**A Proposal for Strategic Opportunity Hiring in English**

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As most of you are aware, NC State has a Target of Opportunity hiring program for the following purposes:

hiring nationally renowned scholars in targeted curricular growth areas
attracting outstanding senior scholars
adding senior leadership to a program
diversifying the faculty
accommodating spousal or partner hires.

It is often the case that each hire is financed somewhat differently, but the costs are typically shared between the department, the college, and the Provost or external institution (i.e. Duke, etc.). The English department has done very well with opportunity hires. However, our budget is now much more constrained. In order to ensure that we will have the hires we need for the future, as represented in our five-year hiring plan, I am proposing the following set of guidelines for opportunity hiring in the department:

1. Departmental investment will necessarily be limited (1-2 over five years?)
2. Priorities: Departmental Need (as spelled out by the five-year hiring plan), Diversity, Spousal Hires (where appropriate) to secure the department’s top candidates
3. Process

 **Step 1**: The Head will request feedback from faculty in the appropriate discipline and the

 Hiring Committee (Reps from film and linguistics will be added to the Hiring

 Committee)

 **Step 2**: This feedback, along with the Head’s feedback and a CV for the candidate, will

 be provided to the DVF through moodle for initial discussion

 **Step: 3**: The DVF will meet for discussion (if time permits)

 **Step 4**: The DVF will vote on whether to interview the candidate in question

 **Step 5**: If a candidate is interviewed, the DVF will then vote on the hire and the

 candidate’s rank