



# UNIVERSITY OF CONNECTICUT

## *OFFICE OF DIVERSITY & EQUITY*

### **Waivers (Appointments)**

Waivers, like audits, bypass the formal recruiting and screening process but are for permanent faculty positions. These types of requests are very rarely submitted and approved as they jeopardize the University's compliance with statutory and legal obligations. Faculty must meet the definition of "pre-eminence", being an outstanding scholar with unique and unparalleled research, scholarship or field of specialization; incomparable with potentially available applicants. This hire would result in increased prominence for the University.

The hiring department must submit :

- comprehensive documentation supporting the preeminence of the hire, noting achievements that have received national or global recognition and commenting on the hire's importance to the University's goals; **and**
- a narrative explanation of the availability of others with the hire's skills, the extent to which the University must compete against other institutions to recruit the hire and a comment regarding networking or other recruiting activity that led to the identification of the hire.