STRATEGIC OPPORTUNITY HIRING PROGRAM
Office of the Provost

FY 2015-16

Program Enhancement FY2015-16
This program has a sustainable funding model to support four faculty hires each year. For the FY15-16 recruitment year, funding for an additional ten faculty lines has been allocated from Provost resources. These lines will be available until fully utilized.

Program Description
The Office of the Provost will continue the Strategic Opportunity Hiring Program in FY15-16 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 diversity qualifier for each candidate should be addressed in the request. Diversity qualifiers can be 1) gender in discipline; 2) underrepresented minority; and/or 3) disability.

The Office of the Provost will provide matching support for faculty salaries, fringe benefits, and start-up requests for strategic opportunity hires 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 search committee as appropriate) for an assistant professor and from the Primary Committee (or search committee as appropriate) 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, and demonstrated leadership that promotes an inclusive environment.

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 four faculty per year on an ongoing basis. The intent will be to bridge these hires to positions within the college/school. See Program Enhancement FY2015-16 for an increased number of positions available for the current year.

Financial Resources
The Strategic Opportunity Hiring 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.

If a faculty member hired through this initiative terminates during the four-year funding period, the hiring unit will return any salaries allocated and unused 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.

Assessment (NEW)
An assessment process will be implemented to help understand the impact of the Strategic Opportunity Hiring Program. A report will be prepared annually by the Office of the Provost which will provide the status of each faculty member hired under the Strategic Opportunity Hiring Program since its inception in FY10-11. The report will include appointment date, initial faculty type and rank, current rank and appointment status (active, not extended, or terminated) and the diversity qualifier for this program.

Review and Approval Process
Requests for funding support through this program should be submitted to the Vice Provost for Faculty Affairs, Office of the Provost at the following email address: approvalsofficeoftheprovost@purdue.edu. Proposals will be considered at any time while funds are available.