

# IDEA

\* Inclusion \* Diversity \* Equity \* Accessibility

Ohio University  
Office of the Provost

## IDEA Tenure-Track Hiring Program

Through the IDEA Initiative, OHIO seeks to advance Presidential Priority Three: *Ensuring Academic Quality* by adding up to six tenure-track positions with a focus on teaching, research, and/or service in areas that include belonging, race, inclusion, diversity, gender, accessibility, and/or equity.

This hiring program is intended to enrich OHIO's outstanding faculty, whose teaching, research, scholarship, creative activity, and service advance and apply knowledge across many disciplines. Each hire should build on areas of strength, support Ohio University's R1 status, and reflect the teacher-scholar model through which research impacts graduate and undergraduate education. Successful candidates will be expected to participate in university programming for the cohort/cluster.

Multi-position and multi-department/college proposals will be given additional consideration. Proposals should be submitted by the college (or coalition of colleges); departments and schools should work with their dean's office on potential proposals.

### Funding

The Office of the Executive Vice President and Provost (EVPP) will fund the full cost of the position for two years. (Note: In rare circumstances, the EVPP may offer support for a third year.) The college(s) will assume the costs after the first two years. The college(s) will be responsible for start-up and professional development funding through the regular mechanisms. The EVPP will supplement departmental/college/other professional development funds at up to \$1500/year for three years on an as-needed basis.

## Important Dates

### **JANUARY 15, 2023**

Proposals due to Dean(s)

### **JANUARY 31, 2022**

Proposals due from colleges

### **FEBRUARY 15, 2023**

Approved proposals notified

## OHIO Presidential Priority Three: Ensuring Academic Quality

Protecting the quality of the University's academic programming and ensuring a willingness and ability to deploy innovative curriculum and advance important research is essential to the University's success. President Sherman believes this begins with recruiting, retaining, and managing talent at the University. He is committed to increasing the diversity of faculty, to developing a plan for maintaining competitive compensation, and to shifting workplace culture to empower faculty and staff to innovate.

## 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. **IDEA Contributions:** How the intended teaching, RSCA, and/or service contributions address important issues in at least one of the six topic areas: Belonging, Race, Inclusion, Diversity, Gender, and/or Equity. Although proposals may focus on discipline-specific research topics, proposals should establish how the work may contribute to broader issues, such as social equity, economic equity, environmental equity, equitable health outcomes, community engagement, equitable student learning/success, intercultural competence, or accessibility. The proposal should also detail anticipated impact on increased diversity of RSCA, course content, intellectual traditions and practice, student enrollments, student outcomes, or other relevant impacts.
2. **RSCA Contributions:** How the intended TRS contributions for the position aligns and extends the university's existing strengths, resources, and community, including contribution to R1 status. Additional consideration will be given to proposals that are intentionally collaborative across academic units.
3. **Need:** Demonstrated need or future need for the position, and alignment with college's (or colleges') three- to five-year plans and priorities. Specifically, proposals will indicate how the hire will be funded after the first two years and how the position will contribute to a long-term need in the academic unit(s).
4. **Contribution Evaluation:** How work not typically reflected in workload, such as student mentoring, especially of underrepresented students, will count in workload and in the P&T process at the department and college level. If a joint/interdisciplinary appointment is proposed, detailed information about promotion and tenure criteria and process should be included. If grant funding is a component of P&T expectations, this should also be outlined.
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:** A 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 will also 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

Proposals should be submitted by the college (or coalition of colleges) to Vice Provost of Faculty Development, Katie Hartman, at [hartmank@ohio.edu](mailto: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.