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## TARGET OF OPPORTUNITY HIRING OF TENURED AND TENURE-TRACK FACULTY

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### 1 Background

- 1.1 The College of Liberal Arts has a standard procedure for authorizing searches for tenured and tenure-track positions. Departments and/or programs can request positions on a regular annual cycle. These requests are reviewed by the Dean, who consults an advisory committee. Searches to be undertaken in the new academic year are typically authorized in May or June of the previous year, depending upon the budgetary situation.
- 1.2 The regular search process will continue to remain the norm for tenure and tenured track searches. There are hiring opportunities that do not fit within this process, however, and capitalizing on those opportunities can require acting quickly. This document sets out a policy for target of opportunity hires.
- 1.3 Any target of opportunity hire will require a waiver of search from the Dean of Faculties, in accordance with University Rule 12.99.99.M1. Even when a waiver of search is granted, a job posting must be submitted by the Dean of Faculties to the Texas Workforce Commission.

### 2 Identifying a target of opportunity

- 2.1 Any proposed target of opportunity hire must identify an individual who satisfies two criteria:
  - (a) The individual must have an outstanding level of academic achievement and promise that will demonstrably elevate the hiring unit and the College of Liberal Arts.
  - (b) There must be good reasons for considering making an offer to that individual outside the regular academic search process.
- 2.2 The majority of opportunities are likely to be created by spousal hiring and/or retention. But opportunities may arise in exceptional circumstances for other reasons. For example, there may be an outstanding faculty member from another university known to be on the job market and considering offers elsewhere. A target of opportunity hire might be in a position to bring in a significant research program, or to provide critical leadership to the academic unit. Diversity considerations may also be relevant.
- 2.3 Target of opportunity hires are not intended to circumvent the normal search process. They will not be pursued in any case where a candidate could be hired through a standard search.

### 3 Requesting a target of opportunity hire

- 3.1 Requests for authorizing target of opportunity hires should be made informally in the first instance. Department heads and program directors should contact the Associate Dean responsible for faculty matters with a brief description of the identified candidate, a CV, and a short rationale for the search.
- 3.2 A vote of the entire faculty will normally be required. No target of opportunity hire will be considered without the strong endorsement of the unit's faculty.
- 3.3 Informal requests will be turned around quickly. If given preliminary approval, the department head will prepare a longer document explaining the following:
- Why the hire will move the department forward
  - How the candidate qualifies as outstanding
  - How the candidate would contribute to implementing the unit's strategic plan
  - Why an appointment needs to be considered outside the regular cycle
  - Reasons for thinking that the identified candidate is willing to consider an appointment at Texas A&M
  - The extent of the consultation that has taken place with department faculty.
- 3.4 In considering a request for a target of opportunity hire the Dean may take advice from a relevant College committee, such as the Dean's Advisory Committee or the Advisory Committee on Strategic Planning.