

UCR TARGET OF EXCELLENCE (TOE) PROGRAM

January 6, 2006

CRITERIA FOR TARGET OF EXCELLENCE (TOE) APPOINTMENTS

The Target of Excellence (TOE) program is intended to provide an "opportunistic" mechanism for appointing outstanding scholars who would contribute substantially to the excellence of research and instruction on the campus. Normally, such candidates would have made a prior visit to the campus, perhaps as a seminar speaker. A TOE approval carries with it the waiver of normal search procedures; i.e., the department is authorized to target a specific individual for the recruitment. The FTE comes from the pool of FTE already allocated to the Dean. Any exceptions to this are rare and require approval from the Chancellor and the Executive Vice Chancellor and Provost.

A TOE appointment must fulfill a role consistent with the dean's academic plan.

A TOE appointee must have a national or international reputation for an outstanding, independent program of creativity/scholarship. This individual should be one that would rise to the top during recruitment for the position.

A TOE appointee should not only enhance the prestige of the University substantially, but also offer promise of future contributions.

A TARGET OF EXCELLENCE (TOE) REQUEST SHOULD INCLUDE:

- Statement from the Department Chair explaining how this TOE fits within the department's academic plan, citing its program priority and how the department is currently doing in that particular area. Include clear documentation that this person is truly superior in his/her field and a justification for why it makes sense not to conduct a regular search;
- The vote of the department and an explanation(s) provided for any negative votes;
- Statement from the Dean confirming the area of expertise as a program priority/growth field and how this TOE fits within the department's and the college's/school's academic plans.¹

PROCEDURES FOR TARGET OF EXCELLENCE (TOE) APPROVAL

STEP 1: (for submission to the Dean's Office by Chair):

1. Department letter to the Dean
2. Curriculum Vita (CV) including publication list of TOE candidate

STEP 2: (for submission to the Vice Provost for Academic Personnel):

Dean attaches letter of support; then sends the entire package to the Office of the Vice Provost for Academic Personnel for consideration.

¹ If this person does not fit within the academic plan (as it is recognized that good plans are constantly evolving), the Dean and Chair should justify why it is important to deviate from the plan.

STEP 3: (for consideration by the Vice Provost for Academic Personnel):

Materials are reviewed by the Vice Provost for Academic Personnel and the Committee on Academic Personnel (CAP) is consulted informally at this stage as are the EVCP and Chancellor. The Department via the Dean is notified by the Vice Provost for Academic Personnel of the decision on the TOE request.

STEP 4: (if approved by the Vice Provost for Academic Personnel):

Department submits to the Dean's Office the regular appointment package including a faculty vote and a request for a search waiver.