

From: [Arts and Sciences Chairs](#) on behalf of [Alice M. Hollow Horn](#)
To: ASCHAIRS-L@LIST.UNM.EDU
Subject: [ASCHAIRS-L] Important re: ToP
Date: Friday, February 1, 2019 8:10:27 AM

Please see the following message forwarded on behalf of Dean Peceny.

Begin forwarded message:

From: Interim Provost <iprovost@unm.edu>
Date: January 31, 2019 at 4:44:12 PM MST
To: I
Subject: Re: Important re: ToP

Colleagues:

For a variety of reasons, I am hereby extending the best consideration deadline for Target of Opportunity proposals this semester, to **March 8**. I am determined to institutionalize among chairs and faculty some awareness of these opportunities for faculty recruitment, but that takes time and repeated messaging, and it appears that not all chairs/faculty have been aware of this. Extending the deadline will allow for more recruitment activity and more thoughtful intellectual conversations in departments and colleges/schools.

ToP hiring represents an opportunity to recruit terrific future faculty that help diversity our faculty (and especially Departments that currently embody less diversity than we'd like). The bar for justifying such hires remains high, as articulated in the online description and other documents recently circulated again. All proposals must have been voted on by departmental faculty and vetted *and prioritized* by College/School. And all will then receive substantial review by a diverse committee of eminent faculty convened in Academic Affairs. All must have a funding mechanism in place for the position, though some limited funding to 'bridge' the hire for a year or two may be available (and proposal must state whether this is needed).

If UNM is to become what we aspire to be and best serve the state and the mission, we need to do this well. Let's take a little more time to get that right – in part, please, by each of you communicating the new deadline to all Chairs and ask them to be communicating with faculty to identify terrific ToP opportunities.

Finally, the Fall deadline for ToP proposals (please also communicate this) will be October 17, 2019. Please also expect future opportunities each future semester, likely on a similar timing (but to be set under the new Provost once identified).

Thanks, Rich