

## Target of Opportunity Hires

The most common way that faculty are hired is for units to request authorization for a national search open to all qualified applicants. A faculty member, department, or program of a Washington University school initiates this process by applying to the Dean of the School. These searches are then authorized by the Office of the Provost. An alternative way to request a new position is through the less common vehicle of a *Target of Opportunity* (TOO) hire. A TOO represents an opportunity to recruit a candidate of outstanding quality that has not emerged through a conventional national search. Myriad reasons justify such targeted hiring, including opportunities to recruit outstanding faculty who are not generally on the job market, to strengthen existing areas or fill needs, to make partner hires, and to diversify the faculty. A TOO offer ordinarily occurs at times when the department or program has not otherwise identified the need for a national applicant search in a particular field of scholarship. All TOO proposals must be approved by the School's Affirmative Action process. If the appointment will hold tenure, the School's tenure committee will judge the merits of a particular candidate for tenure in accordance with the school's published criteria for promotion and tenure.