Special Opportunity Hire

PURPOSE
To incentivize and reward units for successfully recruiting tenure track faculty who will contribute to diversity and equal opportunity within their unit.

UNIT EXPECTATIONS
Units receiving special opportunity funds will be expected to provide an annual report on the retention of faculty supported through the program.

ELIGIBILITY
We expect that these hires will emerge from a national search where one of several strong tenure-track faculty candidates brings attributes to the unit that will contribute to the unit’s diversity initiatives. Only tenure-track faculty are 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):

- 75% of the salary in the first year, and 25% in the second year
- 50% of the salary in the first and second years
- 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 a fully completed form 209 http://oaa.osu.edu/assets/files/documents/Form209.pdf with the candidate’s CV to DocuSign to be reviewed by the Vice Provost for Academic Policy and Faculty Resources. If the candidate will be appointed at the rank of associate professor or professor, a draft offer letter and letter summarizing the review and recommendation from the promotion and tenure committee chair and TIU head must also be submitted. 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 to process a transfer of the OAA cash.