

Faculty Start-up Packages at VT

- Negotiated between the DH and the candidate
 - approved by the director, dean and provost
 - Shared equipment brings the cost down
- Packages are set-up for a 3-year period
- Almost all new hires in the College are AY appointments
 - Summer salary as part of the package
- Package cost shared among the University, College and the Department

Start-up Packages

- Recent hires: Start-ups average about \$450,000 and as high as \$750,000
- Provost matches up to 50% of the start-up amount, up to a maximum of \$150,000
 - Possible to justify larger amount from Provost
- The remaining 50% is equally shared between the College and Department

A typical start-up package

- Funds for equipment, supplies, graduate stipend, tuition, post-docs
 - Provost shares mostly covers equipment and supplies; limits other categories
- 2 months of summer salary for each of the first 2 years paid by college
- A relocation reimbursement of up to \$14,000
Paid by Department
- Facility upgrade or renovations are almost never included in start-up package

Source of Start-up funds?

- University:
 - Operating funds; provided over 2 years
- College:
 - A combination of overhead and state funds
 - Split based on appointment
- Departments:
 - Receive 50% of overhead returned to the College
 - Mostly overhead and Foundation funds