



2017 OPPORTUNITY HIRING PROGRAM

In an effort to deepen and advance aspirations in *Pro Futuris* for Baylor to become a pre-eminent “Christian research university,” the EVP/Provost’s office is undertaking several initiatives to help us reach our goals. One of those is focused on faculty hiring: we are offering 6-8 additional “opportunity appointments” for Tenured or Tenure-Track positions for people who will significantly enhance the goals of *Pro Futuris* and our Christian mission. Opportunity appointments provide Baylor University another pathway actively to recruit top talent, furthering Baylor’s ability to reach its fullest potential. Many of the appointments are anticipated to be faculty of color and/or women in STEM fields. These appointments will be considered additional appointments beyond what would be awarded through routine faculty position request processes and will be lines that revert back to the EVP & Provost Office once they become vacant.

Proposals will be considered beginning February 1, and will continue to be accepted throughout calendar year 2017. Proposals will assume routine routing processes, which will be through the department chair and dean prior to being received by the EVP/Provost.

A proposal should include the following:

- 1) The name of the proposed opportunity appointment, and the unit(s) proposed for appointment;
- 2) A copy of the person’s curriculum vitae;
- 3) Explanation of how the addition of this person to the Baylor faculty would further our aims in *Pro Futuris* and enhance our Christian mission;
- 4) Specific office space/instructional needs, laboratory and/or shared facility needs, and estimates of start-up funds required for a successful hire;
- 5) Support within the hiring unit(s) of the candidate;
- 6) Rationale for waiving the normal search process.

Proposals will be reviewed by a small group of advisors to the EVP/Provost which will include EVP/Provost Office staff, 1-2 deans outside the requesting unit(s), and 1-2 faculty outside the requesting unit(s). The group of advisors will vary depending on the field and expertise of the proposed candidate. Ultimate approval for a recruitment will be made by the EVP/Provost. Decisions will not be made simply on a “first come” basis; they will be evaluated based on strategic considerations for the benefit of Baylor as a whole. It should be noted that sometimes a national search is required to support applications for permanent residency (green card) status, and a waiver of normal search processes may not suffice. Additional collaboration with Human Resources, Center for Global Engagement, and Office of General Counsel may be necessary in the event that a candidate’s eligibility to work in the United States depends on being hired through certain competitive processes.

This initiative will seek to embrace several departments/schools, so no one department or school should expect to receive all or even most of the approvals. Inter-departmental or joint-appointments that leverage expertise among multiple units could be considered more strategically suited in meeting institutional goals. This program will be in place for calendar year 2017, or longer, depending on how proposals surface and how quickly hiring takes place. The EVP/Provost Office intends to learn from this program as we consider longer term hiring programs and strategies that will enhance Baylor’s bold mission and vision. As such, this program will be in place until the 6-8 positions are filled and future programs will be considered and announced at a later time.