

# Special Opportunity Hire

## **PURPOSE**

To incentivize and reward units for successfully recruiting of tenure track faculty who will contribute to the diversity within the unit.

## **ELIGIBILITY**

We expect that these hires will emerge from 1) a targeted search for a tenure track faculty member who provides a quality the unit it is lacking, either in experience or expertise, while also increasing the diversity of the unit; or 2) a national search where one of several strong tenure track faculty candidates brings additional diversity to the unit and the unit decides to make more than one offer. Associated faculty appointments are not eligible for this program.

## **FUNDING ARRANGEMENT**

OAA will provide cash funding for up to three years. Units may choose between three funding packages, all equivalent to a year of salary support (excluding benefits): 1) 75% of the salary in the first year, and 25% in the second year; 2) 50% of the salary in the first and second years; 3) 33% of the salary over each of three years. The funds are available only for the general funds portion of the salary. These are approved on a first come first served basis and contingent upon available funds which are reviewed on an annual basis.

## **PROCESS**

Submit form 209 <http://oaa.osu.edu/assets/files/documents/Form209.pdf> to Admin-FacultyAffairs@osu.edu to be reviewed by the Vice Provost for Academic Policy and Faculty Resources. Deans and Directors must submit, with the form, 1) a cover memo indicating proposed salary, long-term financial plan, and brief explanation of how the faculty member would contribute to the mission of the unit and enhance the unit's diversity initiatives, as defined in the college or unit strategic plan; 2) Candidate's CV; 3) If candidate will be appointed at the rank of associate or full professor, a draft offer letter and letter summarizing review and recommendation from the promotion and tenure committee chair and chair. The full documentation for approval of tenure, including external letters, can be provided separately and are not required for approval of funding. Annually OAA will contact the colleges to confirm hires and obtain chartfield information in order to process a transfer of the OAA cash.

