CEHD Faculty Start-Up Package Guidelines for FY 24 searches and Beyond (Beginning September 2023)

Item	Assistant Professors or Associate Professors without TRUH	Total Estimated Costs
Graduate Assistants	$2,000 per month for 3 years (12 months), plus tuition and required fees	$116,240
Summer Salary	3 months first year, 2 months second year, 1 month third year	$63,333
Research Agenda	$35,000 (to be used in 4 years)	$35,000
Moving - In-State	**Up to $7,500	
Moving - Out-of-State	$15,000	$15,000
Total		$229,574

Item	Associate Professors with TRUH or Full Professors	Total Estimated Costs
Graduate Assistants	$2,000 per month for 2 years (12 months), plus tuition and required fees	$77,493
Summer Salary	4 months (to be used within 2 years)	$55,556
Research Agenda	$50,000 (to be used in 4 years)	$50,000
Moving - In-State	**Up to $7,500	
Moving - Out-of-State	$15,000	$15,000
Total		$198,049

**Based on location within Texas and needs of the faculty.

Funds are allocated under the assumption that 1/3 of the funds are coming from the Office of Faculty Affairs, 1/3 from the academic department, and 1/3 from the school. Funding drawn from the University allocation cannot exceed 50% of any given faculty member's start-up, normally matched (at a minimum) on a dollar-for-dollar basis from school, agency, and/or department sources. Allocated funds may be used for start-up at the school's discretion.

Allowable start-up expenses from the University funds are as follows, but are not limited to:

- Research and/or laboratory equipment and supplies
- Research-related travel
- Graduate assistant support
- Other research-related items will be considered on a case-by-case basis
- Summer Salary for the first and second summers following the initial start date

Start-up expenses involving non-research-related costs, or relocation allowance may be provided from matching school, agency, and/or departmental funds.

Start-up funding is allocated over a four-year (4) period and will be required to specify an end date. Faculty receiving start-up funds are expected to spend the entire funds within four years to launch their research program. Effective September 1, 2023: start-up packages regardless of who is contributing the support e.g., College/School, Department, Agency, Center, or Faculty Affairs is for a term of four years only. Only in extenuating circumstances can a one-year extension be requested. If such an extension is granted, the Dean should inform the Faculty Affairs office via a memo request directed to mitchellm@tamu.edu. All funds will revert to the original funding source at the end of the four-year time frame unless authorized. GURI/CRI funding is an exception to this four-year time limit.

Prior to the distribution of start-up funding, the Office of Faculty Affairs will request confirmation that the new faculty hire has arrived and started employment with Texas A&M University. The faculty hire must remain employed for the four-year period of the start-up funding period. If a faculty member leaves and start-up funds are unexpended, the university portion must be returned to the Office of Faculty Affairs.

Reviewed by Dean's Only group on 04/05/2023
Reviewed by Business Leadership Team on 04/13/2023
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