



MEMORANDUM

TO: Deans

FROM: S. Jack Hu
Senior Vice President for Academic Affairs and Provost

CC: Jere W. Morehead, President
Karen Burg, Vice President for Research
Usha R. Rodrigues, Interim Vice Provost for Academic Affairs
Toni Rogers, Associate Vice President for Academic Fiscal Affairs

DATE: April 18, 2022

SUBJECT: **Matching Support for Tenure and Tenure-Track Faculty Hires Requiring Significant Start-up**

Realizing that some new faculty in certain disciplines may require more start-up support than others and the IDC generated in these disciplines may not yet be sufficient to cover these hires, the Provost's office is once more making \$2 million in matching support available over two years. These funds will be available for units to recruit outstanding faculty to fill vacant tenure and tenure-track positions for which the salary currently exists in the school or college. The faculty start date for these positions will be August 1, 2022, and the start-up funds are to be used in FY23 and FY24.

If you wish to receive matching support, please send a list of priority vacancies with information on the department, rank and salary level for each position, and a list of start-up needs and estimated total costs.

Please note the following:

- Please justify each request based on the position's strategic importance to the school/college and/or department's research mission. For example, please specify if the proposed hire will join a cluster of researchers, establish a new line of research, or fulfill current curricular needs.
- The \$2M in funding is intended to assist hiring of faculty whose start-up needs are considered significant, at \$400K or higher.

- In general, the school/college is expected to cover start-up needs up to \$400,000. For the amount that exceeds \$400,000, the unit will be asked to provide half of the additional amount. For example, if the start-up for a faculty member is estimated to be at \$600,000, the Provost matching support is \$100,000, or half of \$200,000.
- Priority will be given to faculty recruits at more senior levels, e.g., associate professors and full professors.
- The Office of Research will not provide start-up funding for this initiative. Please do not request matching funding from the Office of Research.
- The dean must commit that the salary and space are available, and the position start date will be no later than August 1, 2022.
- Cluster hires in Integrative Precision Agriculture, Brain and Behavioral Health, Data Sciences and AI already have mechanisms for start-up support and will not be considered for this match.

Please contact Usha R. Rodrigues (rodrig@uga.edu) if you have questions.

For full consideration, please submit your request by April 29th via e-mail to Toni Rogers (trogers@uga.edu) and copy Will Richardson (willr@uga.edu), Assistant to the Provost.