Start-up Packages

- Reporting schedule
  - Year 2 (data for years 1 and 2)
  - Year 5 (data for years 1-5)
  - Earlier years as well?
- What to collect (see toolkit)
  - All offers – not just accepted offers?
  - Salary (base/other)
  - Space renovations (minor)
  - Source of funding
  - Base salary + other salary + other startup costs
- Sources of data
  - Offer letters
  - Administrative data bases
  - New data collection effort

Start-up Package Worksheet

Please complete the following information, describing the start-up package offered to new faculty in your department. This data will be aggregated to assess faculty start-up package offers.

Salary		$____
Number of months of summer support		____
Start-up expenses (Subtotal a. – d.)*		$____
a. Expendables	$____	
b. Research/Laboratory Equipment	$____	
c. Personal Office Equipment	$____	
d. Other	$____	
Staff assistance (Subtotal e. – f.)		$____
(number of individuals or dollars)		
e. Graduate student (number of years of support)	$____	
f. Technician	$____	
Travel and Professional Development funds		$____
Description of space options		
• Location (building name)		____
• Sq. footage of office space		____
• Sq. footage of lab space		____
• Other (e.g., describe shared space options and include square footage)		____
Normal teaching load		
(# of credit hours per semester or per year)		____
• Teaching release time (please describe)		____
Description of responsibilities		
____% Teaching		
____% Research		
____% Service		
____% Administration		
____% Other: ____		
Description of dual career accommodations (if any)		____
Demographic data		
Date offer made: ____ Date offer accepted: ____ Start date: ____		
Appointment: ☐ 9-month ☐ 10-month ☐ 12-month		
Department: ____		
Rank (drop-down box)		
Gender: ☐ M ☐ F		

* If your start-up costs cannot be broken into subgroups, simply list the total start-up expenses.

K-State ADVANCE Institutional Transformation

Analyses

- Small Ns--need several years of data; but lose important distinctions by aggregating
  - e.g., differences by rank; discipline
  - different needs (e.g., research space)
- Regressions with controls (depending on Ns)
- Ranges as well as means
- Matching
- Compare offers to acceptances