

**Committee on Educational Policy
December 21, 2018**

In attendance: Faculty: Catherine Sanderson, chair; Lawrence Douglas; Tariq Jaffer, by phone; Edward Melillo. Catherine Epstein, Dean, *ex officio*. Recorder: Nancy Ratner, Director of Academic Projects.

Catherine Sanderson, chair of the Committee on Educational Policy (CEP), called the meeting to order at 2:00 p.m. in the dean of the faculty's office in Converse Hall.

Target-of-opportunity request

Catherine S. shared with the committee a request for a target-of-opportunity (TO) appointment from a department that is currently engaged in a search. The department identified, in the course of its search, two very strong candidates representing different areas, both very much desired. One would bring greater diversity to the faculty and the department, so the department asked if it could make a second hire as a TO. This position would be tied to the next retirement in the department and was unanimously desired by the department.

Several committee members suggested it might be time to revisit the TO program to clarify expectations. The dean noted that the college is not close to having a faculty that truly reflects the student body. She emphasized a continuing need for this program. The committee concluded that it would benefit from more guidance from the college lawyer, particularly with regard to criteria for making a TO appointment, and asked that this issue be placed on the agenda for a meeting in early spring. The committee noted, for example, that the candidate may have self-identified as an underrepresented minority, but the department and the committee cannot be privy to such information. This places them in a quandary when a TO hire is requested. Catherine E. said she would find the appropriate person to offer guidance to the committee. She also offered to discuss with Nancy information about past TO deliberations that might be informative to the committee.