

Target of Opportunity Hiring Program

For the vast majority of faculty hires, appointments will be made following a national search as

Affirmative Action Committee. The Dean, APC and the Affirmative Action Committee will act expeditiously in responding to Target of Opportunity proposals.

- 3) The Dean, if he/she authorizes recruiting the candidate, shall constitute a recruitment committee, including the department head, at least two additional members of the department, an Affirmative Action Committee member, and 2 faculty members from other departments. The recruitment committee shall solicit further evidence of the candidate's success as a teacher and as a scholar, and shall invite the candidate for an on-campus visit. The visit shall include two presentations -- a presentation of scholarship and a teaching demonstration -- to which faculty and students shall be invited. During the visit, the candidate shall meet with the recruitment committee, with each member of the department, with faculty from related disciplines and programs, with Associate Deans, with the Dean, and with the President.
- 4) The recruitment committee will solicit and review feedback from the campus community.
- 5) The recruitment committee will make a recommendation to the Dean regarding the appointment of the candidate.

Proposals to recruit a Target of Opportunity candidate must:

- 1) demonstrate that the candidate is exceptional in her/his field.
- 2) demonstrate that the candidate's presence on the faculty will likely have an exceptional impact on the strategic goals of the College. These goals may include, but are not limited to, diversifying the faculty
- 3) demonstrate that the candidate's presence on the faculty will meet existing curricular demands.

Proposal guidelines:

Please adhere as closely as possible to the format of this application. Please post date of proposal submission, name of department(s)/program(s) making the proposal with name of chair, and email address(es) at the top of page 1 of your application.

I. Description of Proposed Candidate and Position

Describe the subject area of the proposed position.

Describe the candidate's research interests and teaching experience, and indicate the targeted faculty rank (Assistant, Associate, or Full/Tenure Track or Tenured) and justify this choice within the context of the needs of the department.

Would the proposed position replace any faculty members already teaching in the department (e.g., one or more non-tenure track faculty, faculty entering phased retirement, faculty leaving Oxy, etc.)? If so, which faculty?

Tell us how the proposed position supports priorities of the College's Strategic Plan.

Describe how the candidate would meet existing demand in the department, division, and/or the college.

Specify the resources—additions to the library collection, equipment, hardware/software, facilities, risk management issues, etc.—that this hire would require *at the time of their hire*,

as well as the *upkeep required over time* to sustain their teaching/research agenda. Also specify a range of what you believe would be the amount needed for the new hire's start-up package.

Review the Department Profiles report and explain to us how the data provide further justification for your proposal, defining the strength of your arguments relative to other departments. (For help accessing the Departmental Profiles, contact Institutional Research.)

Is this candidate's position related to your most recent department program review? If so, how? Please attach your most recent self-study and external review report.

Where will the successful candidate's office be located?

Describe the departmental deliberation process by which the need for this candidate was determined.

Describe the process that brought this candidate to your attention.

II. Diversity (250 words or fewer)

Characterize your departmental conversations about how the proposed candidate is linked to a longer-term strategy for departmental and curricular diversity, and the search strategies and processes you have used to target diversity candidates (beyond the conventional job postings and colleague networking).

Include information on under-represented groups specific to your discipline at the Ph.D. and above (recent Ph.D. and faculty by rank).

III. Pedagogical impact (200 words or fewer)

Should your application for the proposed position be approved, explain how this would enhance your department's ability to work with students (with regard to teaching, mentoring, advising, summer research, majors/minors, etc.).

IV. Final Remarks

Is there any additional departmental, institutional, intellectual rationale (not covered in the questions above) that you want to offer as justification for this position?

Criteria for evaluating Target of Opportunity candidates must include:

- 1) an assessment of the likelihood that the individual will make a significant contribution to the department/program and the College, and
- 2) an assessment of the likelihood of the individual's success in the department or program through teaching, scholarship, and service.

Assessment

The Target of Opportunity Hiring Program will be monitored annually by the APC and the Affirmative Action Committee.