MOVEABLE DREAM HIRE PROGRAM
Office of the Provost

Program Description
Identify, interview, and attract to Purdue exceptional senior/tenured, mid-career, or early career rising star faculty talent falling outside the scope of any currently open or anticipated search. The program runs year-round.

Proposal and Approval Process
Requests (detailed at bottom) can be submitted at any time and should be folded into a college’s next annual faculty search submission if not already captured by a prior year’s approved hiring plan. When preparing annual faculty search submissions or managing current faculty lines, colleges should hold out faculty lines specifically for Moveable Dream Hires based on their expected number of successful Moveable Dream Hires (e.g., 2-3 annually). The operational details are meant to be flexible, and questions about it can be directed to the Vice Provost for Faculty Affairs.

The process begins with the creation of a College Evaluation Committee comprised of faculty selected by the Dean. This could be a standing committee and/or an ad hoc committee with more specific disciplinary expertise. Faculty then identify top disciplinary talent and forward publicly available materials on the candidate to the Dean, who may pass them along to the relevant Evaluation Committee. This talent should demonstrably advance Purdue’s national standing, assessed holistically but for example as evidenced by primary AAU membership metrics such as competitive peer-reviewed funding, citations and citation impact, major external awards and National Academies membership, or books or other key scholarly outputs that demonstrate world leading thought leadership in a given field. Outstanding applicants who have entered currently open searches but do not match the search criteria can also be presented to the College Evaluation Committee, after first checking that they do not match the criteria of any other open search (in the event of which they should then be properly routed). See additional operational details below.

The Evaluation Committee will make recommendations of potential candidates to be pursued to the Dean of the College; the Dean evaluates and approves/disapproves each candidate. A list of approved candidates is then shared with the Vice Provost for Faculty Affairs.

Recruitment Process
Potential candidates will be contacted for a conversation and/or campus visit.

The College Evaluation Committee will make the hiring recommendation, which must be approved by the appropriate (prospective tenure home) Department Head and Dean.

A Search Waiver should be sought via standard processes; see the Recruiting Excellent Faculty guide and waiver document.

Hiring requests, along with proposed funding plans, should be submitted to approvalsofficeoftheprovost@purdue.edu for approval before the active pursuit of a candidate commences.
Financial Resources
Each request should include the estimated salary cost of the proposed Moveable Dream Hire, as well as anticipated start-up cost. Colleges are expected to fund an assistant professor salary line. Central recurring funding will be provided for the remaining salary (maximum $100,000) and fringes. Central funding will also be provided for start-up costs, ordinarily to a maximum of $750,000 for each Moveable Dream Hire.
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Evaluation committee (EC)
This group can be organized at the College or School/Department level. The Dean should appoint a College committee, or charge Head(s) to establish School/Department committees. There could be a standing committee, an ad hoc committee convened around a particular candidate’s area of research, or both. These faculty discuss and prioritize the suggested moveable dream hire targets as described below.

Identifying and vetting dream hire targets
Departments/Schools can put forward potential faculty hire targets for the Dean and EC to consider. There could also be a mechanism by which individual faculty forward names to the Dean and EC for consideration. The EC should consider candidates forwarded to them by the Dean, evaluate them, and forward a list of approved targets to the Dean on an ongoing basis. The Dean should categorize them by desirability, in particular noting those who have the College’s permission to be pursued (a “green light” list).

Pursuit of dream hire targets
The relevant department/school Head asks the Dean’s permission to pursue actively a particular individual from the green-lit list. The EC and DFA should be notified as well. The Provost should be asked for approval of the hire and participation in this program via a memo sent to approvalsofficeoftheprovost@purdue.edu. The Head or a designated senior faculty member is charged with making contact, to have a conversation with the candidate which may lead to organizing a visit. This would be the time to obtain their most current Cv. If the process moves forward to a campus visit then the relevant Head and their staff coordinate it.

If a visit is being organized, references should be sought from the candidate. At the same time, the relevant primary committee should prepare their own list of outside referees for the immediate tenure process, should that become necessary.

Preparing and making an offer
With the approval of the Dean, it may be judicious to start drafting an offer of employment even before the visit, allowing the unit to move quickly should the visit result in the decision to make an offer. The details, including start-up support, can be negotiated by the Head should an offer be made.

If the outcome of the visit is positive, the Primary committee should consider and vote on the case for immediate tenure. This should then go forward to the area committee and on to the Provost for approval, so that tenure can be conferred as soon as possible after the offer is accepted.

If a Named and/or Distinguished honor is likely, that process should start as soon as possible after the offer is accepted.