

Faculty Startup Package and Professional Development School of Population Health

Purpose:

This policy describes faculty startup package time limits.

Policy Statement

For new faculty and current faculty who have been with VCU for fewer than 5 years, the maximum allowable time to spend against a faculty startup package is 7 years. Faculty who has been at VCU for 5 or more years will be given 12 months' written notice prior to expiration of their startup package.

Once (i) startup funds have been exhausted or (ii) the startup package has expired, all faculty with a primary appointment in a School of Population Health (SOPH) department will have access to an annual discretionary fund that can be used toward the purposes of professional development, scholarship, and other professional services. SOPH faculty with a primary role in a non-SOPH entity (such as a Department in another Health Sciences school, the Massey Cancer Center, or the Wright Regional Center for Translational Science), will be handled on a case-by-case basis, at the discretion of the department chair. This funding is made through departmental resources as supported annually through departmental FACR funds.

The amount of professional development will be determined at the department level.

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