

MOVEABLE DREAM HIRES

Purdue Academic and Student Affairs Committee

Public Meeting

December 2023



Attracting Top Talent

Motivation

- The overarching goal is to attract high-performing top caliber faculty to Purdue University
- Regular, topic-based, searches are focused on specific areas based on identified needs to meet our research, teaching and/or service missions
 - These work extremely well for attracting and recruiting junior faculty
 - They typically attract recent PhDs and individuals finishing up postdoctoral appointments
- The Moveable Dream Hires program supplement and complements this topic-based searches for faculty
 - Goal is to identify and attract exceptional faculty talent falling outside ongoing searches
 - Enables us to recruit faculty that are not actively looking for positions

Process and Status

Process

- Colleges identify top caliber faculty that would substantially enhance Purdue's teaching excellence, research excellence and scholarly impact
 - All faculty members are invited to suggest individuals for college-level consideration based on publicly available performance indicators
 - Faculty at all career stages, including pre-tenure, are eligible for consideration – with the exception of fresh PhDs or those in postdoctoral positions
- After approval, colleges move directly to recruit these individuals

Status

- The Offices of the Provost and Treasurer are jointly conducting reviews of nominations
- The first Moveable Dream Hire for this year has been made in the College of Agriculture
 - Others are actively underway in the Colleges of Engineering, Liberal Arts, Pharmacy, Science, and Veterinary Medicine, with more approvals expected shortly