STRATEGIC HIRING OPPORTUNITY PROGRAM
Office of the Provost

FY 2013-2014

Program Description
The Office of the Provost will continue the Strategic Hiring Opportunity Program in FY 13-14 to help grow the West Lafayette faculty in ways that increase representation from diverse intellectual traditions, educational institutions, life experiences and diverse backgrounds including but not limited to gender, race, ethnicity and culture. The goal is to recruit and retain the best-qualified candidates who contribute to Purdue's excellence through their own diversity, life experience or through the scholarship of diversity in their discipline.

The Office of the Provost will provide matching support for faculty salaries, fringe benefits, and start-up requests for strategic hiring opportunities in units that have met the following requirements:

   a. Demonstrated academic program needs;
   b. Support for the hire from the department or school as evidenced by an affirmative majority vote from the full faculty (or group that votes) for an assistant professor and from the Primary Committee (or the group that votes) for associate and full professors;
   c. Established mentoring program for faculty that includes a plan for success with consistent and constructive performance evaluation;
   d. Evidence of preparation for a successful search process including attendance at hiring workshops, implementation of best hiring practices, evidence of a civil and collegial culture that supports new faculty success, sensitivity toward dual career assistance and work life balance along with demonstrated leadership that promotes an inclusive environment.

Program Scope
Support from the Office of the Provost will come in the form of limited-term allocations that require matching funds. As such, this sustainable long-term initiative will support the hiring of three to four faculty per year on an ongoing basis. The intent will be to bridge these hires to positions within the college/school in accordance with Future Purdue aspirations.

Financial Resources
The Strategic Hiring Opportunity Program will provide up to four years of partial salary and fringe benefit support: typically 75% in year 1, 50% in years 2 and 3, and 25% in year 4. In addition, 50% of requested start-up funds up to $100,000 will be available for each hire. Start-up needs in excess of this amount can be requested through the Provost's annual Faculty Start-up solicitation. This funding model is designed to allow maximum flexibility in bundling the support funds in a way that best meets the needs of the hiring unit.

Faculty Terminations and Unexpended Balances
If a faculty member hired through this initiative terminates during the four-year funding period, the hiring unit will return any salaries allocated for the position following termination. In addition, if the termination occurs prior to the full use of the start-up funds, the department will return to the Office of the Provost the proportionate share of the balance that was applied to the original allocation.

Proposals
Requests for funding support through this program should be submitted to Laurel Weldon, Interim Vice Provost for Faculty Affairs, Office of the Provost. Proposals will be accepted at any time.