

## **Goal 2: Excellence in Research, Scholarship, and Creative Activity**

### **B. Provide support for scholarly activity and external funding**

#### **Start-up Funds**

*Present practice for start-up funds? Sharing among the department, school, Vice Chancellor for Research, and Executive Vice Chancellor/Dean of the Faculties. Other possibilities? Hiring of senior faculty, with a promise of returning all indirect costs generated in the first three years as a start-up package is a very effective way of enhancing research—it provides an incentive for a fast start to the research program.*

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#### **Current Status**

- Most surveyed schools provide some start-up support for new faculty in forms that include summer salary, support for graduate students or post-doctoral scholars, and funds for equipment and supplies.
- Limited availability of start-up funds is a significant constraint on new faculty recruitment in Dentistry, Engineering, Medicine, Nursing, and Science, and may become so in Informatics in the near future.

#### **Recommendations**

- To attract new senior faculty hires, discuss with the deans the ideas of 1) guaranteeing return of indirect costs to PIs for approximately three years and of 2) making campus administration's share of ICR available to schools as start-up funds.
- Implement both ideas as soon as possible.

#### **Implementation**

- Make guaranteed ICR return available to schools as a recruitment incentive for attracting senior faculty hires.
- Create a model ICR block grant program to present to Deans as a means to provide cost sharing for start-up funds.

(Revised September 6, 2007)