

For the vast majority of faculty hires, appointments will be made following a national search as described by the Academic Planning Committee (APC). In exceptional cases, however, a candidate may be considered for appointment to the faculty without conducting a national search. Such an appointment would be a Target of Opportunity Hire. Occidental's Target of Opportunity Hiring Program has been developed in the spirit of providing a more aggressive recruitment program as we seek to advance our academic and strategic initiatives. An opportunity hire recognizes the likelihood that demand in the curriculum, program, or department will support the position over time. In order to make progress on our fundamental goal of attracting and retaining a diverse faculty, broadly defined, it is important that we have procedures in place to conduct what is sometimes termed "strategic" or "opportunity" hiring.

This program will be available for offers extended during the 2012-13 academic year, and will be in place through the end of academic year 2014-15, when the program's impact will be reviewed by the APC.

Opportunity hires are made:

- 1) when an individual candidate is identified whose presence as a faculty member in the

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

as well as the *upkeep required over time* to sustain their teaching/research agenda. Also