

# Executive Vice Chancellor & Provost Resource Allocation Guidelines August 18, 2016

As we go forward, we will continue to invest in the institution's highest priorities. The financial resources available to allocate (appropriations, enrollment change, and campus initiated tuition increase) are extremely limited going forward and it is my goal to continue to assign these limited resources to NC State's highest priorities, using the following principles to guide my decisions and allocations.

## Highest Priorities for Funding

### 1. *Student Success Initiatives*

### 2. *Recruiting Excellent Faculty*

- Chancellor's Faculty Excellence Program (CFEP)
  - **Salary:** 100% of the salary and associated benefits for T/TT faculty positions hired through the CFEP will be provided on a continuing basis
  - **Startup:** 50% of the startup package for the CFEP faculty hires will be provided. The startup funding may support equipment, graduate students, space/lab renovations.
- Disciplinary Faculty Hires
  - **Salary:** Funding typically will not be provided for disciplinary faculty positions. Exceptions may be considered on a case-by-case basis.
  - **Startup:** An average of up to 25% may be provided for technicians and graduate students, but only for a fixed period of time, not to exceed three (3) fiscal years.

### 3. *Retaining Excellent Faculty*

- **Salary:** Partner on continuing salary cost, up to 50%
- **One-time Costs:** Generally will not participate in one-time costs associated with faculty retentions. However, consideration may be given to supporting graduate students, but on a case-by-case basis. A complete analysis will be conducted using various tools to determine the magnitude of external funding the faculty member is generating, the teaching, research, and outreach being contributed to by the faculty member, etc. before a funding commitment is made.

**Executive Vice Chancellor & Provost**  
**Resource Allocation Guidelines**  
**August 18, 2016**  
**(page 2)**

**4. Spousal/Partner Hires**

- Chancellor's Faculty Excellence Program (CFEP)
  - **Salary:** Consideration will be given to requests to support spouses/partners of CFEP hires if the CFEP hire will not accept NC States offer of employment without an offer for the spouse/partner
    - All salary funds provided by the Provost for spousal/partner hires will revert to the Provost upon the faculty member's separation from NC State.
  - **Startup:** Up to 50% of the startup package for the spouse/partner may be provided to support graduate students
- Disciplinary Faculty Hires
  - **Salary:** Up to 33% of the salary may be provided on a one-time basis for up to three (3) fiscal years if the spouse/partner is a strategic hire and a good investment for the college/program.
  - All salary funds provided by the Provost for spousal/partner hires will revert to the Provost upon the faculty member's separation from NC State.

**5. Target of Opportunity Hires (Strategic Need)**

- **Salary:** Up to 50% on a continuing basis
  - Faculty should be identified through submitted strategic priorities and must meet a strategic need
  - The faculty hire must impact diversity in the areas we need
- **Startup:** Up to 25%-50% of the startup package for the Target of Opportunity hire may be provided to support graduate students
- All salary funds provided by the Provost for Target of Opportunity Hires will revert to the Provost upon the faculty member's separation from NC State.

**6. Matching for Proposals / Special Requests**

- All requests for matching funds / special requests must be vetted through the proper channels within the college (Deans, Department Heads, and Appropriate Faculty) before being submitted to the Provost for review and/or funding.
- Requests for matching funds for grant proposals / research proposals must include the Office for Research, Innovation and Economic Development (ORIED).