this search is crucial to rebuild our strength in the traditionally very strong area of cognitive neuroscience research at the University of Oregon.

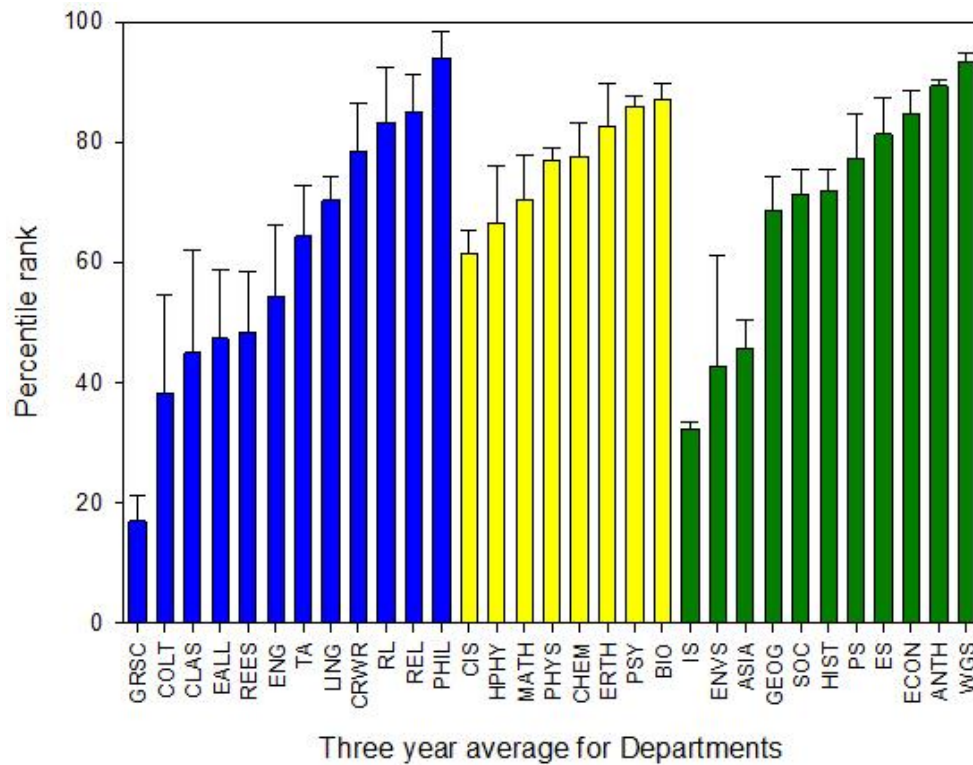
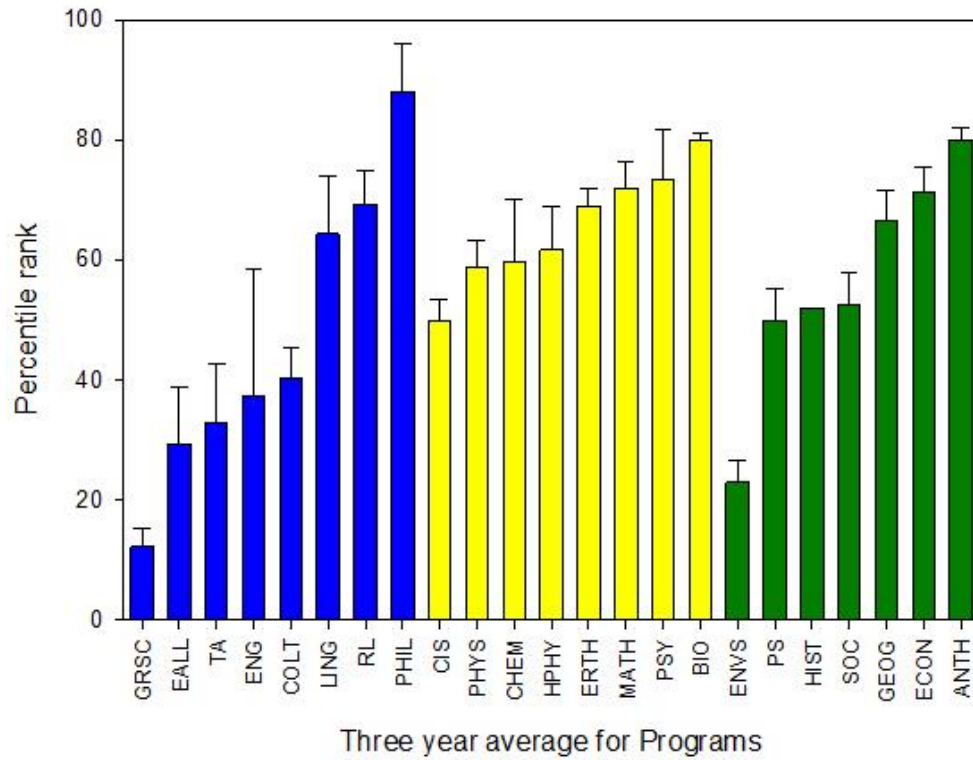
Candidates in this area usually attract substantial external funding. Also, as our last two (failed) searches show, it is in principle possible to attract strong female candidates, thus allowing us to increase gender diversity within the natural sciences.

We propose to post this search as "open rank". However, we will clearly articulate in the search ad that our emphasis is on assistant-professor level candidates. We are also applying for a cognitive-neuroscience position within the Neurons-to-Minds cluster and we would like to use the current search also as a vehicle to evaluate adequate cluster-hire candidates.



**Addendum:**

Average and standard deviation of total summary score of Academic Analytics Overall National Percentile for all CAS programs and departments by division (blue = Humanities, yellow = Natural Sciences, green = Social Sciences).



## CAS TTF Search Proposal Submission Form

Department: Women's, Gender, and Sexuality Studie

Requested TTF Field: Gender-Based Violence

Requested TTF Rank: Associate or Full Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Carol Stabile, left WGS 9/16; UO 6/17

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Hendricks Hall, 3rd floor

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

computer, equipment

What is the estimated cost of these startup needs?

\$5000 - \$15000 max

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

WGS requests approval for a senior level search (Associate or Full) in gender-based violence (GBV), as part of the GBV cluster hire. Gender-based violence (GBV) includes a broad spectrum of violence that results from normative gender roles and unequal power relationships among genders. A senior level hire in WGS will establish expertise at the UO in intersectional and transnational approaches to understanding, theorizing, and preventing violence, especially in relationship among gender, sexualities, abilities, ethnicity/race, class, and other aspects of identities in a global world.

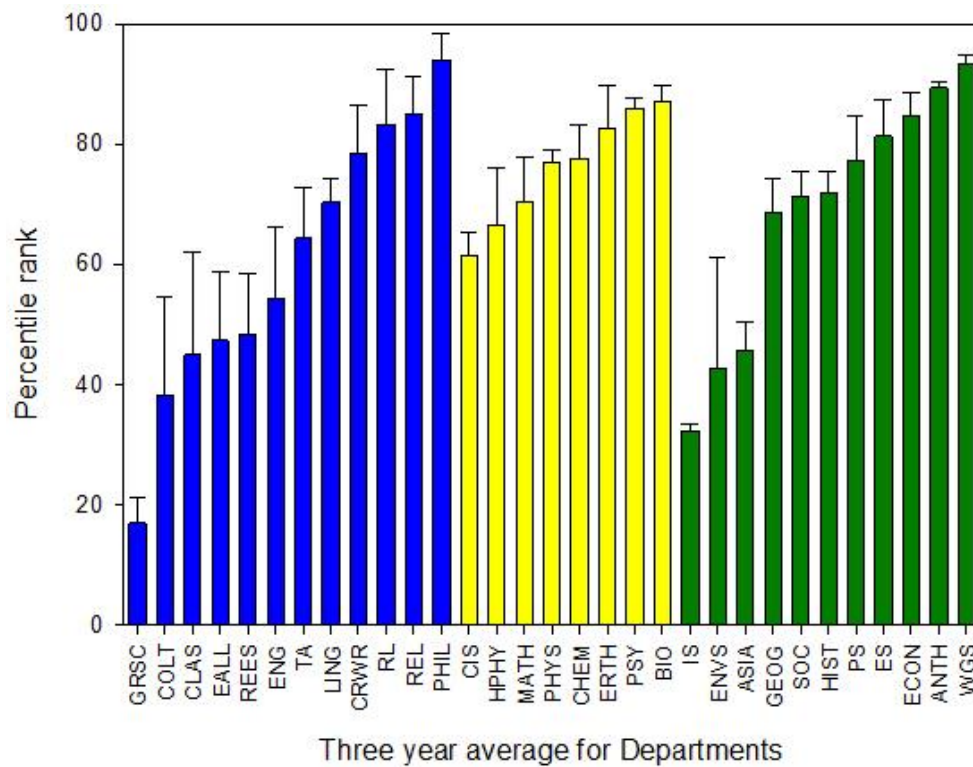
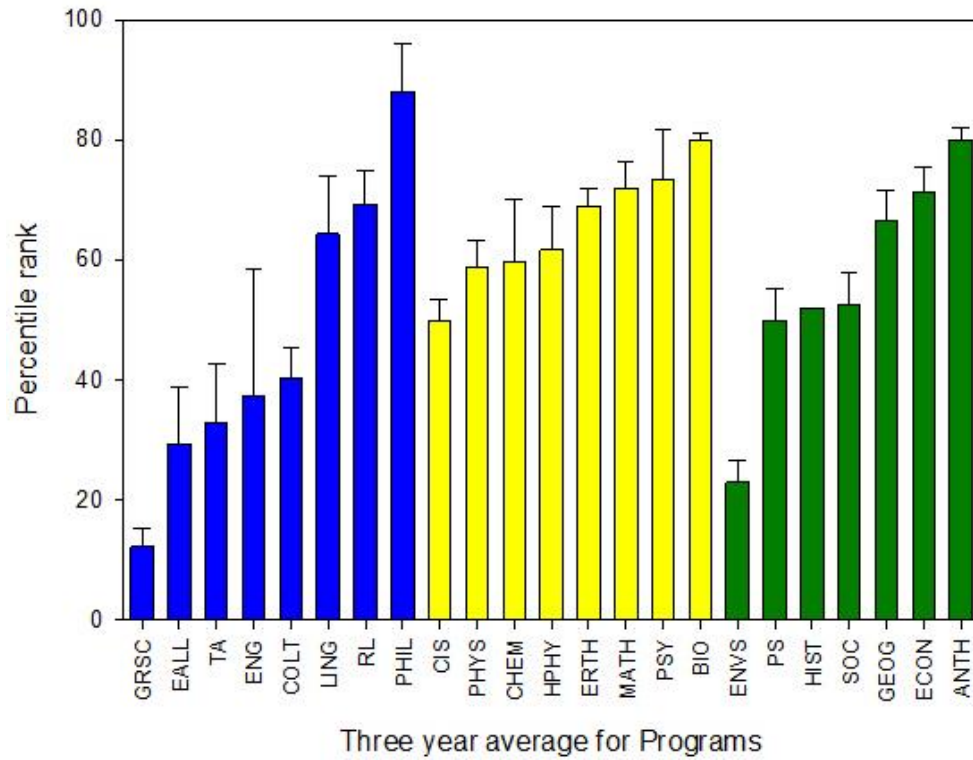
Recently UO has become a national leader in developing strategies for survivor response and sexual assault prevention on college campuses. In addition to cutting-edge responses to sexual violence, WGS is proposing a new undergraduate certificate in gender-based violence, which will prepare students from all over campus for careers related to the rapidly-expanding Title IX industry, as well as GBV prevention and education. This hire, at the Associate or Full level, will provide senior leadership and experience in the development of the GBV certificate, as well as fulfill the need for senior leadership in the department as it builds toward a PhD program in WGS.

While in the past, research on gender-based violence tended to focus on gender alone, building on faculty expertise at UO through a senior hire in WGS positions us to develop expertise on violence intersectionally and as gender relates to other categories of identity. As part of the proposed cluster hire, this position in WGS will provide senior leadership and experience to extend the reach of our scholarship and graduate and undergraduate education. It will also extend the university's support of equity and inclusion through its focus on gender inequality, structural and identity-based violence, and intersections with race, abilities, sexualities, and national identity.

WGS has approx. 62 majors, 60 WGS minors, and 7 Queer Studies minors and most WGS courses fulfill gen-ed and multicultural requirements. WGS has a robust Graduate Certificate with approx. 40 graduate students. This speaks to the value of graduate training WGS offers, and its potential for a doctoral program as a top ranked dept. in CAS (see addendum). WGS currently only has 2.6 FTE (3.6 FTE, with new hire Fall 2017) which is less than half the FTE of our closest comparator on campus with a similar number of majors but no graduate certificate program. Recent declines in FTE, as faculty moved into leadership and/or to other institutions (Stabile, .8; Reis, 1.0) and as colleagues jointly appointed moved fully into one department (Fujiwara, .8; Martinez, .6; Yarris, .2; Scott, .2), came at WGS's loss (3.6 FTE loss). It is vital WGS build its nationally and internationally recognized faculty to continue serving the needs of a diverse campus, and to recruit senior scholars with expertise in GBV while providing much needed senior leadership in WGS.

**Addendum:**

Average and standard deviation of total summary score of Academic Analytics Overall National Percentile for all CAS programs and departments by division (blue = Humanities, yellow = Natural Sciences, green = Social Sciences).



## CAS TTF Search Proposal Submission Form

Department: Anthropology

Requested TTF Field: BioCultural Anthropology

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Condon and Pacific basement

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Standard start-up of lab equipment, depending on specialty

What is the estimated cost of these startup needs?

typical wet lab set up: \$100,000 to \$400,000 max

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Anthropology contribution to this cluster would be a broadly-trained biocultural medical anthropologist that will bring both a health-focused and international perspective. The Anthropology Department is interested in candidates with a research focus in biocultural and medical anthropological perspectives of the impact of gender and racial inequities in global health and human development. This hire would bridge two of the three subfields of interdisciplinary Anthropology department: Biological Anthropology, a natural science, and Cultural Anthropology, a social science. Both are recognized NSF STEM fields. This hire would contribute greatly to AAU metrics as Anthropology, a top ranked department in CAS (see addendum), is competitive for Federal funding for NSF, NIH, and private foundations including Gates, Wenner-Gren, Leakey, National Geographic, etc. Biological Anthropology is interdisciplinary by nature and current faculty have important collaborations that cross disciplinary boundaries (e.g. with IE2, Human Physiology, Center for Global Health, COE/PSI, ENVS, WGS, Meta Center, Psychology, CLLAS, Ethnic Studies, etc.). Because of its immediate relevance to human biology and health, a biocultural anthropologist would have many opportunities for translational research that could interface with the Knight Campus. As a high ranking department nationally, we have a consistent history of attracting and hiring our top candidates.

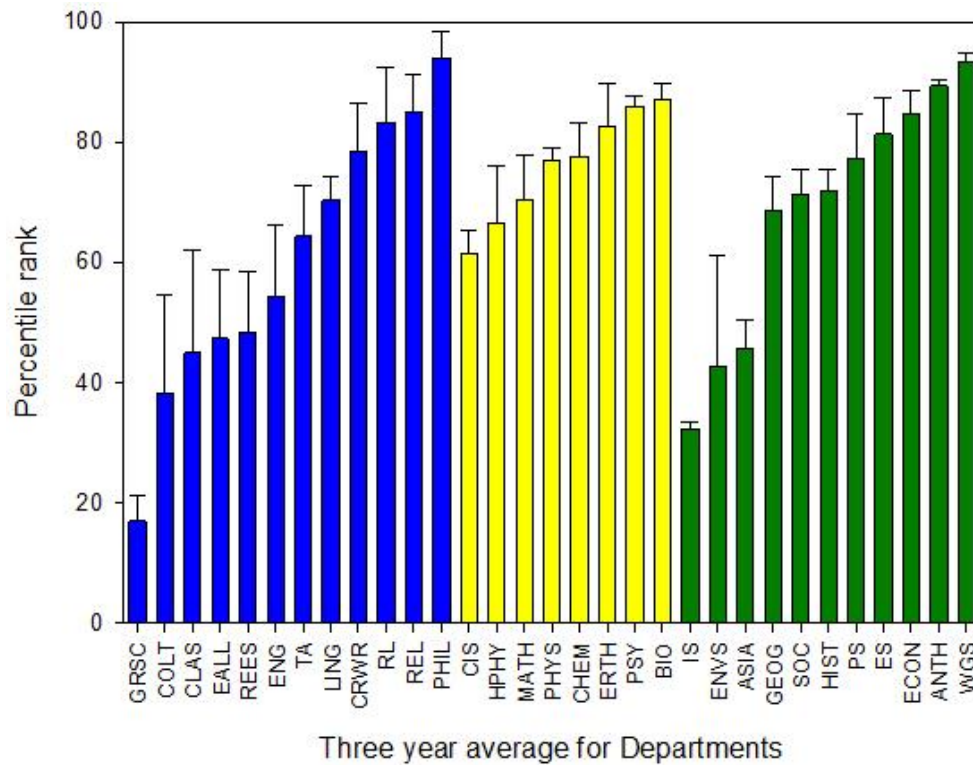
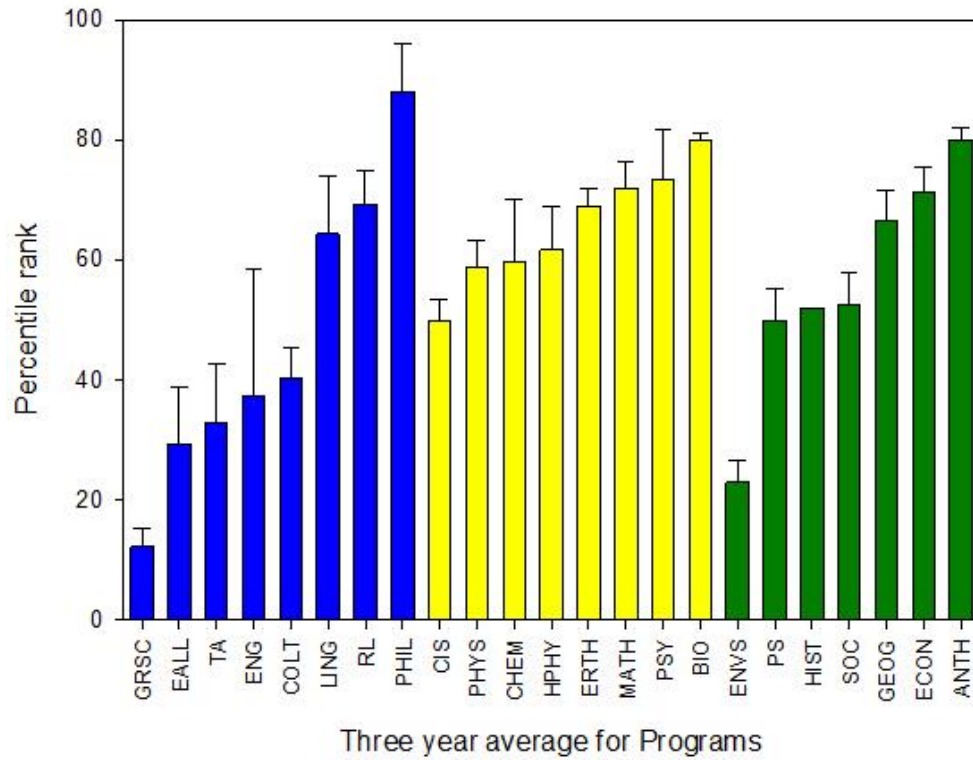
Anthropology undergraduate classes are large (200-500 students) and many are Gen Ed service classes that are in constant demand for students interested in health sciences and human development. These are areas of intensive growth nationally and globally. A new faculty member would increase our overall SCH and add more science classes that are generally accessible to non-science students. From a graduate student perspective, our Anthropology graduate students come from top programs, receive high rates of NSF DDIG, graduate and obtain academic and other professional positions.

Much of biological and cultural anthropology research and teaching incorporate themes of diversity and equity and Biological Anthropology has a higher representation of women and minorities than other STEM fields. Biocultural Anthropologists engage with human diversity in a complex and nuanced understanding of the patterning of human variation including how sociocultural factors are responsible for shaping differences in the human experience.

The Department of Anthropology, therefore, requests a 1.0 FTE tenure-track biocultural position at the Assistant Professor level. We seek an outstanding, broadly-trained biocultural medical anthropologist as an integral part of a campus-wide gender-based violence cluster of faculty research and teaching at the University of Oregon.

**Addendum:**

Average and standard deviation of total summary score of Academic Analytics Overall National Percentile for all CAS programs and departments by division (blue = Humanities, yellow = Natural Sciences, green = Social Sciences).



## CAS TTF Search Proposal Submission Form

Department: Economics

Requested TTF Field: Open/macro

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location 4th or 5th floor PLC

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Start-up packages for econ hires are comprised primarily of research funds (for travel and data acquisition), and computer and office-supply/furnishings funds.

What is the estimated cost of these startup needs?

Around \$30,000



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Economics requests permission to advertise for an open-field TTF line at the assistant level, with preference given to macroeconomists, particularly those with interests in computational macroeconometrics. The search would be conducted during the 2017-2018 academic year, with a Fall 2018 start date for the new hire.

The Department of Economics is submitting four search proposals for the 2017-2018 academic year. All four proposals are anchored by the same, simple argument: our department needs more faculty. Each proposal is linked to a field-specific preference chosen to meet department needs while supporting the University's mission and focus. In the next paragraph, this proposal's specific field preference is briefly described; a detailed justification for additional economics faculty, which is common to all four proposals, is provided in the addendum.

Breakthroughs in computational strategies, together with the reduced costs of high-performance computing and the increased availability of low-level data, has moved micro-founded, heterogeneous-agent modeling from the theoretical ideal to the practitioner's mainstay. Macroeconomists at UO are well-positioned to participate in, and indeed advance this modeling paradigm: some veteran faculty are experienced in computational methods, and one of our new hires is on the cutting edge of the technology, having made original contributions to both the theory and application of computational techniques. The beneficiaries of the referenced computational advances are not restricted to macroeconomists: indeed, computational methods and the associated big-data analysis and empirical techniques are common to most structural modeling approaches, and our department is fortunate to have young structural microeconomists whose research interests and skill sets well-complement our macroeconomists. An additional macroeconomist with particular interest in computational/empirical approaches would be of great benefit to the department and would align well with the University's mission and vision.

Please see addendum.

## CAS TTF Search Proposal Submission Form

Department: Economics

Requested TTF Field: Open

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location 4th or 5th floor PLC

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Start-up packages for econ hires are comprised primarily of research funds (for travel and data acquisition), and computer and office-supply/furnishings funds.

What is the estimated cost of these startup needs?

\$30,000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of Economics requests permission to advertise for an open-field TTF line at the assistant level. The search would be conducted during the 2017-2018 academic year, with a Fall 2018 start date for the new hire.

The Department of Economics is submitting four search proposals for the 2017-2018 academic year. All four proposals are anchored by the same, simple argument: our department needs more faculty. The open-field designation of this proposal reflects a desire to attract top athletes. A detailed justification for additional economics faculty, which is common to all four proposals, is provided in the addendum.

See addendum.

## CAS TTF Search Proposal Submission Form

Department: History

Requested TTF Field: Ancient World / Late Antiquity

Requested TTF Rank: Assistant

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Departure of Nathanael Andrade, 6/2015

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location McKenzie Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

The colleague hired for this position would not require startup funds greater than the standard package offered to new faculty in our program.

What is the estimated cost of these startup needs?

\$0.00

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

The Department of History proposes to hire a tenure-track assistant professor “Ancient History”—our profession’s shorthand for the world of classical, Mediterranean antiquity. So conceived, Ancient History occupies a role that is in many ways traditional: as historians, we try to show our students that their world is composed of ancient questions and debates that are constantly renewed in the present. Few sub-disciplines achieve this as well as Ancient History: our nation’s ideas of democracy and republican government are rooted in Mediterranean antiquity, and the words of the ancients reverberate throughout American political discourse. But we would seek to hire a colleague who also transcends old parameters: we need someone who can teach ancient Greece and Rome, but we welcome scholars who research and teaching more broadly, across regions and periods in the ancient world, including Egypt and the ancient Near East.

Our case for this position rests on four pillars – academic excellence, curriculum, student interest, and interdisciplinarity. First, this is a field in which it is possible to make a strong hire from the standpoint of research and publication. The pool is large and the competition weak. Our most recent search yielded over 100 applications; in just a few years, the successful candidate, Nate Andrade, produced a book-length monograph and seventeen articles—an outstanding record. We fully expect to recruit a similarly vigorous candidate next time.

A colleague in Ancient History would also reinforce foundational elements of our curriculum. We require our students to gain familiarity with a broad chronological range of the human experience; two of our introductory sequences (“World History” and “Western Civilization”) delve into Mediterranean antiquity. Among current faculty, only one is equipped to teach either course. None can offer upper-division courses on any aspect of the ancient Near East or classical antiquity.

The benefit to enrollments would be enormous: A hire in this area can thus be expected to generate significant numbers of student enrollments. They are among the most popular history courses of any kind and there is no reason to believe it will diminish in the years ahead. The first quarters of World History and Western Civilization typically fill to bursting. “Ancient Sports” (HIST 205) fills to caps of 80-125. Upper division courses in ancient history are also among the first to fill.

Finally, a hire in ancient history would revitalize our ties with Classics and Religious Studies. Classics relies on History to provide upper division courses for their majors; in return, our department has benefited from the ability of MA and BA students with concentrations in ancient history to take Greek and Latin. Religious Studies, too, has cultivated a strong emphasis on the ancient world, which our hire would reinforce.

## CAS TTF Search Proposal Submission Form

Department:

Requested TTF Field:

Requested TTF Rank:

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

What is the estimated cost of these startup needs?

Data Science for Social Equity  
Position 3: Sociology

The departments of Geography and Sociology propose a cluster hire in the area of Data Science for Social Equity. The cluster will include two positions in Geography and one in Sociology. This position represents position 3 in Sociology.

1. Promoting Interdisciplinary Excellence:

Geography and Sociology seek scholars to be part of a team working on translational research in Data Science for Social Equity. These scholars will use theory and methods in spatial data science, including: big data, spatial data visualization, spatial cyberinfrastructure, and/or geospatial technologies to contribute positive impacts toward pressing societal challenges. Through the translational research approach, as part of the team, scholars will apply empirical research results to generate tangible products and/or other outcomes that directly address critical social issues such as: accessibility, health and wealth disparities, the digital divide, vulnerability to environmental change, and food systems.

2. Research Excellence and External Support

This position will be part a growing team in Sociology, focusing in the area of spatial data science for social health and well-being, which currently includes Clare Evans, Raoul Liévanos, and Ryan Light. Sociology's emerging strengths in social epidemiology, spatial statistics, and geographic information science build on existing strengths in environmental sociology and network science. The environmental sociology program is nationally recognized. Faculty and graduate students regularly earn awards from regional and national social science associations. We publish in diverse and high-impact academic outlets, and our team is well positioned to seek external (NIH and NSF) grant support.

3. Campus Connections:

The Data Science for Social Equity cluster is an opportunity to directly integrate the social sciences with data and computational movements on campus. Scholars in this cluster would easily build collaborations among new data science oriented faculty, and will connect the social sciences with UO's new multi-million-dollar high-performance core facility and data visualization laboratory. Finally, the cluster has potential to be a bridge between the Knight Campus and social sciences in that our focus is on data-driven approaches to producing tangible societal impacts.

4. Student Demand

Sociology has many graduate students working on spatial statistics, particularly in environmental sociology. Sociology also has a track record of placing students in strong academic positions in research universities. Graduate students would directly benefit from the data science cluster through the opportunity to work with a team of interdisciplinary scholars with strong external funding using spatial data theory and methods.

## CAS TTF Search Proposal Submission Form

Department: Ethnic Studies

Requested TTF Field: Black Studies

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Alder (HoSang office)

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Nothing beyond the basic research package for new CAS assistant professors

What is the estimated cost of these startup needs?

\$7,500 in research funds plus relocation expenses



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Ethnic Studies seeks authorization to search for an assistant professor in Black Studies, with an emphasis on any field in the social sciences, including but not limited to social movement studies, black feminist and intersectional politics, critical prison studies, and/or environmental justice.

A new Black Studies line within ES would help to deepen and broaden the proposed Black Studies minor in CAS in several ways. While the Black Studies cluster hire process initiated by several CAS units this year will certainly help to build the minor, it is important to remember that because CAS lost two assistant professors in Black Studies in the past three years (within History and Theater Arts) the hires this year only put the College slightly ahead of the number of Black Studies faculty from three years ago. In addition, the new hires (in History and Women's and Gender Studies) all work broadly in the humanities, as do the existing Black Studies faculty in English and Romance Languages and Literature. The addition of a Black Studies faculty member with training in the social sciences would be an important complement to this group.

ES core and participating faculty teach a large proportion of the existing Black Studies courses within CAS, including Introduction to African American Studies and upper division courses in Black cultural production, Black politics, and Black social movements. An ES faculty member (Charise Cheney) also serves as the faculty director for the Umoja ARC.

The hire will fulfill a broad range of university goals, including increasing faculty diversity, building to existing research strengths, increasing interdisciplinary strengths, and increasing the number of PhD students at the UO, particularly when Ethnic Studies launches its PhD program in 2020.

## CAS TTF Search Proposal Submission Form

Department: Anthropology / Folklore

Requested TTF Field: Anthropology & Folklore

Requested TTF Rank: Assistant Professor

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Condon Hall 274

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Standard computer package

What is the estimated cost of these startup needs?

\$3,000

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

Anthropology and the Folklore & Public Culture Program at the University of Oregon seeks a scholar at the rank of assistant professor with a strong record of scholarship and engaged ethnographic research in the areas of performance, public display events, the politics of cultural expression and cultural heritage in diverse communities. The candidate should have a strong publication record and a history of engaged ethnographic research including but not limited to, community outreach, community program building, and advocacy. The proposed candidate should be conversant in performance theory, ethnographic methodology, engaged research, cultural anthropology and folklore theory, theories of race and or/gender and ethnicity and have expertise in the performance traditions of their chosen area of inquiry. The candidate should also have an interest in helping to develop and expand the Program in Folklore and Public Culture pedagogically and administratively and have the ability to think creatively about promoting the Program beyond the university to local and national communities.

## CAS TTF Search Proposal Submission Form

Department: Geography

Requested TTF Field: Earth-system modeling

Requested TTF Rank: Senior Assistant/Associate

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Columbia/Pacific Halls

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Standard office computer resources and high-end workstations for the faculty member and two or three graduate assistants or post-docs; access to high-performance computing, including storage.

What is the estimated cost of these startup needs?

~ \$75,000 or less, depending on shared resources

## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

### Earth-System Modeler

Earth system models (ESMs) integrate the biotic and abiotic components of the climate system to explain and predict its past, present, and future variations. ESMs are used to assess future climate change and its impacts on both natural and human systems. Earth system modeling is thus a field that fosters interdisciplinary interactions among the natural and social sciences. We will seek a researcher who contributes to the development and use of ESMs to answer questions, for example, on how terrestrial ecosystems have and will respond to global change, and the role that feedbacks among natural and human systems play in amplifying or damping those changes. ESMs require testing, and “benchmark” data sets are provided by modern and paleo observations and by syntheses of paleoclimatic data—work that UO has long been noted for.

### Enhancing academic quality and promoting interdisciplinary excellence

Environmental sciences at UO are scattered among Biology, Earth Sciences, Anthropology, Environmental Studies, Landscape Architecture, and Geography. Earth-system modelers have a natural home in geography departments because our milieu includes atmospheric science, hydrology, ecosystem science, and plant ecology, as well as human-environment relations. This hire would build on an “informal internal cluster” in Geography that has generated over 22,500 Google Scholar citations (15,300 Web of Science). Earth-system modeling encompasses all of the themes—computational sciences/big data and environmental sustainability/climate change—that were described in the supplemental-hire program.

### Increasing external support

Earth-system modelers are widely sought after as collaborators for adding modeling components to studies that focus on primary data. As PI's, Earth-system modelers obtain funding from programs such as NASA ROSES and the Department of Energy, that often fund projects >\$500K. Projects at UO should be competitive, given our record, and the developing computing infrastructure here. The proposed new TTF line would not require a wet lab, and would require only modest office and shared conference/computer-lab space.

### Supporting diversity, equity, and inclusion

As an integrative, multidisciplinary field, Earth-system science is attracting a more diverse group of participants than are many traditional STEM disciplines. The American Geophysical Union, with over 60,000 members, is the principal international scientific organization that supports Earth-system science and has doubled the proportion of women members since 2000. We can exploit this trend, both for candidates, and for prospective students.

### Growing graduate and undergraduate education

Environmental sciences are an area of growth at UO. Physical geography courses are heavily subscribed by majors in other departments, and contribute to the curricula of programs as diverse as Environmental Science and General Social Sciences, but are staffed by only 4.4 TTF faculty.

## Productivity Metrics of the UO Geography “Earth-system modeler” proposal group

**Highly cited papers.** Web of Science “highly cited papers” are those that “received enough citations to place it in the top 1% of the academic field of (Environment/Ecology or Geosciences) based on a highly cited threshold for the field and publication year” (17 total through 2014, the latest year indexed).

UO faculty members; current or former UO graduate students or post-docs; Earth-system modelers

Gavin, D.G., M.C. Fitzpatrick, P.F. Guger, K.D. Heath, F. Rodriguez-Sanchez, S.Z. Dobrowski, A. Hampe, F.S. Hu, M.B. Ashcroft, P.J. Bartlein, J.L. Blois, B.C. Carstens, E.B. Davis, G. de Lafontaine, M.E. Edwards, M. Fernandez, P.D. Henne, [REDACTED], Z.A. Holden, W.-s. Kong, J. Liu, D. Magri, N.J. Matzke, M.S. McGlone, F. Saltre, A.L. Stigall, Y.-H.E. Tsai & J.W. Williams, 2014, Climate refugia: joint inference from fossil records, species distribution models and phylogeography. *New Phytologist* 204:37-54.

Harrison, S.P., P.J. Bartlein, S. Brewer, I.C. Prentice, M. Boyd, I. Hessler, K. Holmgren, [REDACTED] & K. Willis, 2014, Climate model benchmarking with glacial and mid-Holocene climates. *Climate Dynamics* 43:671-688.

Schmidt, G.A., J.D. Annan, P.J. Bartlein, B.I. Cook, E. Guilyardi, J.C. Hargreaves, S.P. Harrison, M. Kageyama, A.N. LeGrande, B. Konecky, S. Lovejoy, M.E. Mann, V. Masson-Delmotte, C. Risi, D. Thompson, A. Timmermann, L.B. Tremblay & P. Yiou, 2014, Using palaeo-climate comparisons to constrain future projections in CMIP5. *Climate of the Past* 10:221-250.

[REDACTED], P.J. Bartlein, A.-L. Daniau, S.P. Harrison, S.Y. Maezumi, [REDACTED], W. Tinner & B. Vanniere, 2013, Global biomass burning: a synthesis and review of Holocene paleofire records and their controls. *Quaternary Science Reviews* 65:5-25.

Braconnot, P., S.P. Harrison, M. Kageyama, P.J. Bartlein, V. Masson-Delmotte, A. Abe-Ouchi, B. Otto-Bliesner & Y. Zhao, 2012, Evaluation of climate models using palaeoclimatic data. *Nature Climate Change* 2:417-424.

Hoffmann, W.A., E.L. Geiger, S.G. Gotsch, D.R. Rossatto, L.C.R. Silva, O.L. Lau, M. Haridasan & A.C. Franco, 2012, Ecological thresholds at the savanna-forest boundary: how plant traits, resources and fire govern the distribution of tropical biomes. *Ecology Letters* 15:759-768.

Prentice, I.C., S.P. Harrison & P.J. Bartlein, 2011, Global vegetation and terrestrial carbon cycle changes after the last ice age. *New Phytologist* 189:988-998.

Bartlein, P.J., S.P. Harrison, S. Brewer, S. Connor, B.A.S. Davis, K. Gajewski, J. Guiot, T.I. Harrison-Prentice, A. Henderson, O. Peyron, I.C. Prentice, M. Scholze, H. Seppa, [REDACTED], S. Sugita, R.S. Thompson, A.E. Viau, J. Williams & H. Wu, 2011, Pollen-based continental climate reconstructions at 6 and 21 ka: a global synthesis. *Climate Dynamics* 37:775-802.

[REDACTED], P.J. Bartlein, D.G. Gavin, C.J. Long, R.S. Anderson, [REDACTED], K.J. Brown [REDACTED], D.J. Hallett, [REDACTED], E.A. Scharf & [REDACTED], 2012, Long-term perspective on wildfires in the western USA. *Proceedings of the National Academy of Sciences of the United States of America* 109:E535-E543.

Clark, P.U., J.D. Shakun, P.A. Baker, P.J. Bartlein, S. Brewer, E. Brook, A.E. Carlson, H. Cheng, D.S. Kaufman, Z. Liu, T.M. Marchitto, A.C. Mix, C. Morrill, B.L. Otto-Bliesner, K. Pahnke, J.M. Russell, C. Whitlock, J.F. Adkins, J.L. Blois, J. Clark, S.M. Colman, W.B. Curry, B.P. Flower, F. He, T.C. Johnson, J. Lynch-Stieglitz, V. Markgraf, J. McManus, J.X. Mitrovica, P.I. Moreno & J.W. Williams, 2012, Global climate evolution during the last deglaciation. *Proceedings of the National Academy of Sciences of the United States of America* 109:E1134-E1142.

Kennett, D.J., S.F.M. Breitenbach, V.V. Aquino, Y. Asmerom, J. Awe, J.U.L. Baldini, P. Bartlein, B.J. Culleton, C. Ebert, C. Jazwa, M.J. Macri, N. Marwan, V. Polyak, K.M. Prufer, H.E. Ridley, H. Sodemann, B. Winterhalder & G.H. Haug, 2012, Development and Disintegration of Maya Political Systems in Response to Climate Change. *Science* 338:788-791.

McMahon, S.M., S.P. Harrison, W.S. Armbruster, **P.J. Bartlein**, C.M. Beale, M.E. Edwards, J. Kattge, G. Midgley, X. Morin & **I.C. Prentice**, 2011, Improving assessment and modelling of climate change impacts on global terrestrial biodiversity. *Trends in Ecology & Evolution* 26:249-259.

**Armeth, A.**, S.P. Harrison, **S. Zaehle**, **K. Tsigaridis**, **S. Menon**, **P.J. Bartlein**, **J. Feichter**, A. Korhola, M. Kulmala, **D. O'Donnell**, G. Schurgers, S. Sorvari & T. Vesala, 2010, Terrestrial biogeochemical feedbacks in the climate system. *Nature Geoscience* 3:525-532.

Lawler, J.J., [REDACTED], D. White, P. Kareiva, **E.P. Maurer**, A.R. Blaustein & **P.J. Bartlein**, 2009, Projected climate-induced faunal change in the Western Hemisphere. *Ecology* 90:588-597.

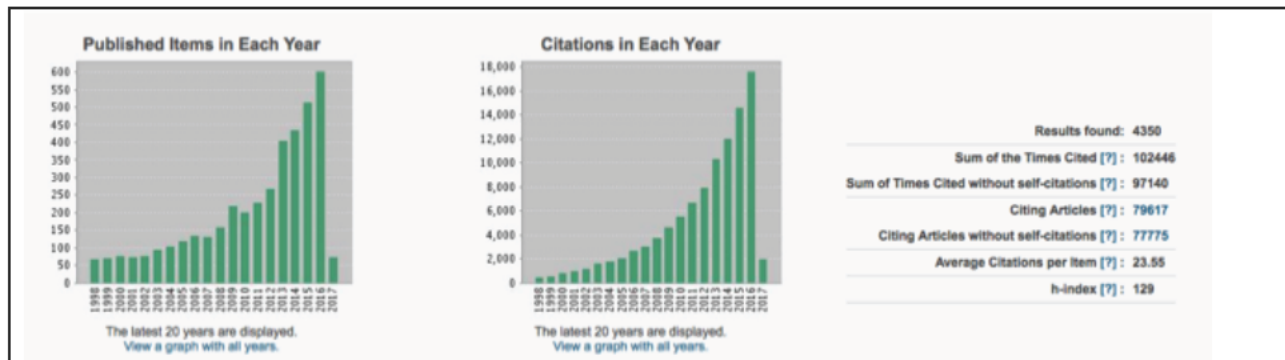
[REDACTED], **P.J. Bartlein**, [REDACTED], S.P. Harrison, K.J. Brown, M.E. Edwards, P.E. Higuera, [REDACTED], R.S. Anderson, [REDACTED], [REDACTED], C. Carcaillet, M. Daniels, F.S. Hu, M. Lavoie, [REDACTED], [REDACTED], P.J.H. Richard, A.C. Scott, D.S. Shafer, W. Tinner, C.E. Umbanhowar, Jr. & C. Whitlock, 2009, Wildfire responses to abrupt climate change in North America. *Proceedings of the National Academy of Sciences of the United States of America* 106:2519-2524.

[REDACTED], **P.J. Bartlein**, C. Carcaillet, **D.G. Gavin**, S.P. Harrison, P.E. Higuera, **F. Joos**, [REDACTED] & **I.C. Prentice**, 2008, Climate and human influences on global biomass burning over the past two millennia. *Nature Geoscience* 1:697-702.

[REDACTED], [REDACTED] N. Ortiz, **P.J. Bartlein**, S.P. Harrison, F.E. Mayle, A. Ballouche, R.H.W. Bradshaw, C. Carcaillet, C. Cordova, S. Mooney, P.I. Moreno, **I.C. Prentice**, **K. Thonicke**, W. Tinner, C. Whitlock, Y. Zhang, Y. Zhao, A.A. Ali, R.S. Anderson, R. Beer, H. Behling, [REDACTED], K.J. Brown, [REDACTED], M. Bush, P. Camill, G.Q. Chu, J. Clark, D. Colombaroli, S. Connor, A.L. Daniau, M. Daniels, J. Dodson, E. Doughty, M.E. Edwards, W. Finsinger, D. Foster, J. Frechette, M.J. Gaillard, **D.G. Gavin**, E. Gobet, S. Haberle, D.J. Hallett, P. Higuera, G. Hope, S. Horn, J. Inoue, P. Kaltenrieder, L. Kennedy, Z.C. Kong, C. Larsen, [REDACTED], J. Lynch, E.A. Lynch, M. McGlone, S. Meeks, S. Mensing, G. Meyer, [REDACTED], [REDACTED] D.M. Nelson, J. New, R. Newnam, R. Noti, W. Oswald, J. Pierce, P.J.H. Richard, C. Rowe, M.F.S. Goni, [REDACTED], H. Takahara, J. Toney, C. Turney, D.H. Urrego-Sanchez, C. Umbanhowar, M. Vandergoes, B. Vanniere, E. Vescovi, [REDACTED], X. Wang, N. Williams, J. Wilmshurst & J.H. Zhang, 2008, Changes in fire regimes since the Last Glacial Maximum: an assessment based on a global synthesis and analysis of charcoal data. *Climate Dynamics* 30:887-907.

### Other statistics

Gavin, Silva and Bartlein have a total of 23,876 citations in Google Scholar (and an average h-index of 41), and 15,311 citations in Web of Science (with an average h-index of 34). Bartlein is a Web of Science/Clarivate Analytics 2016 Highly Cited Researcher, one of 149 globally in the field of Geosciences, one of seven in Oregon, and two at UO, across all disciplines.



Web of Science search results for “earth system model” in titles and abstracts, showing an exponential growth in the discipline in terms of numbers of papers and citations.

## CAS TTF Search Proposal Submission Form

Department: Geography

Requested TTF Field: Geographic Information Science

Requested TTF Rank: Senior Assistant/Associate

Is this contingent on the outcome of a current search? Yes  No

If so, indicate search

Is this for a replacement of a line due to retirement or resignation? Yes  No

If so, provide name and date Chris Bone, June 2017

Is this related to a contract non-renewal or negative tenure decision? Yes  No

If so, provide name and date

Is this part of a cluster proposal? Yes  No

Do you have office and/or lab space, identified for this hire? Yes  No

If so, provide location Condon Hall

If so, indicate whether light  medium  or heavy  renovations would be needed.

Besides space, briefly list other startup needs.

Standard office computer resources and high-end workstations for the faculty member and two or three graduate assistants or post-docs; access to high-performance computing, including storage.

What is the estimated cost of these startup needs?

~ \$75,000 or less, depending on shared resources



## CAS TTF Search Proposal Submission Form

Search context and final notes. (Describe the need for this TTF line with respect to the criteria outlined in the memo. 3,000 character limit)

On May 1st Chris Bone accepted a position at the University of Victoria. His departure leaves a large hole in a core area of our department: Geographic Information Science. Chris developed and taught several popular courses and, with Amy Lobben, developed a major that will be starting this fall: Spatial Data Science and Technology.

Our department's proposal for a cluster in the field of Data Science for Social Equity is currently being considered. Chris's area of research is related to this cluster proposal but it also addresses environmental change topics—it would be advantageous to many colleagues to not lose the potential for someone with a similar interest. However, running two searches would be confusing for applicants and place a large service burden on our faculty. Therefore, we wish to increase the size of the initial cluster proposal (from two to three positions in geography), but with the following modifications that are aimed to alleviate the gaps in the program created by Chris's departure:

1) In the creation of the job ad and search criteria, we wish to mention "environmental change" as a potential focal area. For example, a possible phrase that accommodates this and does not distract from the cluster proposal is "a geographic information scientist with a primary focus on addressing environmental and/or societal challenges of the 21st century" or "societal impacts of environmental change". The language of the ad and the search criteria would be developed in agreement with our cluster partners (currently Economics).

2) We wish to advertise at the Assistant/Associate level. Chris had just been awarded tenure before leaving UO this summer. With upcoming retirements of three professors on a 2 to 4-year time horizon, we may end up with five or six assistant professors in the department, out of only 13 TTF with 1.0 FTE in Geography. Replacing Chris Bone with someone with substantial and proven teaching experience will reduce the blow to the undergraduate program.

## **HONORS COLLEGE ARTS AND LETTERS TTF (Rank Open) HIRE: GLOBAL AFRICAN STUDIES**

We propose hiring a scholar whose research interests lie in the cultural production of the African world (including Maghrebi [North African] languages and literatures, and Arabic studies), and/or the African Diaspora at large (Afro-Caribbean, Afro-Latin American and African-American literatures and cultures). Areas of focus may include translation, linguistics, cultural studies (including film and media), race, gender and Diaspora studies. The successful candidate's teaching interests will add to the breadth of the HC literature/arts and letters curriculum. S/he will have a research relationship with his/her disciplinary department(s), and will have teaching and service responsibilities primarily within the Clark Honors College, including shared responsibility for its introductory Arts and Letters curriculum.

This hire will add to and coordinate with the recent CAS cluster hire in African-American Studies in English/History/Women's and Gender Studies and also the proposed cluster hire in Latinx Studies. African studies is an underrepresented field at the University and specifically in the Honors College. The Honors College has a high profile and it would be further enhanced by an Africanist in the program. Black Studies is an area to which the President has committed funding and effort. The University is boosting the field of Global African/African-American cultures and the College's curricular diversity is bound to benefit from a scholar in the field.

The Honors College is ranked among the top ten Honors programs in the country. We have an excellent history of scholarly success across the College. In the Humanities, faculty have won prestigious grants/scholarships from the SSHRC (Canada), Frankel Institute (U of Michigan), Harvard University, Stanford University, Mellon, ACLS, and NEH, among other grant-making institutions.

We need to strengthen our Tenure Track Faculty ranks—this will enhance AAU rankings and provide greater stability in the college. We have recently had several faculty retirements and a death. We wish to reach our full potential in terms of interdisciplinary excellence with a range of Tenure Track resident faculty.

This is an opportune time to be guaranteed a top candidate. As the recent search for an Africanist in CAS demonstrated, there are many strong scholars on the market. Attending to this underrepresented area in our curriculum will contribute to the intellectual enrichment and development, as well as the cultural awareness, of our students and our community, both at the Honors College and the University at large.

This hire has the potential to create interdisciplinary and interdepartmental initiatives and collaboration—with, for example, Ethnic Studies, Women and Gender Studies, Latin American Studies. The university is committed to increasing diversity and this hire helps to address such a concern. Honors College courses that partially cover the African world include: literary and artistic representations of the Maghreb, and immigration fiction. We also recently hired a historian of medicine in Africa and would like to continue growth in this area.

A diversity hire in the Honors College is paramount. Among thirteen TTF in the CHC there are three international faculty members and three women of color (two international faculty members are also women of color). Since the university seeks to benefit from the high-caliber student that the Honors College attracts, we need to ensure that we have ethnic and racial diversity in our school. This hire also responds to active student concern about diversity in the college and coordinates with the goals of the University's Initiative for Faculty Diversity (IFD) program. Recruiting excellent underrepresented faculty in an underrepresented curricular area will only enhance our institutional standing as a top-tier Honors College and as a premier research university.



7 April 2017

**Re:** Requests for five TTF searches

**To:** Scott Coltrane, Provost

**From:** Randy Kamphaus, Dean, College of Education

I respectfully submit five search requests for your consideration. A separate document is attached for each search, which includes the specifics of the request including, job description, advertising copy, and rationale. The required spreadsheet is also attached.

Briefly, my rationale for each search and its ranking is as follows.

**COE-1, Priority 1: Associate or Full Professor of Educational Leadership**  
Department of Educational Methodology, Policy, and Leadership

Education personnel preparation is as core mission of any college of education. Comparatively, however, we are understaffed in the area of school principal and superintendent training, causing us to lag behind peer institutions. In particular, we do not have adequate faculty leadership to support mounting this program. In fact, it is staffed entirely by Pro-Tem and Career Track Faculty. This staffing configuration – the absence of any tenure related faculty - is unacceptable for a major research university college of education, which is why this position is our highest priority.

**COE-2, Priority 2: Associate or Full Professor and HEDCO Clinic Director**  
Departments of Counseling Psychology and Human Services and  
Special Education and Clinical Sciences

We seek to expand our HEDCO clinics beyond speech pathology and couples and family therapy services to include reading and mathematics tutoring, Dyslexia diagnosis and intervention, and Autism intervention services. A donor has pledged a \$2.25 million gift to support an endowed chair; a clinic director who will be charged with directing this expansion and coordination effort. We have received \$750,000 of the gift to date with the remainder to be received over the next three years. We wish to accelerate the HEDCO clinic expansion and simultaneously meet the donor's wishes to hire a tenure-related faculty member to direct the work. There is considerable donor interest in this applied work that we think will generate further gifts going forward as we show "proof of concept" based on evidence of successful expansion. We seek a clinical scientist to imbue the HEDCO clinic with our strong research mission. The position request, and advertisement, reflects this goal of tighter integration of our clinical service, research, and practitioner training missions.

**COE-3, Priority 3: (Contingent on Current Search; CFT TTF search # 16179 from AY 16-17)**  
*Assistant Professor of Couples and Family Therapy*  
Department of Counseling Psychology and Human Services

Office of the Dean  
1215 University of Oregon, Eugene OR 97403-1215  
541-346-3405 | FAX 541-346-5818 <http://education.uoregon.edu>



This search failed this year, and in the opinion of our faculty position request review committee, may have failed in part due to a position announcement that did not clearly differentiate the need for a couples and family therapy candidate from that of a counseling psychology candidate. The faculty review committee recommended that the new position description focus clearly on the former, and at the assistant professor level. We are also searching at the assistant professor level because the program does not have any early career tenure-related faculty.

**COE-4, Priority 4: Assistant Professor of Measurement and Quantitative Research Methods**  
Department of Educational Methodology, Policy, and Leadership

Our college depends heavily on our research methodology faculty to help us compete successfully for external research funding. With the knowledge of the scaling back and imminent departure of a senior methodologist, we seek to at least maintain steady state methodology staffing. In addition, we see this hire as an opportunity to bring in new expertise in emerging fields such as data visualization and big data science, which will support existing and new research programs developing across campus.

**COE-5, Priority 5: (Contingent on Current Search; SPED TTF search # 16181 from AY 16-17)**  
*Assistant Professor*  
Special Education and Clinical Sciences

This search also failed this year, and we think that assistant professor candidates may have been under recognized in this search process. For this reason, and to be fiscally prudent, we wish to search at the assistant professor level. This faculty member will join one of the most successful external funding organizations on campus; special education, and be affiliated with the highly regarded Educational and Community Supports (ECS) grant management unit of the College. Our special education ranking remains among the top three academic programs in the country. This high regard is reflected by the recent interest of the Stanford University Graduate School of Education. They will bring a faculty delegation to campus in May to identify the successful ingredients of our special education program as a means of designing their own. We are committed to maintaining this decades-long reputation of leadership in this field.

Please inform me of any additional data or supporting documents that will assist your decision making. Please also express our appreciation to the faculty review committee that will consider these proposals. I know that our internal review process benefitted greatly from the robust faculty evaluation and advisement that we received this year.

## **Tenure-Related Faculty Position Priority 1**

*Associate or Full Professor of Educational Leadership*  
Department of Educational Methodology, Policy, and Leadership

**Position Overview:** The successful candidate is expected to conduct research on problems of practice and teach promising practices that reflect the science of education in association with key centers affiliated with the department, College, and University (e.g., Center on Equity Promotion, Behavioral Research and Teaching–Center on Teaching and Learning, and among other units). Other duties include establishing an independent research program, advising graduate students, participating in the conduct of departmental and university business, and engaging state and national education leadership associations. The candidate is also expected to assume shared leadership for the department's school administrator licensure program, teach courses and mentor students in that program, and teach courses in the emerging undergraduate minor program in social systems leadership, which is designed to prepare UO students from many disciplines to address the leadership challenges and opportunities found in direct service and entry-level administrative roles in contemporary educational and social service organizations.

The College of Education at the UO is one of the highest ranked colleges of education in the United States and has a strong tradition of scholarship, outreach, and impact at local, state, national, and global levels. We are a community of scholars devoted to scholarly excellence and creating a learning and research environment that seeks diverse perspectives, demands equity, and fosters inclusion. We have a dozen research centers and institutes (<https://education.uoregon.edu/research>) and a highly research-active faculty that consistently ranks among the top in the nation. The Department of Educational Methodology, Policy, and Leadership (EMPL) brings together scholars from diverse disciplinary backgrounds with shared expertise in using data-informed evidence to guide professional practice and policymaking that ultimately improves how education and social systems work to serve students, families, and communities. The department offers administrative licensure programs and Master's, D.Ed., and Ph.D. degrees, as well as pre- and pro-licensure programs for administrative certifications.

### **Required Qualifications**

*The successful candidate will have all the following characteristics:*

- Earned doctorate in Educational Leadership, Education, social sciences, or a related field;
- Record or evidence of potential for scholarly productivity and excellence by publishing in peer-reviewed journals;
- Demonstrated capacity or potential to conduct, administer, and sustain a significant program of externally-funded research that is scientifically rigorous and connected to ensuring effective education systems and student success;
- Demonstrated ability or promise for high quality teaching and advising of university students;
- Experience with leadership approaches and practices in K-12 local education agencies

(LEAs), state education agencies (SEAs), national education agencies, higher education institutions (IHEs), social service systems, and/or non-government or community organizations;

- Demonstrated ability to develop and/or apply state-of-the-art methodological approaches (quantitative/qualitative/mixed) to research problems of practice;
- Commitment to integrating themes of equity, diversity, and/or inclusion throughout professional portfolio of work; and
- Experience or demonstrated potential and interest in teaching hybrid and online classes.

### **Preferred Qualifications**

*Preference will be given to candidates who have experience or research interests in one or more of the following areas:*

- Models of effective leadership practice in educational settings and community organizations;
- Equity and access for traditionally underrepresented and/or underserved populations interacting with education or social systems;
- Leadership preparation to serve linguistically, socially, and culturally diverse individuals families, and/or Indigenous, English Language Learning, or African American communities;
- Forging partnerships to create education pathways that integrate K-12 success and post-secondary education participation;
- Policies to build and sustain leadership in education;
- Approaches to training, mentoring, and leadership development;
- Approaches to teaching and learning within online education settings; and
- Integration of service learning approaches and community engagement in educator preparation and leadership development.

### ***Search Rationale Based on UO and COE Criteria***

This position is critical in ensuring that research on effective leadership is embedded in the practices of our nation's schools and human service organizations. Because the faculty in the COE and EMPL are so actively involved in investigating and developing evidence-based practices in our schools and communities, this position needs to be actively involved in work designed to integrate the best available research into professional practice. Furthermore, with active academic programs (e.g., Master's, DEd) that positions students and graduates in real-world settings, this position will ultimately impact the performance of individuals, groups, and systems in Oregon and beyond. Because leadership is inherently multidisciplinary as an area of scholarship, this position also offers an important bridge to other UO college, schools, and departments with programs that touch on social systems leadership in various ways (e.g., Lillis College of Business, Planning, Public Policy, and Management Program).

This position aligns with UO and COE search priorities in many specific ways including:

- Integration of service learning approaches and community engagement in leadership development;
- Connecting the scholarship of leadership with a scientific basis for organizational change;
- Integrating a research and teaching focus that includes an emphasis on leading for equity in

access and outcomes for individuals and groups who are underserved by education and social systems;

- Developing, refining, and implementing programs in leadership (e.g., pending undergraduate minor in social systems leadership, specialized certifications, etc.) that directly facilitate collaborations with other UO colleges, schools, and program;
- Engaging in multiple training forums beyond on-campus courses (e.g., off-campus institutes, hybrid certification programs, online professional development, etc.);
- Collaborating with key stakeholders in the field (e.g., principals, superintendents, higher education commissions, public and private agency directors) as well as advisory board members, donors and alumni;
- Establishing a strong record of external support with grants and contracts from private foundations and governmental agencies; and
- Teaching online/hybrid education to reach practitioners throughout the state and region.

**Tenure-Related Faculty Position  
Priority 2**

*Associate or Full Professor and  
HEDCO Clinic Director*

Departments of Counseling Psychology and Human Services and  
Special Education and Clinical Sciences

The University of Oregon's College of Education (COE) announces the opening of a tenure-line faculty position at the Associate or Full Professor level to serve as HEDCO Clinic Director and lead clinical science researcher. We seek a faculty member with expertise in clinical service development and management, intervention research and clinical trials research designs. Candidates with expertise in the application of and/or development of methodological tools and approaches appropriate for intervention research and program evaluation in human service and clinical settings (e.g., adaptive treatment designs) are highly sought. This faculty member should have rigorous research experience and/or trajectory with the potential for, or a history of, obtaining external research funding. Demonstrated clinical expertise to facilitate clinical services design, research direction, student mentoring, and clinical program support is required. We also seek candidates with strong multicultural competencies and dedication to enhancing equity and social justice, and candidates who will contribute to one or more of our accredited undergraduate, master's, and doctoral degree programs.

The COE at the University of Oregon has a strong tradition of scholarship, outreach, and impact at local, state, national, and global levels. The COE is one of the highest ranked colleges of education in the United States. Our faculty engage in research and scholarship in education and the clinical sciences and are leading innovators in research methodology and programming that improves educational systems for all. We have a dozen research centers and institutes (<https://education.uoregon.edu/research>) and a highly research-active faculty. The advertised position is designed to support the expansion of the research associated with the COE departments and research centers and to position COE faculty for the successful pursuit of extramural funding in support of intervention, treatment, and prevention research. We are pleased to welcome a colleague who wants to join a highly successful and collaborative group of educational researchers and clinical scientists with a strong record of external research funding and a record of producing scalable solutions to the developmental challenges children and families face. For more information about the University of Oregon or the COE, visit [uoregon.edu](http://uoregon.edu) and [education.uoregon.edu](http://education.uoregon.edu).

**Responsibilities:**

Responsibilities include directing all clinical and research activities of our HEDCO Clinic. A reduced teaching load will accompany this appointment. Other duties will include advising graduate students, establishing an independent research program, and participating in the conduct of department, college, and university service.



**Required Qualifications:**

- Earned doctorate in Clinical Science in Psychology, Social Work or similar discipline;
- License-eligible for independent practice in a health care provider in Oregon;
- A record of, or evidence of potential for, scholarly productivity and excellence commensurate with level of experience;
- A record of, or evidence of potential for, obtaining external research funding.
- Demonstrated capacity or potential to conduct, administer, and sustain a significant program of scientifically rigorous research;
- Demonstrated excellence or the potential for excellence in teaching graduate level university courses;
- Evidence of success or potential for success in teaching, mentoring, and supervising graduate students;
- Evidence of successful or potential for successful research collaboration and/or consultation support to research collaborators; and
- Commitment to equity in research, teaching, and service activities.

**Preferred Qualifications:**

- Excellent communication skills for translating research findings for policy makers, intervention teams, and research and evaluation specialists;
- An established area of substantive research interest that complements existing COE research (e.g., special education, educational equity for traditionally underrepresented groups, prevention science, assessment and/or evaluation in applied educational or human service settings); and
- Demonstrated track record of effective work with culturally and linguistically diverse populations, especially Spanish speaking populations.

**Tenure-Related Faculty Position**  
**Priority 3**  
**(Contingent on Current Search; CFT TTF search # 16179 from AY 16-17)**

*Assistant Professor – Couples and Family Therapy*  
Department of Counseling Psychology and Human Services

The Department of Counseling Psychology and Human Services (CPHS) in the University of Oregon's (UO) College of Education is seeking to hire a 9-month tenure-related faculty member at the assistant professor rank. The position will begin fall, 2018. We seek colleagues who will engage in identifying, implementing, and evaluating culturally adaptive and responsive interventions in underserved, socio-economically marginalized, and ethno-culturally diverse communities. This faculty member should have rigorous research experience and/or trajectory with the potential for, or a history of, obtaining external research funding. We seek candidates with strong multicultural competencies and dedication to enhancing equity and social justice, and candidates who will contribute to one or more of our accredited undergraduate, master's, and doctoral degree programs.

The College of Education at the UO has a strong tradition of scholarship, outreach, and impact at local, state, national, and global levels. The College is a community of scholars devoted to scholarly excellence and creating a learning and research environment that seeks diverse perspectives, demands equity, and fosters inclusion. It is home to a dozen research and outreach units, two training clinics, and a highly productive faculty who are national and international leaders in prevention science, school-based intervention, research methods, and measurement designed to improve the lives of children and families.

Many of the UO College of Education graduate programs are some of the highest ranked in the country, including the Counseling Psychology, School Psychology, and Special Education Programs. The Department of Counseling Psychology & Human Services includes the Counseling Psychology Ph.D. and Couples and Family Therapy Masters' programs, the Family and Human Services undergraduate program, newly launched graduate programs in Prevention Science (Masters' and Ph.D. programs), and the graduate-level Spanish Language Research and Practice Specialization. It is home to the new UO Cluster of Research Excellence in Health Promotion and Obesity Prevention (HPOP) initiative and is aligned with the highly productive UO Prevention Science Institute. Department faculty are dedicated to enhancing multicultural competencies, promoting social justice, and promoting prevention science and practice. Department faculty are qualified to teach across all programs in the department.

College faculty also engage in scholarship with, and in service to, our diverse communities and that advances the effectiveness of educational and social service systems for all children and families. Candidates also will find that our faculty are devoted to inspiring and mentoring the approximately 1500 undergraduate and graduate students who comprise the College and who will be the next generation of educational and social service leaders. We look forward to welcoming a colleague to join this vibrant, successful, and collaborative faculty and who will contribute to our scholarly strengths in the areas of prevention science and evidence-based practice implementation with underserved individuals and families.

**Responsibilities:**

Conduct an active, externally-funded research program; teach graduate and undergraduate courses; advise and mentor graduate student research and supervise clinical work; and contribute to university governance in a manner consistent with the needs of a major research university, and, eventually, (d) departmental continuing education activities.

**Required Qualifications:**

- Ph.D. in an applied field such as Marriage and Family Therapy, Counseling, Clinical, or School Psychology, Social Work, or related field;
- A Master's or Doctoral degree in Marriage/Couples and Family Therapy from a COAMFTE accredited program; License eligible as a Marriage and Family Therapist in the state of Oregon;
- Record of or potential for strong scholarly productivity;
- Record of or potential for external research funding, particularly through federal funding agencies;
- Demonstrated capacity or potential to conduct, administer, and sustain a rigorous program of research;
- Demonstrated commitment to enhancing multicultural competencies and promoting equity, inclusiveness, and social justice;
- Record of or strong potential for mentorship and/or supervision of student research;
- Demonstrated ability to work collaboratively and collegially in department, college, university, and community service and governance;
- Eligibility for AAMFT Approved Supervisor status.

**Preferred Qualifications:**

- Ability or potential to engage in interdisciplinary research;
- Ability to supervise graduate student clinical services;
- Spanish language clinical supervision competency;

**Tenure-Related Faculty Position  
Priority 4**

*Assistant Professor  
Measurement and Quantitative Research Methods  
Department of Educational Methodology, Policy, and Leadership*

**Position Overview:** The successful candidate will have a quantitative research methodology focus and an ability to teach in the following areas: (a) analysis of performance and change over time using a range of quantitative analytic strategies, (b) data-based decision making using a variety of data analysis visualization techniques, or (d) big data science, informatics, or other emerging areas of research methodology. Other duties include advising graduate students, establishing an independent research program, participating in service activities in the department, college, and university, and engaging state and national education associations focused on measurement and quantitative research methods.

The College of Education at the UO is one of the highest ranked colleges of education in the United States and has a strong tradition of scholarship, outreach, and impact at local, state, national, and global levels. We are a community of scholars devoted to scholarly excellence and creating a learning and research environment that seeks diverse perspectives, demands equity, and fosters inclusion. We have a dozen research centers and institutes (<https://education.uoregon.edu/research>) and a highly research-active faculty that consistently ranks among the top in the nation. The Department of Educational Methodology, Policy, and Leadership (EMPL) brings together scholars from diverse disciplinary backgrounds with shared expertise in using data-informed evidence to guide professional practice and policymaking that ultimately improves how education and social systems work to serve students, families, and communities. The department offers administrative licensure programs and Master's, D.Ed., and Ph.D. degrees, as well as pre- and pro-licensure programs for administrative certifications. EMPL is uniquely strong in terms of the high quality of our quantitative and research methodology expertise.

**Required Qualifications**

*The successful candidate must have all of the following characteristics:*

- Earned doctorate in Quantitative Research Methodology, Educational Measurement, Statistics or similar field;
- Strong background and training in quantitative research methods including measurement, longitudinal data analysis of change, and modern visualization methods for evaluating and understanding outcomes, impact evaluation, and interventions;
- Record or evidence of potential for scholarly productivity and excellence in peer-reviewed journals;
- Demonstrated capacity to conduct, administer, and sustain a significant program of externally-funded research that is scientifically rigorous and connected to ensuring effective education systems and student success;
- Record or promise of high quality teaching and advising of university students;

- Commitment to integrating themes of equity, diversity, and/or inclusion throughout the professional portfolio of work; and
- Experience or demonstrated potential for teaching hybrid and online classes.

### **Preferred Qualifications**

*Preference will be given to candidates who have experience or research interests in one or more of the following areas:*

- Development and validation of innovative measurement approaches including but not limited to multidimensional and conditional IRT modeling, graph theory, or Bayesian theory;
- Methods to manage and investigate big data that rely on emerging data science strategies to analyze complex datasets in specific areas (e.g., education accountability systems, student outcomes, social network analysis, or program evaluation);
- Quasi-experimental methods applied to quantitative policy and program analysis;
- Analysis of subgroup differences to engage issues of equity and diversity;
- Knowledge of effect size methods in the description and validation of program outcomes
- Utilization of data to guide individual/institutional decision making;
- Data visualization utilizing R and/or other emerging analytic platforms; and
- Experience collaborating with external organizations (local, state, and national agencies) as well as interdepartmental collaboration to utilize assessment, measurement, and methodological approaches that improve individual and system performance/change, as well as advance effective practices

### ***Search Rationale Based on UO and COE Criteria***

This position is important not only within the EMPL department but can also support others in the COE and the UO. For example, quantitative research requires reliable and valid measures, and much research at UO focuses on analyses of big data and large-scale data, and/or measurement of the cognitive, emotional and social functioning of individuals. In addition, there is a need for effective design and analysis of surveys and questionnaires across various disciplines throughout UO. The proposed position will support all of these needs and activities. Validation of inferences and use of information is critical to the improvement of individuals and systems across the UO. Other departments in the COE and colleges within the UO have active research activities in schools, clinics, communities, and organizations (industries) that would benefit from greater inter-departmental collaboration and support for the use and application of quantitative methods.

This position aligns with UO and COE search priorities in many specific ways including:

- A research and teaching focus that contributes to other centers in the College of Education that address development of innovative measurement systems as well as data utilization for individual improvement and systems performance
- Research associated with this position necessarily incorporates equity and inclusion within various validation research designs and as applied to various subgroups of individuals.
- The position emphasizes interest and effort in obtaining external support through active grant applications and work in securing contracts with local and state educational agencies as well

as professional organizations.

- The position has a broad quantitative research focus that will address needs from other departments, centers, and agencies such as appropriate and adequate measurement development and validation, as well as evaluation of program, policy or intervention effects. The position also requires willingness to teach online/hybrid education.

**Tenure-related Faculty Position**  
**(Contingent on Current Search; SPED TTF search # 16181 from AY 16-17)**

*Assistant Professor, Special Education and Clinical Sciences*  
College of Education at the University of Oregon

The Department of Special Education and Clinical Sciences in the University of Oregon's College of Education invites applications for a tenure-line assistant professor position in our nationally ranked Special Education program. We are especially interested in candidates whose scholarship focuses on behavior support in school, home, and community contexts. We also seek scholars who have demonstrated, or show potential for, an ability to establish and maintain a record of extramural funding that complements and adds to our strengths in assessment, prevention, and intervention for school-aged children or youth and their families. An interest in teaching coursework focusing on issues pertaining to applied behavior analysis, positive behavior support, prevention science, or administrative systems of school-wide discipline is desirable. The appointment begins September 16, 2017.

The College of Education at the University of Oregon has a strong tradition of scholarship, outreach, and impact at local, state, national, and global levels. The College is a community of scholars devoted to scholarly excellence and creating a learning and research environment that seeks diverse perspectives, demands equity, and fosters inclusion. It is home to a dozen research and outreach units, two training clinics, and a highly productive faculty who conduct innovative research and scholarship in education and the clinical sciences. Our faculty are national and international leaders in prevention science, school-based intervention, research methods, and measurement designed to improve educational and social service systems for all. Faculty are also devoted to inspiring and mentoring the approximately 1500 undergraduate and graduate students who comprise the College and who will be the next generation of educational leaders. We look forward to welcoming a colleague to join this vibrant, successful, and collaborative faculty and who will contribute to our scholarly strengths in the broad area of behavior supports.

**Required Qualifications**

- (1) Earned doctoral degree in special education or related discipline (e.g., school psychology, child clinical psychology);
- (2) Established record, or evidence of strong potential, for producing scholarship relevant to special education and the needs of diverse students and their families and at least one of the following: applied behavior analysis, school-wide behavior support, positive behavior support;
- (3) Established record, or evidence of strong potential for obtaining external research funding;
- (4) Evidence of working competently with children and families from culturally diverse populations (e.g., Indigenous, African American, or Latino/a);
- (5) An established record, or evidence of strong potential, of successful teaching, advising, and mentoring undergraduate and/or graduate students in research and practice; and
- (6) Demonstrated ability to engage in productive, respectful, collegial relationships with students, faculty, and staff.

### **Preferred Qualifications**

- (1) Eligibility for teaching licensure in Oregon;
- (2) Strong scholarly record in the area of educational supports for culturally diverse students and underserved groups;
- (3) Experience implementing positive behavior support;
- (4) Experience conducting, publishing, and teaching single-case methods; and
- (5) Experience using applied behavior analysis in research or applied contexts.

### **Responsibilities**

- (1) Teach graduate courses related to special education, consistent with program and departmental instructional needs
- (2) Advise and provide research supervision to doctoral students in the department
- (3) Conduct an active, externally funded program of research and scholarship in conjunction with one of our many University or College research centers or institutes (e.g., Prevention Science Institute, Center on Teaching and Learning, Educational and Community Supports, University Center for Excellence in Developmental Disabilities)
- (4) Provide department, college, university, and professional service appropriate to rank
- (5) Contribute to program, department, college, and university governance appropriate to rank

**To Apply:** Electronically submit (1) letter of application including a statement of qualifications in relation to diversity and special education scholarship, (2) curriculum vitae, (3) up to three recent publications that exemplify your work, (4) evidence of teaching activity and teaching effectiveness, and (5) three letters of reference and contact information for your referees. Foreign national candidates whose employment conditions meet federal and University requirements under an immigrant classification are encouraged to apply. Inquiries regarding the position should be addressed to the chair of the search committee, Chris Murray, PhD at [cjmurray@uoregon.edu](mailto:cjmurray@uoregon.edu). Questions about administrative aspects of the search process can be directed to Amy Green at [SPEDsearch@uoregon.edu](mailto:SPEDsearch@uoregon.edu). Finalist in this position must successfully complete a criminal background check. To ensure full consideration, submit materials by 5:00 p.m. PST on October 31, 2016. Review will continue until position is filled.

*The University of Oregon is an equal opportunity, affirmative action institution committed to cultural diversity and compliance with the ADA. The University encourages all qualified individuals to apply, and does not discriminate on the basis of any protected status, including veteran and disability status. We seek candidates with demonstrated potential to contribute positively to the University of Oregon's diverse community*

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**Starting Date:** Sept. 16, 2017

**Salary:** \$68,000 - \$90,000

**Application Deadline:** Review of applications will begin **November 1, 2016**. Applications will be accepted thereafter until the search is closed.

### **Short Ad:**

The University of Oregon's College of Education is recruiting applicants for a tenure track faculty position in Special Education at the rank of Assistant Professor. Preference will be given to applicants who focus on behavior support, applied behavior analysis, implementation



science, and serving diverse or underserved students. Candidates from diverse backgrounds are strongly encouraged to apply. The position start date is September 16, 2017. Review of applications will begin November 1, 2016. For full job posting and application directions, see <http://jobs.uoregon.edu/unclassified.php?id=5651>.

The UO is and EO/AA/Veterans/Disability institution committed to cultural diversity.

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**Search Committee Members:**

Kent McIntosh, (Professor, Special Education, [redacted])  
Hank Fien (Associate Professor, School Psychology, [redacted])  
Chris Murray, Chair (Professor, Special Education, [redacted])  
Elizabeth Stormshak (Professor, Counseling Psychology, [redacted])  
[redacted]  
Kim Ledbetter (Staff, Educational and Community Supports, [redacted])

**Recruitment Strategies:**

In Print:       Chronicles of Higher Education  
                  Diverse Issues in Higher Education

On Line:        UO Jobs website  
                  NCME  
                  Chronicles of Higher Education  
                  AERA online  
                  AAUW online  
                  Society for Prevention Research  
                  National Hispanic Science Network  
                  American Association of Blacks in Higher Education  
                  American Indian Higher Education Consortium  
                  AsiansInHigherEd.com  
                  BlacksInHigherEd.com  
                  HispanicsInHigherEd.com

Listservs:      Society for Prevention Research  
                  CEC Today  
                  SpedPro  
                  CEC Smartbrief

**Proposed Timeline:**

Position announcement posted: August 1, 2016  
Application review begins: November 1, 2016  
Interviews Planned: November/December 2016  
New Hire Anticipated Start Date: September 16, 2017



To: Scott Coltrane  
From: Michael Moffitt and Marcilynn Burke  
Re: Law School Tenure-Related Hire; Search Proposal LAW-2017-a  
Date: April 18, 2017 (amendment to April 7 submission)

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**Requested TTF Specialty:** Criminal Law  
**Requested TTF Rank:** Assistant or Associate Professor

**Search Context:** A TTF hire in the Criminal Law area is the law school's highest immediate priority. For many years, [REDACTED] and Professor Margie Paris have anchored our Criminal Law program and our required, first-year Criminal Law curriculum. Both announced their retirements earlier this year, with Professor Paris' retirement being effective immediately at the end of this academic year. A hire in this area is needed to deliver the foundational instruction our students require to prepare them for the bar examination and for practice. Judges, prosecutors, public defenders, and legal aid programs provide the largest percentage of opportunities for Oregon Law's recent graduates to have meaningful litigation experience. And each of those experiences is predominantly in the Criminal Law area. The following discussion addresses the need for this hire in the context of the criteria prescribed for this process.

**Enhancing Academic Quality:** A law faculty member in this area would meet a critical need in preparing our students for academic and professional success. Oregon Law has a long-standing tradition of producing criminal lawyers through a rigorous and well-respected academic program. Criminal Law is widely-recognized in the legal academy as one of the most important in terms of scholarly influence. Moreover, Criminal Law is a subject tested on the bar exam in every state.

**Promoting Interdisciplinary Excellence:** We anticipate candidates will have interdisciplinary competencies or expertise in disciplines such as philosophy, political science, sociology, anthropology, and history—especially given the recent public conversations about race and criminal justice.

**Supporting Diversity, Equity and Inclusion:** A hire in Criminal Law will provide an opportunity to attract a pool of applicants whose teaching and research profiles focus on the intersection of the criminal justice system and race, ethnicity, identity and socioeconomic status. It is also an area of law that attracts one of the most diverse pools of law school applicants and matriculates.

**Increasing External Support:** With a new hire in the area of Criminal Law, the Law School hopes to increase the likelihood of securing external sources of funding through institutional partnerships. One such partnership under consideration is with the Oregon Justice Resource Center, which houses the Oregon Innocence Project, the Reentry Law Project and the Women in Prison Project (<http://ojrc.org>).

**Growing Graduate Education:** The hire will provide graduate education in the most popular area nationally among law school applicants based on data from the Law School Admissions Council. This area of law also provides many post-graduate employment opportunities for our students.



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**MICHAEL MOFFITT, DEAN**

**UNIVERSITY OF OREGON SCHOOL OF LAW**

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To: Scott Coltrane  
From: Michael Moffitt and Marcilynn Burke  
Re: Law School Tenure-Related Hire; Search Proposal LAW-2017-b  
Date: April 18, 2017 (amendment to April 7 submission)

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**Requested TTF Specialty:** Land Use/Transportation/Green Development Law  
**Requested TTF Rank:** Assistant or Associate Professor

**Search Context:** Sustainability in the built environment commands significant global attention. Cities worldwide now grapple with immediate needs to re-design food, water, transportation, housing, energy, and waste systems, both to decarbonize their communities and to adapt to the rapid changes brought on by climate change. Universities are responding to these challenges, and UO is particularly positioned to do so because of its already existing strength in the area. But despite the State of Oregon's reputation as a national leader in land use, and the law school's reputation and high ranking in environmental law, the school lacks faculty capacity in this core area. A strategic law hire was endorsed in the UO Cluster Hire process ("SCI Cluster Hire"), and it meets current hiring criteria:

Enhancing Academic Quality: A law faculty member in this area would allow students to gain doctrinal and experiential learning in reinventing urban landscapes while bringing distinction to the UO through cutting-edge multi-disciplinary academic research. This hire would enhance the national reputation and recognition of the Environmental and Natural Resources Law Program, which is consistently ranked among the top in the nation.

Promoting Interdisciplinary Excellence: The urban challenge is a prime example of interdisciplinary need, requiring interactive expertise in planning, architecture, law, engineering, economics, business, sociology, and many other disciplines. Much of this research, teaching, and service will be conducted in collaboration with existing cross-disciplinary initiatives like the UO's Sustainable Cities Initiative (SCI), and its "Urbanism Next" research theme, where law has a unique role in implementing change.

Supporting Diversity, Equity and Inclusion: Urban re-design is replete with opportunities to focus on environmental justice, social equity, low-income housing, food sovereignty, and broad socio-economic disparate impacts.

Increasing External Support: Significant public funding sources and private philanthropy have prioritized urban re-design, transportation infrastructure, green development, and sustainability in the built environment. There are current proposals before the National Science Foundation, the Bullitt Foundation, and IBM. Additional viable opportunities exist with EPIC-Network, the National Institute for Transportation and Communities, and the Association of Pacific Rim Universities.

Growing Graduate Education: The hire will provide opportunities for cutting-edge graduate research in urban re-design and green development, and enhanced concurrent degree offerings—all supported by a cross-disciplinary faculty advising team that includes legal expertise.

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**To:** Scott Coltrane, Provost and Senior Vice President  
 Brad Shelton, Senior Vice Provost for Budget and Strategic Planning  
**From:** Sarah Nutter, Edward Maletis Dean, Lundquist College of Business  
**Date:** April 6, 2017 *Sarah E Nutter*  
**Subject:** Lundquist Tenure-Track Personnel Requests

Attached are the tenure-track personnel requests for the Lundquist College of Business for searches to be completed in academic year 2017/2018 along with the required spreadsheet. These requests are divided by category:

**New:**

- 1) Assistant/Associate Professor Management (New)
- 2) Assistant/Associate Professor Accounting (New)

**Replacement:**

- 1) Assistant/Associate Professor Finance (Replacement Resignation)
- 2) Assistant/Associate/Full Professor Management (Replacement Resignation)
- 3) Assistant/Associate Professor Marketing (Replacement - Retirement)
- 4) Assistant/Assistant Professor Operations and Business Analytics (Replacement REDACTED)

I wanted to point out to point out two things. First, our new position requests are listed in priority order based on an analysis of SCH served, degrees, current faculty levels, and percentage of scholarly academics (SA) as required by AACSB, our accrediting body. The table below shows the % of SA faculty teaching in each of our disciplines for AY17/18. Additionally, we did not prioritize replacements since all four are equally needed to meet student demand and to keep already low levels of scholarly academic classifications in these areas.

| Assigned sections by faculty type for AY 17/18 |     |      |     |         |     |       |         |
|--|-----|------|-----|---------|-----|-------|---------|
|  | TTF | NTTF | GTF | PRO TEM | TBA | TOTAL | %SA FAC |
| ACTG   | 31  | 37   | 9   |         | 8   | 85    | 0.47    |
| FIN  | 38  | 29   | 7   | 4       | 3   | 81    | 0.56    |
| MGMT/BA  | 26  | 68   | 4   |         | 15  | 113   | 0.26    |
| MKTG   | 34  | 35   | 8   |         | 14  | 91    | 0.46    |
| OBA  | 30  | 18   | 2   |         | 9   | 59    | 0.54    |
| TOTAL  | 159 | 187  | 30  | 4       | 49  | 429   | 0.44    |

Second, on the required spreadsheet, the data for Lundquist is not broken down by area but is instead lumped together under the category of Business Administration in many cases. This data was provided by Institutional Research and was used to be consistent with the data source used by other entities for their submission in this process. We were able to get some level of breakdown for SCH and degrees, however, some manipulation of the data was still required (i.e. figuring out a percentage of General Master degrees tied to each department). FTE data was not available broken down by the time of this submission. However, based on an analysis completed within the College, the AY16/17 figures should be representative.

Any further information I can provide, or questions you may have, please contact me.

**Rank:** Assistant/Associate Professor  
**Department:** Management  
**New or Replacement:** New  
**Priority:** 1

The Management Department seeks to hire a research-focused scholar who can bolster our research identity in the area of organizational behavior. Ideally, we will hire a scholar who links to one of our key centers at Lundquist College of Business, such as the Center for Sustainable Business Practice or the Lundquist Center for Entrepreneurship, through the study of such topics as: creativity and innovation, the psychology of entrepreneurship, individual and cultural factors in ethics, sustainability, corporate social responsibility & employee well-being, cross-cultural management, careers, social networks, and/or teams.

Management plays an important role in many program offerings at the Lundquist College and this hire has the potential to contribute to a number of these programs. This position has the potential to connect with signature initiatives at the Lundquist College, potentially leading to deeper and more accomplished support of the OEMBA program (e.g., leadership or global strategy) that would certainly have the potential for high value-added courses and executive education. The new hire could also help forge connections with the new Knight Campus for Scientific Impact. At the doctoral level, the scholar selected will complement the research streams of our current and research active faculty, while also adding unique expertise (e.g., psychology of entrepreneurship, corporate social responsibility and employee well-being, ethics), thereby offering doctoral students additional avenues for scholarly exploration as well as potential for new course offerings.

This position will increase the number of tenure track faculty members at Lundquist and, given the typical course sizes in the college (40-55 students), it will also increase the percentage of student credit hours taught by tenure track faculty members. Finally, and importantly, the Organizational Behavior Division of the Academy of Management boasts a fairly diverse population in terms of race and gender, and the Management Department also includes members that represent diversity on both of those dimensions. In the past the department has interviewed and made offers to individuals from underrepresented groups, and we have significant experience and some success in trying to attract and hire colleagues from diverse backgrounds. The opportunity to hire from a fairly diverse branch of the academy suggests we have a good opportunity at increasing the diversity at Lundquist and UO through this hire.

The Management Department covers a broad slate of undergraduate courses, frequently delivered with BA as well as MGMT prefixes. The Department also contributes to a number of Lundquist College initiatives, such as the Sustainable Business Practices MBA program and both MBA and undergraduate entrepreneurship programs. The undergraduate demands have grown along with the growth of our majors, but the Sustainable Business Practices program has had special growth in the last several years. The Department also foresees contributing to instruction in entrepreneurship and innovation in association with the Knight Campus for Accelerating Scientific Impact. Additionally, the Department has found itself needing to use non-tenure track faculty members in many courses that historically had been staffed by tenure track faculty, such as strategic management, principles of management, international management, human resource management, and other courses. It is well past time to return tenure track scholars to those sections.

**Rank:** Assistant/Associate Professor  
**Department:** Accounting  
**New or Replacement:** New  
**Priority:** 2

Additional tenure track faculty lines will enhance the academic excellence of the accounting department. In the past decade the department has made great strides in attracting and retaining high-quality research faculty, which has led to a marked increase in the department's research reputation. Our research strength puts us in a position to successfully recruit top candidates in our field. Growing our research faculty will also enhance our research culture and increase opportunities for collaboration among faculty and doctoral students. A vibrant research culture and strong doctoral program are both important factors in retaining our current research faculty. The accounting department's research accomplishments contribute positively to the reputation of the department, the college and the university, and supporting more tenure track faculty lines are key inputs into maintaining this excellent reputation.

The department also has a demonstrated teaching need based on historical student credit hour data and the range of programs in which we teach (undergraduate, master of accounting, MBA, EMBA and PhD). Additional tenure track faculty lines will help us meet our teaching needs, and will also help the department comply with AACSB accreditation standards.

Finally, additional tenure track faculty lines signal the college's support of the accounting department to our external partners. We have many donors who have generously contributed to our department, and are committed to its ongoing success. We have assured our donors that our new college leadership recognizes our department's strength and supports our goals.

The department has distinguished itself internationally based on its high-quality research. Based on the accounting research rankings developed by BYU, which are the most widely recognized in the field, the department currently ranks third out of 113 universities for tax research, 43rd out of 372 universities for financial accounting research and 11 out of 116 universities for analytical accounting research.

Based on the Academic Analytics database (AAD), the department ranks in the 91<sup>st</sup> percentile among research institutions with doctoral programs and in the 99<sup>th</sup> percentile among all institutions in the AAD. The AAD also reports that 100 percent of tenure track faculty have a journal publication in the last four years and a citation of their work in the last five years. The number of journal publications per faculty member ranks in the 78<sup>th</sup> percentile and the number of citations per faculty member ranks in the 81<sup>st</sup> percentile among research institutions with doctoral programs. It is important to note that these data are as of Fall 2015, and department members have had a notable number of publications in A-level journals since the point of measurement (11) which will improve the department's ranking in terms of number of publications per faculty member.

The student credit hour data provided by the college indicate a generally steady number of student credit hours in the undergraduate program over the past five years, but a decrease in the number of majors during the same period. During this period the department has relied on pro tem instructors and overload teaching by both career NTTF and TTF to meet teaching needs.

**Rank:** Assistant/Associate Professor  
**Department:** Finance  
**New or Replacement:** Replacement

The Finance department is requesting a replacement position to leverage the successes in both research and teaching that they've been enjoying in recent years, and their undergraduate enrollments in Finance classes have increased to a point that they are unable to fully meet students' demands for our classes.

The department has started a new MS Finance program. Our faculty's high-quality research and proven success in the classroom is a promising combination for such an initiative. Moreover, the MSF can be a conduit for providing additional resources to our faculty and to students in all programs, not just the MSF. To reach the goals we have for this initiative will require additional faculty capacity, both in teaching and industry engagement. The first cohort will begin its coursework in Summer 2017. Our investment in the success of this program is the deployment of our best teachers to this curriculum. Four new electives are planned next year (and staffed by TTF): Venture Capital and Private Equity, Hedge Funds, Advanced Portfolio Management, and a Capstone Practicum. These electives have received interest from MBA students as well, and not just from those in the Cameron Center for Finance and Securities Analysis. One historical feature of our department's course offerings has been the limited number of finance electives, which has been noted by students and program directors. This limited set is due to our small faculty size and the sense that more specialized courses may not be have enough student demand to justify the use of TTF. The MSF program may provide the initial spark in demand to produce more electives in the future. Additionally, the MSF program is an opportunity to engage with industry. Having a curriculum that employers value requires industry involvement, which in turn can lead to a growth in external resources for our department and the Cameron Center.

Finance is a growing concentration choice. Undergraduate student credit hours (SCH) in Finance courses have increased 19% over the last three academic years (from 8,217 in 2012-2013 to 9,755 in 2015-2016), while the overall growth in SCH across the entire Lundquist College has only been 3%. The Assistant Director of Undergraduate Programs recently noted a need to provide more sections of Finance electives. This need is also evident from observing that many of our elective courses have waitlists, often more than ten students per section. Additionally, enrollment pressure from the MBA side is relatively mild, but nevertheless the Masters Programs Office has expressed concerns about our department's inability to offer a second section of an elective, FIN 671, next year. That elective has seen a recent increase in MBA demand that is forecasted to continue given the creation of the Advanced Strategy and Leadership specialization.

Our faculty has been rather productive in terms of top-tier research. Since 2014, our TTF have published 17 papers in peer-reviewed journals, most of these in the top three journals in our field: *Journal of Finance*, *Journal of Financial Economics*, and *Review of Financial Studies*. Our publication count in these elite finance journals over this period ranks us 39<sup>1</sup> amongst North American universities based upon data compiled by the University of Texas at Dallas. In addition, our faculty has been actively presenting their research at major, prestigious conferences.

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<sup>1</sup> The data are available at: <http://jindal.utdallas.edu/the-utd-top-100-business-school-research-rankings/>. To see the rankings, select Rankings by Journal, then the window 2014-2017, the top three finance journals, and North American Rankings.



**Rank:** Assistant/Associate/Full  
**Department:** Management  
**New or Replacement:** Replacement

**This position is currently being sought under a Target of Opportunity hire. Candidates are coming to campus in late April. Should that fail, we are seeking permission to search for this replacement in AY 17/18.**

The Management Department seeks to hire a research-focused scholar whose research focus is in strategic management or macro organization theory. Ideally, we will hire a scholar who links to one of our key centers at Lundquist College of Business, such as the Center for Sustainable Business Practices or the Lundquist Center for Entrepreneurship, through the study of such topics as: sustainability, technology and innovation, entrepreneurship, and corporate social responsibility.

The Management Department has shown substantial research productivity and has had success at raising external funds (an average of \$75,000 per faculty member) since 2014. This research has been conducted on mainstream management topics, and interdisciplinary areas of research (e.g., UO Management Department and chemistry departments collaborated on a forthcoming Administrative Science Quarterly article by Andrew Nelson and Management alum Jen Howard-Grenville). Hiring the scholar described herein would dovetail with several research centers at the Lundquist College, as well as with several related programs on campus. Depending on the disciplinary training and research focus of the individual, they could connect with scholars in the Economics, Political Science, and Sociology departments, as well as with colleagues in many interdisciplinary programs associated with sustainability and technology/innovation.

In addition to its research success, the department plays an important role in many program offerings at the Lundquist College and this hire has the potential to contribute to a number of these programs. This position has the potential to connect with signature initiatives at the Lundquist College, potentially leading to deeper and more accomplished support of the OEMBA program (e.g., strategic management or global strategy) that would certainly have the potential for high value-added courses and executive education. The new hire could also help forge connections with the new Knight Campus for Scientific Impact. At the doctoral level, the scholar selected will complement the research streams of our current and research active faculty, while also adding unique expertise (e.g., sustainability strategies, innovation processes, technology commercialization), thereby offering doctoral students additional avenues for scholarly exploration as well as potential for new course offerings.

In addition to the aforementioned contributions, this position will increase the number of tenure track faculty members at Lundquist and, given the typical course sizes in the college (40-55 students), it will also increase the percentage of student credit hours taught by tenure track faculty members. The Business Policy and Strategy and Organizational Theory Divisions of the Academy of Management have some diversity in terms of race and gender, and the Management Department also includes members that represent diversity on both of those dimensions. In the past the department has interviewed and made offers to individuals from underrepresented groups, and we have significant experience and some success in trying to attract and hire colleagues from diverse backgrounds. The opportunity to hire from a fairly diverse branch of the academy suggests we have a good opportunity at increasing the diversity at Lundquist and UO through this hire.

**Rank:** Assistant/Associate Professor  
**Department:** Marketing  
**New or Replacement:** Replacement

The Marketing Department seeks to fill an assistant/associate professor position in the area of Consumer Insights to support trends in student educational needs, the potential for integrative research productivity, and our need to address AACSB requirements.

The Marketing Department of the Lundquist College of Business is known as “CB” (Consumer Behavior) oriented. This stems from past and current faculty. Hiring in the area of consumer insights melds with both our image and current department members but orients us more toward analytics. This fits with our Warsaw Center for Sport Marketing since one growth area of consumer insights is in sports. Faculty researching in this space would consider topics of consumer engagement and loyalty and target journals such as the *Journal of Marketing Research* as well as consumer-oriented journals such as the *Journal of Consumer Research*.

In terms of sport marketing, Mahony in the *Journal of Sport Management* (2008) described a primary shortcoming in sport management education is the lack of qualified faculty to teach and to conduct research. The marketing department at the Lundquist College of Business is in an ideal situation to serve this need. Our PhD program attracts students interested in the research context of sport but also interested in having a strong business degree. Zaharia et al. (2016), also in the *Journal of Sport Management*, report a study of 74 departments within US business schools that feature sport management programs. Reading this report is inspiring. We are noted there as having the first endowed sport business program in a business school. Moreover from this article, across performance measures, one can better understand both our first mover advantage and the intense competition we now face (e.g., 20 programs in the early 80 and 469 today). If we are to maintain (or some might say, regain) our standing, we must invest in sport business through new faculty hires.

The mission for our department is, in part, to create a collaborative group of researchers who apply their different methodological approaches to a common set of research questions related to the intersection of society and business. Specifically, our department's research interests reflect the strengths of Lundquist leadership in Sports Marketing and Sustainable Business.

The department of marketing has had to depend excessively on local temporary instructional staff. This creates several issues. In terms of student experience, while we may find outstanding local talent, we have historically come to situations where individuals not ideally suited to a topic end up in the classroom, often times with little training or preparation. From a managerial perspective, the marketing department and Warsaw center has a large group (17 instructional staff not counting PhD students) many of which change year to year. This churn increases the cost of hiring, increases the cost of service recovery if things do not go well, and contributes to a loss in the sense of community and team building. Currently, only 35 of the 86 sections that we staff are taught by tenure track faculty (although an additional 16 are taught by NTTF with a PhD). In terms of AACSB, this shortfall in tenure track faculty is particularly important in the sport marketing area.

Additionally, our curriculum does not address the growing need for analytics in any way. There is a need for new faculty in marketing to bring new ideas to the college and department but also to help implement them.

**Rank:** Assistant/Associate Professor  
**Department:** Operations and Business Analytics  
**New or Replacement:** Replacement

The teaching and research focus of the Department of Operations and Business Analytics (OBA) lies in the areas of statistical modeling, variable selection, model dimension reduction, big data, operations management, and management information systems. Our integrated curriculum emphasizing statistical analysis, predictive modeling, optimization, supply chain, e-business, and technology prepares students with the critical thinking skills and the background needed to successfully manage the operations of an enterprise, and to transform the ever increasing amounts of data into information for better decision making. Emphasizing methods based on optimization and statistical analysis, the department's research focuses on identifying opportunities for enhancing firms' supply-chain efficiency, profitability, and sustainability, and on developing novel methodologies for analyzing and constructing large scale multivariate models.

The Department seeks to fill a tenure track position in Applied Statistics with research interests in the areas of econometrics, data mining, forecasting, and estimation and inference in high dimensional models and big data. Research should generate synergies with other members of the department, and generate new research ultimately leading to publications in the premier journals of the field. This request is to replace a faculty member who [REDACTED]. The Applied Statistics position was authorized last year, but unfortunately our search did not yield a suitable candidate. This position will contribute to the research mission of the College and Department in the areas of econometrics, high dimensional models, big data, supply chain management, revenue management, and optimization, and will generate research synergies with other members of the department. Moreover, it will help solidify a foundation for interdisciplinary research in supply chain analytics, a new and promising field in OM (real time modeling, e.g., Uber-like applications).

In the last two years the demand for OBA electives both at the graduate and undergraduate levels have increased dramatically. In addition the number of students with a concentration in OBA has also increased four fold (from roughly 25 to 100). The waiting lists for the three OBA 400/500 courses offered in Spring 17, for example, exceeded 40 students (double the capacity offered *for each course*). Moreover, we do not have the capacity next year to teach requested (by the Masters Programs) additional sections of OBA 612 (Quantitative Methods for Managers), OBA 410/510 (Analyzing Big Data), and OBA 410/510 (Business Analytics). We are also under pressure (as demonstrated by the high demand in Spring 17) to add additional sections of OBA 477/577 (Supply Chain Operations and Management) and OBA 433/533 (Information Analysis for Managerial Decisions). In the short run, in terms of growth, we also need to be teaching courses on forecasting and data visualization. It should also be noted that because of enrollment pressures for the last two academic years OBA has not had the capacity to offer any PhD seminars.

Replacing this line will help alleviate enrollment pressures associated with the rapid growth of our concentration, demand from business students for courses in business analytics and supply chain, and help us maintain the appropriate ratios of Scholarly Academics required by AACSB in OBA but the Business School in general to meet the AACSB requirement now being phased for all its students to be exposed to business analytics and the implications of big data analysis.

## Cover Letter

- **Proposal Number** -SOJC-01.
- **College/Division/School:** School of Journalism & Communication
- **Department/Program:** Crosses curriculum
- **Requested TTF Specialty:** Communication Ethics/Communication Law/Philosophy of Communication
- **Requested TTF Rank:** open rank

- **Search Context:**

We seek a faculty member who is qualified to teach Communication Ethics/Communication Law/Philosophy of Communication. The ideal candidate should specialize primarily in Communication Ethics and Law. Ethics and law are requirements for all undergraduates for accreditation and the SOJC presently does not have sufficient faculty expertise to cover these areas. Philosophy grounds these courses, plus is taught separately at both graduate and undergraduate levels.

- **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.**

Communication Ethics and Communication Law are fundamental areas in journalism and media programs around the country and required for all undergraduates for ACEJMC accreditation. Ethics, law and philosophy also need to be offered at the graduate level. Thus, this position would greatly **enhance the academic quality** our graduate program, and especially our growing PhD program, and also our professional master's programs, including a new Brand Responsibility program in the planning stages. There is great **need and demand** for these courses, which are impossible to adequately cover with our current faculty. The quality of our program will be greatly enhanced with the addition of a scholar who teaches across the curriculum, but specializes in communication law and/or ethics, with strength in philosophy as well. We note that this position represents the potential for **interdisciplinary activity**, with potential alliances to be built between the SOJC, the School of Law, the Dept. of Philosophy, and other units across campus. Depending on the specific research area, there could be opportunities to **increase external support**, particularly in collaboration with other SOJC faculty and faculty in other units. We expect that this faculty member will be able to assist in additional context courses across the curriculum depending on areas of knowledge and interest, certainly J201 Media and Society, and other courses as well. Questions of ethics, law and philosophy often intersect with issues and questions of **diversity, equity and inclusion**; so it

is entirely possible that this hire could address these key areas as well. Finally, we note that our current faculty:student ratio is approximately 35:1, compared to the UO average of 17:1. This hire will help bring us closer to the UO average.

- Planned Space – Additional space is not needed beyond an office space.
- Faculty Office Space: Space is available in our Franklin Annex – did not renew a visiting assistant professor who utilized an office.**
- Lab/Studio/Other Unique Space: No unique space is needed.**

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- Renovation Expenses** – No renovation expenses needed.
- **Additional Spaces, if necessary** – NA

Proposal Spreadsheet **(for reference purposes, information**

## Cover Letter

- **Proposal Number** -SOJC-02.
  - **College/Division/School:** School of Journalism & Communication
  - **Department/Program:** Crosses curriculum
  - **Requested TTF Specialty:** Media and intersectionality (i.e., the intersection of ethnicity, class, gender, etc. and how that influences communication); cultural studies; critical race and media; gender and media.
  - **Requested TTF Rank:** open rank
- **Search Context:** We seek to replace [REDACTED], who is retiring effective [REDACTED]. Her research and teaching area is intersectionality and media, cultural studies, critical race studies, and feminist media studies.
- **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.** At the graduate level a major area of study in the field of media and communication studies is intersectionality and media, an area represented by [REDACTED]. Further, [REDACTED] approached the study of intersectionality and media largely from a cultural studies perspective, which is a common conceptual base, often integrated with other frameworks such as critical race theory, postcolonial theory, and feminist or gender theory. A defined area of strength in our doctoral program is international and multicultural diversity. Therefore, the departure of [REDACTED] creates an opportunity for SOJC to hire a strong scholar in this area with publications in top tier venues, thereby enhancing the **academic quality** of SOJC, and supporting **the growth of graduate education**. This hire would mentor doctoral students and teach doctoral level seminars on topics such as cultural studies, critical race and media, feminism and media, and specialized qualitative methods, topics in great demand by our students and students in other units. Obviously, the broad area of intersectionality and media supports **diversity, equity and inclusion**. Further, it is common that scholars working in the area of intersectionality and media are minorities and women, so our hope is that this hire will attract applicants who enhance diversity representation in SOJC. We note that the area is inherently **interdisciplinary** and overlaps with other UO units, particularly Women's and Gender Studies, and Ethnic Studies. Depending on the specific research area, there could be opportunities to **increase external support**, particularly in collaboration with other SOJC faculty and faculty in other units. Further, we note that at the undergraduate level, there is a great **need and demand** to fill this position. [REDACTED] regularly taught our large lecture J320, Gender, Media, and Diversity, which meets a UO multicultural

requirement, and also addresses a professional competency mandated by our accrediting organization. J320 needs to be taught every term and we could fill two sections per term, so we greatly need faculty to teach it, especially as we are losing not only [REDACTED], but two visiting assistant professors who regularly have taught this course. Additionally, we need specialized context courses focusing on particular topics within the broader umbrella of intersectionality, such as Native Americans and media, or LGBTQ and media, depending on the interests and expertise of the faculty member hired. We expect that this faculty member will be able to assist in additional context courses across the curriculum depending on areas of knowledge and interest, certainly J201 Media and Society, and other courses as well. Finally replacing a lost faculty member will be essential just to maintain our current faculty:student ratio of approximately 35:1, compared to the UO average of 17:1. We seek new TTF hires in addition to help bring us closer to the UO average.

- Planned Space - Additional space is not needed beyond an office space.
- Faculty Office Space: [REDACTED] will not retain her office after entering TRP so we will have office space for this TTF.
- Lab/Studio/Other Unique Space: No unique space is needed.

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- Renovation Expenses - No renovation expenses needed.
- Additional Spaces, if necessary - NA

Proposal Spreadsheet (for reference purposes, information)

## Cover Letter

- **Proposal Number** -SOJC-03.
- **College/Division/School:** School of Journalism & Communication
- **Department/Program:** Public relations/Advertising/Strategic Communication
- **Requested TTF Specialty:** Social media data analytics/network analysis
- **Requested TTF Rank:** assistant professor

• **Search Context:** This position replaces Assistant Professor David Remund, who returned to the profession this last year.

• **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.**

Social media have transformed communication, from creating online communities divorced from geography, to empowering consumers to make demands of corporations, to enabling the spread of social issues and support. Social media data and network analysts use big data to track issues, gain consumer insights, determine social media spheres of influence, create data visualizations, and examine source credibility in an age of "alternative facts." This growing area of research is highly **interdisciplinary**, crossing the public relations, advertising, business, nonprofit management, communication, and sociology disciplines. Because it uses big data to track issues and networks, it is one of the few areas in communication capable of attracting moderate to large **external grant funding** from both federal and private sources. Additionally, it would build on SOJC's grant-funded Insights and Analytics lab and cognate grant-funded work being done by SOJC Papé Chair Dr. Seth Lewis. With this foundation of lab facilities and related grant-funded research in place, the SOJC is poised to establish itself at the forefront of the field with this hire and attract additional outside funding. With Dr. Remund's departure last year, the SOJC has had to hire ProTem faculty in Eugene and Portland to cover undergraduate and professional master's classes. This hire would replace those personnel in the classroom, as well as contribute to a robust **graduate curriculum and research agenda** in this area. A hire in this area has been strongly endorsed by the professional Vision Board advising our strategic communications master's program in Portland, which includes top market researchers and communications personnel with Starbucks, Microsoft, and Intel. We are in the process of developing a new Eugene-based professional master's program in Brand Responsibility, and additional faculty such as this hire will be needed for that program too. It would also help us meet our ACEJMC accreditation



guidelines to stay current with technological developments in the field, enhancing overall **academic quality**. Finally, by replacing a lost faculty member, it would help us bring our current faculty:student ratio of approximately 35:1 closer to the UO average of 17:1. Other TTF hires are also needed to help bring us closer to the UO average.

- **Planned Space:** Additional space is not needed.
- **Faculty Office Space:** Space in our Franklin Annex will be available based on the non-renewal of a visiting assistant professor.
- **Lab/Studio/Other Unique Space:** The Insights and Analytics lab in Franklin Annex is already operational.

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- **Renovation Expenses** - No renovation expenses need.
- **Additional Spaces, if necessary** - NA

## Cover Letter

- **Proposal Number:** SOJC-04
- **College/Division/School:** School of Journalism and Communication
- **Requested TTF specialty:** Transmedia Storytelling / Narrative
- **Requested rank:** Assistant Professor

**Search Context:** This position replaces [REDACTED], who will retire in [REDACTED]. His journalism position emphasized print and editing; however, as media have evolved and converged our needs have shifted. Today, there are few media outlets that specialize in just one kind of platform (e.g., many radio stations now produce both print and video content for the Web), and communicators need to find ways to reach audiences across many different media. As the media environment rapidly evolves, SOJC needs to keep our curriculum and research current to attract quality undergraduate and graduate students and secure external funds.

**Describe need:** Transmedia storytelling – a.k.a. multiplatform storytelling, or “cross-media narrative” – focuses on emerging techniques for constructing and disseminating content across multiple platforms and formats using current and emerging digital communication technologies for amplifying messages, achieving saturation, and maximizing audience attention and engagement. Transmedia also invites scholarly attention as media forms and content converge. Currently the only expert in transmedia content at the SOJC is a Professor of Practice and we need to reinforce this area of study and practice that is relevant for all audiences and the professions we serve. This position will **enhance academic quality** by strengthening core research and competencies in an emergent and dynamic practice, **promote interdisciplinary excellence** internally and externally by adding faculty strength in an inherently multidisciplinary area, **increase external support** through industry partnerships and grants as media outlets and professional communicators struggle to master the new media environment, and **grow graduate education** with an emphasis on our multimedia and trans-platform professional master’s programs in Eugene and Portland. Externally, this position would develop curriculum and interdisciplinary research collaborations with UO faculty interested or specialized in Digital Arts, Graphic Design, Digital Animation, Computer Science, Marketing, and Cinema Studies. The search will encourage applicants from various **diverse backgrounds and perspectives**. Finally replacing a lost faculty member will be essential just to maintain our current faculty:student ratio of approximately 35:1, compared to the UO average of 17:1. We seek new TTF hires in addition to help bring us closer to the UO average.

**Planned Space - If Central Assistance is requested, or coordination with other units is needed for any of the following, elaborate here:**

- o Faculty Office Space: [REDACTED] will not maintain his office after entering TRP, making office space available for this hire.
- o Lab/Studio/Other Unique Space: No unique space is needed
- o Renovation Expenses: No renovations expenses needed.
- o Additional Spaces, if necessary: N/A

## Cover Letter

- **Proposal Number** -SOJC-05.
- **College/Division/School:** School of Journalism & Communication
- **Department/Program:** Crosses curriculum
- **Requested TTF Specialty:** Science/environment/communication
- **Requested TTF Rank:** assistant professor

- **Search Context:**

This position addresses increasingly fundamental issues that relate to environment, science and communication. The position would contribute to undergraduate and graduate study in the School of Journalism and Communication, as well as other disciplines. With the passing of Alex Tizon, this rehire is required to fill core classes taught by him. However, the area of emphasis has been changed to better support the SOJC's strategic direction.

- **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.**

This position addresses the growing **need and demand** for courses that address issues related to environment/science and communication/media. While the study of environment is broadly defined and is explored in various programs at the University of Oregon, a focus on communication and media in relation to science and environment is often missing. The SOJC needs a faculty position that focuses on both theoretical and applied approaches to environmental/communication issues, **interdisciplinary** studies of the environment and media, and methods and systems of problem-solving pertaining to these issues. The faculty member would contribute across the curriculum, serving the demand for undergraduate and graduate courses in this area. He/she would not only contribute to a better understanding of environment and communication, but also offer expertise in preparing information and messages about the environment to a wide range of students. The ideal candidate would also be an active researcher and contribute to the growing body of knowledge in this cutting edge area. This position is inherently **interdisciplinary**, with high potential for **external support** as these issues are recognized not only by academics, but within the private and public sectors. In addition, we regularly attract graduate students interested in these areas, and this faculty member would serve in a valuable role as an instructor and mentor, thus contributing to the **growth of our graduate program** in general, our Ph.D. program, and our professional master's programs, as many of our professional master's students

seek a focus on environment and science. Professional master's programs include a new Brand Responsibility program in the planning stages. The faculty member would also become a key contributor to the proposed SOJC Research Center for Communicating Change and Complexity. Finally replacing a lost faculty member will be essential just to maintain our current faculty:student ratio of approximately 35:1, compared to the UO average of 17:1. We seek new TTF hires in addition to help bring us closer to the UO average.

- **Planned Space:** Additional space is not needed.
- **Faculty Office Space:** Dr. Tizon held an office space, so we will be able to accommodate this hire with the SOJC's space assignment.
- **Lab/Studio/Other Unique Space:** No unique space is needed.

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- **Renovation Expenses** - No renovation expenses need.
- **Additional Spaces, if necessary** - NA

## Cover Letter

- **Proposal Number:** SOJC-06
  - **College/Division/School:** School of Journalism and Communication
  - **Department/Program:** Crosses curriculum
  - **Requested TTF specialty:** Media Effects (psycho-physiological research)
  - **Requested rank:** Assistant/ Associate Professor
- 
- **Search Context:** This area of media effects research, which uses sophisticated technology to measure psychological and physiological responses to media messages, is fast-growing and promises both high quality journal publications and future grant support, particularly as it incorporates methods and measures from the “hard sciences.” Several universities have established media effects labs similar to ours at SOJC. The hiring of assistant professor Heather Shoenberger and the creation of our Insights and Analytics lab was an investment in the value of this line of research. Making an assistant or associate professor level hire in this area (which will probably also entail further investments in the lab) will greatly improve SOJC’s ability to land major research grants.

**Describe need:** This position will **enhance academic quality** by strengthening a research agenda with a foundation in human behavior and cognition, **promote interdisciplinary excellence** by securing research collaborations internally and externally, **increase external support** in an area of research that attracts attention and sponsorship, and **grow graduate education** especially at the doctoral level, where our program values multiple methods but presently has only one faculty member engaged in experimental research. This position will be at the core of a proposed Research Center for Communicating Change and Complexity that will tackle communication issues regarding the natural environment, science, and technology. A potential new faculty member with expertise in experimental research will complement the resources we have at the SOJC and facilitate interdisciplinary collaboration with other faculty and units across campus, such as the Business Research Institute of the Lundquist College of Business and the Social and Affective Neuroscience Laboratory of the CAS Department of Psychology. Today and in the future, media and all types of organizations are challenged by a dynamic digital social marketplace of ideas in which audience attention has become a commodity and behavioral changes in these audiences are hard to achieve. This position will allow the SOJC to increase its social science status and

research potential across the UO and beyond. Finally, we note that our current faculty:student ratio is approximately 35:1, compared to the UO average of 17:1. This hire will help bring us closer to the UO average.

- **Planned Space**

- o Faculty Office Space: Two NTTFs are sharing an office space to accommodate space for this hire.

- o Lab/Studio/Other Unique Space: Equipment could be added to an existing Insights and Analytics lab at our Franklin Annex. Projected start-up will be roughly \$70,000.

- o Renovation Expenses (*Indicate whether amount is included in or separate from Startup*)

- o Additional Spaces, if necessary (*e.g. Lab Manager, Post Doc, GE, Other - include detail*)

## Cover Letter

- **Proposal Number** –SOJC – MOU Replacement
  - **College/Division/School:** School of Journalism & Communication
  - **Department/Program:** SOJC/Media Studies
  - **Requested TTF Specialty:** Global Media, Technology and Social Justice
  - **Requested TTF Rank:** assistant professor
- **Search Context:** This search *may* replace a faculty member who *may* move to a new Cinema Studies department in the College of Arts and Sciences in fall 2018, pending MOUs between CAS and the School of Journalism and Communication (SOJC). *This search will not be launched until draft MOUs are fully revised and signed.*
- **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.**

We seek strong a strong scholar and teacher of media studies who publishes and teaches in the related and multidisciplinary areas of global media, global diversity, technology and social justice. We note that in the past several decades a major subfield of policy and practice—information and communication technologies (ICTs) for development, i.e., ‘ICT4D’—has emerged within media, globalization, and development studies. ICT4D became especially salient around the turn of the century as the accelerated diffusion of digital technologies greatly increased the possibilities for global information sharing as well as for widened information gaps, e.g., by nation, rural/urban divide, gender, ethnicity, religion and other intersections, and other negative outcomes such e-waste and increased energy consumption.

As noted above, this hire will have a **multidisciplinary** orientation with an orientation toward **diversity, equity and inclusion**. As international and multi-cultural diversity is a stated emphasis of our growing doctoral program, this hire will help attract applicants and thereby **enhance our doctoral program**. SOJC participates in the New Media and Culture certificate program, and we expect this new hire will contribute to that program. In addition to courses in international/global communication, we expect this hire will also teach courses on information and communication technologies (ICTs) in the Global South, new media and culture, media ethics, and other areas of expertise. Teaching assignments will include our large-lecture general interest undergraduate course, Media and Society. The hire will participate in our thriving Media Studies doctoral program. PhD required.

We note that replacing a lost faculty member, *should a faculty member move to*



**CAS**, will be essential just to maintain our current faculty:student ratio of approximately 35:1, compared to the UO average of 17:1.

We have submitted multiple other proposals per the regular process. These include replacement TTF hires and new hires in addition to help bring us closer to the UO average and meet vital curricular needs.

- Planned Space – Additional space is not needed beyond an office space.
- Faculty Office Space:** According to the proposed MOU, if a faculty member is moved to CAS, it would free up an office to accommodate this hire within the space assigned to the SOJC.
- Lab/Studio/Other Unique Space: No unique space is needed.**

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- Renovation Expenses** – No renovation expenses needed.
- **Additional Spaces, if necessary** – NA

Proposal Spreadsheet **(for reference purposes)**

## Cover Letter

- **Proposal Number** –SOJC – MOU Replacement.
  - **College/Division/School:** School of Journalism & Communication
  - **Department/Program:** SOJC/Media Studies
  - **Requested TTF Specialty:** Game Studies
  - **Requested TTF Rank:** assistant professor
- **Search Context:** This search *may* replace a faculty member who *may* move to a new Cinema Studies department in the College of Arts and Sciences in fall 2018, pending MOUs between CAS and the School of Journalism and Communication (SOJC). *This search will not be launched until draft MOUs are fully revised and signed.*
- **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.**

We seek strong a strong scholar and teacher of media studies who publishes and teaches in the growing area of game studies, which also overlaps with virtual and augmented reality studies. Game studies is a division in our leading academic organization, the International Communication Association as described below:

“The study of games and the game experience offers opportunities for the study of human communication that involve multidisciplinary approaches that merge the disciplines of conventional communication studies and research, arts and visual design, cognitive studies, computer sciences, cultural studies, engineering social sciences, health sciences, and information design. Although the common ground for the Game Studies Division is digital and video games, the group encompasses a broad range of inquiry topics and methods. The group serves as fertile meeting ground for the exchange of ideas among a very broad spectrum of disciplines.” (See: <https://www.icahdq.org/group/gamestds>.)

Additionally, Game Studies is a division of the National Communication Association and falls under the Entertainment Studies umbrella of the Association for Education in Journalism and Mass Communication.

As indicated above, game studies involves **multidisciplinary** approaches. It is also an area likely to **attract external support**, strengthening an area of virtual reality work that has already grant funding in the SOJC. It will certainly help attract doctoral students and **enhance our graduate programs**. In addition to courses in game studies, this new hire will teach context courses across the curriculum in area(s) of specialization. Teaching assignments will include our large-lecture general interest undergraduate course, Media and Society. The hire will also

participate in our thriving Media Studies doctoral program. PhD required.

We note that replacing a lost faculty member, ***should a faculty member move to CAS***, will be essential just to maintain our current faculty:student ratio of approximately 35:1, compared to the UO average of 17:1.

We have submitted multiple other proposals per the regular process. These include replacement TTF hires and new hires in addition to help bring us closer to the UO average and meet vital curricular needs.

- Planned Space – Additional space is not needed beyond an office space.
- Faculty Office Space:** According to the proposed MOU, if a faculty member is moved to CAS, it would free up an office to accommodate this hire within the space assigned to the SOJC.
- Lab/Studio/Other Unique Space: No unique space is needed.**

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- Renovation Expenses** – No renovation expenses needed.
- **Additional Spaces, if necessary** – NA

Proposal Spreadsheet **(for reference purposes)**

## Cover Letter

- **Proposal Number** -SOJC-09.
- **College/Division/School:** School of Journalism & Communication
- **Department/Program:** Advertising/ Across curriculum
- **Requested TTF Specialty:** Creative Strategy for Digital Environments
- **Requested TTF Rank:** open rank

- **Search Context:**

We seek a faculty member who is qualified to conduct research and teach in the area of Creative Strategy for Digital Environments. The ideal candidate should have experience and a research agenda engaged with innovation and brand and message amplification in the digital sphere.

We seek a colleague who believes in our unique Creative Strategist model and can complement our current strengths in digital analytics with expertise in the development of digital insights for persuasive communications. As this area is one of intense growth in the communications industry, a colleague who understands the role of account planning and strategy relative to user experience (UX), social media, native advertising, data visualization and infographics, and online video in the creation of brand strategies will bring a valuable expertise that does not currently exist at the SOJC.

- **Describe need (Research, Student Demand, etc) with respect to one or more of the following: enhance academic quality; grow graduate education; support equity, diversity and inclusion; promote interdisciplinarity; and increase external support.**

Thus, this position would greatly enhance the academic quality of both our undergraduate and our graduate program, especially our growing PhD program, and will help grow our professional master's programs. There is great need and demand for these courses, given industry demand for graduates in this area, which are impossible to adequately cover with our current faculty. We note that this position represents the potential for interdisciplinary activity, with potential alliances to be built between the SOJC, marketing, computer science, and other units across campus. Depending on the specific research area, there could be opportunities to increase external support, particularly in collaboration with other SOJC faculty and faculty in other units. We expect that this faculty member will be able to assist in additional courses across the curriculum that are open to students across the University, such as J201 Media and Society and J340 Principles of Advertising. Finally, we note that our current faculty:student ratio is approximately 35:1, compared to the UO average of 17:1. This hire will help bring us closer to the UO average.

- Planned Space – Additional space is not needed beyond an office space.
- Faculty Office Space:** [REDACTED] held an office space, so we will be able to accommodate this hire with the SOJC’s space assignment.
- Lab/Studio/Other Unique Space: No unique space is needed.**

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- Renovation Expenses** – No renovation expenses needed.
- **Additional Spaces, if necessary** – NA

Proposal Spreadsheet (for reference purposes)



April 6, 2017

Scott Coltrane  
Provost and Senior Vice President  
University of Oregon

Dear Provost Coltrane,

Please accept my proposal to initiate a tenure-track faculty search for the 2017–18 academic year. I am submitting only one proposal from music and dance during this cycle. This search would be conducted in the Music Education Area with an emphasis in Elementary/General Music Education, which was previously a tenure-track position until June 2016. The late departure of the previously tenured faculty member did not allow sufficient time to conduct a national search during 2016-17. As such, the position was filled as a Non-Tenure-Track Instructor for both 2016-17 and 2017-18. Tenure-track faculty play a fundamental role in developing the future of a department through recruitment, innovative teaching, and scholarly writing; maximizing opportunities for undergraduate students to learn directly from and build relationships with faculty currently engaged in research and creative discovery. The new tenure-track hire will combine expertise in elementary music pedagogies with strengths in music education research. The position's emphasis on Elementary/General Music Education will establish the University of Oregon as the only institution in the state that has all full-time tenure track faculty in all relevant specialties in music education.

It should be noted that the UO Music Education program has consistently placed 100% of graduates from both the undergraduate and graduate-level programs over the past two decades and 25% of Oregon's K-12 music teachers are UO alumni. The school's degree programs offer concentrations in elementary/general, choral, instrumental-band, and instrumental-string/orchestra music education, thus a specialist in the elementary area is critical. Since June 2015, we have had three tenure-related faculty members in music education depart UO. The instrumental-band specialist was replaced for Fall 2016, the choral position was converted to TTF and hired for Fall 2017, and the instrumental-string specialist has been replaced for Fall 2017. The complete re-staffing of the program should enable the school to grow, especially the PhD program that declined due to the recent departures.

I present the following details as supportive information regarding the search context. The proposed tenure-track position in Elementary Music Education will contribute actively to the University's mission as well as to new directions in the Music Education Area. The justification outlined in this proposal address initiatives in the 2016–2020 Strategic Framework (Excellence Plan), including increasing the size of the tenure-related faculty, developing hiring practices that emphasize current strengths and emerging areas of basic and applied research excellence, and hiring faculty with potential for making transformative contributions to scholarly research, scientific discovery, and creative practice. This tenure-track faculty member will conduct and guide research to help grow the PhD program in music education, and recruit potential graduate students. This faculty member's research agenda will help to enhance the impact of research, scholarship, creative inquiry,

and graduate education both within the University in general, and within the School of Music and Dance specifically.

This position will recruit a diverse and non-traditional student body by offering students of limited means programs (e.g., elementary music pedagogies like Orff, Kodaly, or Dalcroze) and processes that foster academic and professional success. These responsibilities support the "Achievement" strategy in the University's IDEAL plan by expanding opportunities for current students, faculty, staff, and recent alumni to participate in professional development. The music education degree fulfills the academic requirements for a birth-through-12th grade State of Oregon Teaching certification or licensure for all areas of music. The new hire will address additional departmental goals including growing elementary-music specific certificates and affiliations with professional organizations (e.g., the American Orff-Schulwerk Association). The position provides prospective teachers with early childhood- and elementary music-specific pedagogies – expertise that is distinctive to this specialty area. All undergraduate music education majors must take at least one course in elementary music education as part of the music education core to fulfill professional certification requirements. Additionally, all students in the elementary and special education programs in the College of Education (non-music specialists) take a required music fundamentals course. This position supports 100+ non-music students each year through the education degree programs. In addition to the core requirement above, the music department offers a specialty in elementary music education. This specialty includes advanced studies in various elementary pedagogies.

In summary, I believe the addition of a tenure-track Elementary/General Music Education specialist will positively impact the University of Oregon by addressing a variety of strategic goals, and enhance the continued growth and development of the undergraduate and graduate music education program.

Sincerely,



Brad Foley, Dean  
School of Music and Dance

The attached spreadsheet did not ask for specific program area enrollments. The following music education data has been supplied to our accrediting agency each of the past five years:

**Enrolled majors in Music Education**

|        | <u>2016-17</u> | <u>2015-16</u> | <u>2014-15</u> | <u>2013-14</u> | <u>2012-13</u> |
|--------|----------------|----------------|----------------|----------------|----------------|
| BM     | 59             | 63             | 55             | 65             | 70             |
| MM     | 5              | 9              | 10             | 10             | 16             |
| PhD    | 0              | 1              | 1              | 1              | 2              |
| Totals | 64             | 73             | 66             | 76             | 88             |

**School of Music and Dance**

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