

INVITE

Innovative Inclusive Teaching Excellence

INVITE Instructional Faculty Hiring Program

Through the INVITE Initiative, OHIO seeks to advance Presidential Priority One: *Continue Improvement of Student Experience and Success* by adding up to six new instructional faculty positions as part of the first round of funding.

This cohort of instructional faculty will focus on areas of high undergraduate student need, gateway courses with higher DWF rates, and/or gateway courses where equity gaps are seen in student outcomes.

Faculty in the cluster will receive a course release each semester to serve as Faculty Fellows in the Center for Teaching, Learning, and Assessment, and will act as a resource for other faculty to support inclusive and innovative pedagogy in critical courses that have a high impact on student retention and success in their discipline. Proposals should be submitted by the college (or coalition of colleges); departments and schools should work with their dean's office on potential proposals.

Successful candidates will be highly engaged with student mentoring, inclusive and innovative pedagogy, deep learning and assessment, and incorporating evidence-based practices for equitable outcomes into their work. These faculty will be part of an inclusive pedagogy learning community to support each other's work as well as the work of other faculty members. Successful candidates will also be expected to participate in university programming for the cohort/cluster.

Funding

The Office of the Executive Vice President and Provost (EVPP) will fund the full cost of the position for two years, and half the cost of the position for the third year. The college will assume the cost after that. Each hire will be provided with a professional development fund of \$1500 per year for five years from the EVPP as a supplement to departmental/college/other professional development funding. Faculty will be hired on an initial five-year contract.

Ohio University
Office of the Provost

Important Dates

JANUARY 15, 2023

Proposals due to Dean(s)

JANUARY 31, 2023

Proposals due from Dean(s) to
EVPP

FEBRUARY 15, 2023

Approved proposals notified

OHIO Presidential Priority One: Student Experience and Success

Ohio University has long been known for its commitment to the individual success of each student and the unique experiential learning opportunities we offer across various disciplines and fields of study. President Sherman is committed to expanding opportunities for every student to build a portfolio of experiences during their time at OHIO, closing equity gaps in student success, and ensuring students graduate on time and ready to move into graduate studies or their career of choice.

2023 Proposal Requirements

Proposals will be submitted by the dean(s) in consultation with departments/schools. Successful proposals will demonstrate each of the following:

1. **INVITE Impact**: The potential impact of increased pedagogical attention in the proposed courses to be taught. This could include numbers of students impacted, current DWF rates, impact on progression toward degree, and/or equity gap information.
2. **Contribution Evaluation**: How inclusive pedagogy and student mentoring, especially of underrepresented students, will count in workload and in the promotion process at the department and college level. If a joint appointment is proposed, detailed information about promotion criteria and process should be included.
3. **Need**: Demonstrated need for increased teaching capacity and student demand.
4. **[NAME] Contributions**: How this position will increase diversity of course content, intellectual traditions and practice, student enrollments, student outcomes, or other documented impacts of inclusive and innovative pedagogical approaches.
5. **Intentional Hiring Strategy**: A commitment to inclusive hiring practices, including cohort representative(s) on the search committee (departmental and college search primacy will remain), review of job posting for inclusive language, and review of recruitment/advertising plan.
6. **Intentional Culture of Inclusion**: Departmental and college commitment to efforts and initiatives to build an intentional culture of inclusion designed to enhance the experience of its faculty through systematic policies, procedures, and practices.
7. **Mentorship**: A clear plan to onboard and mentor selected faculty members. Successful candidates also will be expected to participate in university programming for the cohort/cluster.
8. **Interdisciplinarity (optional)**: Additional consideration will be given to proposals that are intentionally collaborative across academic units and that support multiple positions.

Proposals should be submitted as PDF files using single-line spacing, 12-point Times New Roman font, and 1" margins.

Successful candidates for approved positions will meet the following criteria:

- Demonstrated history of high-quality teaching using inclusive and innovative pedagogies
- Demonstrated history of successful undergraduate student mentoring, especially of under-represented students
- Demonstrated ability to incorporate evidence-based practices for equitable outcomes into their work
- Demonstrated ability to work as part of a team/cohort to support other faculty in their pedagogical work

Proposals should be submitted by the college (or coalition of colleges) to Vice Provost of Faculty Development, Katie Hartman, at hartmank@ohio.edu no later than January 31, 2023. Proposals will be reviewed and selected for approval no later than February 15, 2023. Approved proposals may begin hiring efforts for fall 2023 or fall 2024.