

# Faculty Opportunity Hire Policy

University of Puget Sound is committed to equal opportunity in all of its hiring practices.<sup>1</sup> The university also is committed to an environment that welcomes and supports diversity. We seek diversity of identity, experience, thought, perspective, and background in our students, faculty, and staff.

## Policy Statement

The University of Puget Sound affirms the *Faculty Recruitment Guidelines* and, in exceptional cases, supports recruitment and appointment of a tenure-line faculty member without a national search in order to take advantage of special opportunities to bring to the faculty persons of extraordinary ability and exceptional promise who will clearly further the university's mission, contribute distinctively to the curriculum, and advance the strategic goals of the campus, including its Diversity Strategic Plan.

The policy will be available for offers extended during the 2015-2016 academic year, and will be in place through the end of academic year 2016-2017, when the policy's impact will be reviewed by the Professional Standards Committee and reported to the Faculty Senate.

## Procedures

A department, school, or program which has identified a candidate for a special opportunity hire should present a nomination proposal to the Academic Vice President/Dean. A candidate might come to the attention of university members through searches, pre- or post-doctoral fellowships, visiting faculty positions, or contacts faculty members make via engagement with professional associations or professional contexts.

The nomination should indicate how the appointment would benefit the university and present evidence for marked strength in teaching and advising, professional growth, and potential service on the part of the person proposed for the tenure-line hire. The department chair or director should provide written evidence to the Dean that the department, school, or program clearly supports the nomination.

Criteria for a special opportunity hire are:

1. The candidate is exceptional in her or his field, with a record or promise of excellence in teaching and in scholarly or creative work that would make it likely that she or he would have emerged as a top candidate in a conventional search.
2. The candidate's membership on the faculty will meet curricular needs and enhance the curriculum.
3. The candidate will help the university fulfill its mission by increasing the diversity of the faculty with regard to historically underrepresented groups.

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<sup>1</sup> The University of Puget Sound does not discriminate in education or employment on the basis of sex, race, color, national origin, religion, creed, age, disability, marital or familial status, sexual orientation, veteran or military status, gender identity, or any other basis prohibited by local, state, or federal laws. This policy complies with the spirit and the letter of applicable federal, state and local laws, including Title VII, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990.

Nominations presented with the endorsement of multiple departments and/or programs are particularly welcome and will be considered as strong evidence of the candidate's potential. The Dean will consult with the department(s) and/or program(s) that might be potential homes for the nominated faculty member regarding an interview process that corresponds as reasonably as possible to that for a standard tenure-line appointment, including a well-publicized, open opportunity for the faculty community to meet the candidate; materials to be requested from the nominee; and particular provisions of the appointment, if any. The interview process will include the Dean for Diversity and Inclusion

When the interview process is completed, the Dean will consult with the hosting department(s) and/or program(s) regarding their recommendation and gather input from others who participated in the interview process. In accord with the *Faculty Code*, the Dean and the President must approve all tenure-line faculty appointments.

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Policy drafted: March 2015

Re-endorsed for 2017-18 through 2021-22 by Professional Standards Committee, September 2017.