


<p>CAMPUS POLICY</p>  <p>UNIVERSITY OF COLORADO at COLORADO SPRINGS</p>	<p>POLICY NUMBER: 300-008</p>	<p>PAGE NUMBER: 1 of 4</p>
	<p>CHAPTER: 300 Human Resources</p>	
	<p>SUBJECT: Opportunity Hire Program to Promote Faculty Diversity</p>	
	<p>EFFECTIVE DATE: January 18, 2005</p>	
<p>OPR: Human Resources</p> <p>VC: VCAA</p>	<p>SUPERSESION: October 15, 2002</p> <p>Aproved by Pamela Shockley-Zalabak, Chancellor, on January 18, 2005</p>	

I. POLICY:

- A. The job market for well-qualified faculty members who share the commitment of the University of Colorado at Colorado Springs to effective teaching, high quality research, and meaningful engagement with the community is very competitive. In spite of its efforts to diversify its faculty and its policy of nondiscrimination in employment on the basis of race or ethnicity, UCCS has had limited success in recruiting and retaining faculty from underrepresented groups.

- B. The purpose of the Opportunity Hire Program is to increase the number of underrepresented faculty at UCCS. Engaging in ongoing recruitment activities and conducting searches that increase the number of faculty members from underrepresented groups is the responsibility of all Deans, Department Chairs, and Search Committees. This policy assists those efforts by providing temporary financial support that facilitates the employment of individuals who contribute to the diversity profile of UCCS faculty.

II. AUTHORITY FOR CAMPUS POLICIES:

- A. Authority for the creation of campus administrative policies is found in the University of Colorado, Administrative Policy Statements, IV - 49.

III. PURPOSE:

IV. DEFINITIONS:

V. PROCEDURE:

- A. Responsibility for the Opportunity Hire Program and Funding . The Office of the Vice Chancellor for Academic Affairs will be responsible for budget requests to support the UCCS Opportunity Hire program and for management of those funds to meet the purposes of this program.

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B. Uses of Funds

Funds allocated to the Opportunity Hire Program will be expended only for salaries and immediately-related costs. Because available funds will vary across years, the program will support a variety of strategies to enhance faculty diversity. Possible uses of funds include, but are not limited to:

1. Providing partial or full support for a School or College or the Library to hire an instructor, post-doctoral fellow, or visiting professor who is a possible candidate for a tenure track position in a department or program that the Dean has given priority for replacement or new hires.
2. Providing temporary financial support that allows a School or College or the Library to make an offer of a tenure track position that exceeds the budget available in the line. (Nothing in this policy is intended to change the process through which salaries are established for tenure track faculty. It is expected that these salaries will continue to be set in collaboration between unit faculty and administrators.)
3. In exceptional circumstances and when funds available in a fiscal year are not fully utilized for temporary salary support, the VCAA may approve use of funds for other uses that support recruitment and retention of faculty members from the targeted groups, including support for such needs as: (a) providing start-up funds associated with recruitment of a faculty member to the campus; (b) supporting faculty development for untenured faculty members; and (c) supporting unusual expenses associated with early recruitment, such as bringing an individual to the campus for a colloquium or consultation.

C. Decision-Making Process

At the beginning of each Academic Year the Vice Chancellor for Academic Affairs will issue a memorandum to UCCS deans, department chairs and committees that indicates the total funding available for the Opportunity Hire Program along with any designation of priority uses of the funds (from the uses defined in Section II). Proposals for use of funds must be initiated or endorsed by an Academic Dean and may be submitted to the VCAA at any time.

Proposals must describe how a potential opportunity hire will contribute to the diversification of UCCS faculty, support College priorities for new and replacement faculty positions, and provide additional benefits, such as diversification of the campus curricula and improved partnerships with the minority communities in Colorado Springs. All proposed uses must be consistent with CU and UCCS personnel and affirmative action policies.

The VCAA will consult with the Faculty Minority Affairs Committee and the Academic Planning Committee in evaluating proposals. While proposals for

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funds from this program will be considered at any time, those submitted early in the academic year will have the greatest likelihood of funding because resources for the program will be limited in any given year.

Criteria for evaluating applications include:

1. Demonstrated qualifications of the individual recommended.
2. Impact of the recommended hire on diversifying the faculty.
3. Consensus within the unit or program for this recommendation.
4. Uniqueness of the contribution to be made through the hire.
5. Likelihood of the individual's success within the unit.
6. When proposed, the rationale for forgoing a normal search process and degree to which there was a competitive analysis in choosing this individual may be forgone if the individual is deemed qualified by a majority of the unit and the Dean.
7. The unit's plan to ensure that opportunity hires do not incur service requirements beyond those normally expected of faculty members.
8. The relationship of the hire to the College's priorities for replacement and new positions.
9. The College's commitment for continuation funding, if applicable, after initial funding through the Opportunity Hire Program.

D. Requirements for Nominees/Candidates

Opportunity hire nominees/candidates shall be citizens or legal residents of the United States of America, its territories or possessions. To alleviate the under-utilization of minority faculty at UCCS and women in particular disciplines, priority will be given to women nominees/candidates and to individuals from historically underrepresented groups and to diversifying the faculty in ways that reflect the composition of our student body.

E. Responsibilities of Parties

1. Units submitting proposals shall be responsible to determine in good faith that any specific candidate fully meets the eligibility guidelines outlined above and for ensuring the campus policies are followed in all aspects of the hiring process.
2. The Assistant Vice Chancellor for Academic and Multicultural Affairs is responsible for providing assistance to minority faculty hired under this

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policy and for assessing the impact of the policy on faculty diversity on the campus. The AVCAMA will make an annual report to the campus and the VCAA regarding overall progress in faculty diversity, including the impact of this program. The report should include information about:

- a). The current composition of the faculty
 - b). Assistance provided to search committees in recruiting diverse candidates
 - c). The impact of this policy on faculty hiring
 - d). Support services provided to diverse faculty
 - e). The perceptions of diverse faculty regarding the support they receive.
3. The Academic Planning Committee and the Faculty Minority Affairs Committee will assist the VCAA in evaluating proposals and recommending uses of funds.
 4. The Vice Chancellor for Academic Affairs is responsible for overall administration of the program, including: final decisions regarding allocation of funds each year; negotiating agreements with units regarding the time period of support and the commitments of units for continued funding; and presentation of budget proposals to support the program. When the use of funds involves hiring new tenure track faculty, the decision process will involve the campus groups involved in prioritizing new faculty positions.

VI. RESPONSIBILITY:

VII. HISTORY:

VIII. ATTACHMENTS: