



OFFICE OF RESEARCH

OFFICE OF ACADEMIC AFFAIRS

## MEMORANDUM

**TO:** Deans

**FROM:** Mark Becker, Ph.D. *MEB*  
Executive Vice President for Academic Affairs

Harris Pastides, Ph.D. *HP*  
Vice President for Research

**DATE:** September 16, 2004

**Re:** New Faculty Recruitment Plans

---

The Office of Academic Affairs and the Office of Research are pleased to announce the launch of two new faculty recruitment programs. When fully implemented, they will result in a significant expansion of the faculty, by partnering with units and colleges to recruit approximately 250 new faculty members to the University of South Carolina system. These unprecedented programs have been developed to meet a number of the University's highest priorities:

- Significantly enhance the student experience through smaller classes and expanded research opportunities;
- Significantly increase USC's sponsored research portfolio;
- Facilitate the success of identified priority research initiatives;
- Enhance our commitments to academic outreach and civic engagement.

**Faculty Excellence Initiative** – The Faculty Excellence Initiative (FEI) is targeting the recruitment of 150 new tenure/tenure-track faculty members to the University of South Carolina over the next five years. This program will be responsive to strategic initiatives that will advance the national profile of USC. Examples include, but are not limited to, cluster hires spanning multiple academic units, recruitments of teams or groups of established scholars, and the development of new centers or programs that will distinguish USC as a national leader in the targeted areas. In addition, a goal of the FEI program is to reduce the student-to-faculty ratio to no more than 15 to 1. The plan is for the Provost to commit \$10 million in new, recurring funding to the FEI over the next five years. Deans will be required to match the Provost's commitments.

**Centenary Plan** – The Centenary Plan (CP) is targeting the recruitment of 100 new faculty primarily oriented to and supported by sponsored research. A certain number of positions will be reserved for USC's identified priority research areas, but all units are eligible for these awards.

Funding through CP will provide partial support (up to \$200,000 per hire) for a period not to exceed three years. The plan will result in a minimum investment of \$40 million dollars in new faculty hires; i.e., \$20 million by the Office of Research and an equivalent amount by the sponsoring units of the University.

Neither program may be used to recruit replacement hires (i.e., faculty hired to perform responsibilities covered by a vacancy).

**Application Process** – A single application process for FEI and CP has been developed in order to facilitate consistent and timely reviews. This process is similar to that of other internal funding requests. Specifically, complete a proposal/award processing form (available online at: <https://spar.research.sc.edu/uscera>) for each position you intend to fill and submit your request and the accompanying form through USCERA, the University's newly implemented electronic research administration system. On the proposal/award processing form, choose which plan you are requesting funds from by checking the appropriate box in the *Internal Funding Request* section. In addition, include the name of the plan you are requesting funds from in the title of your proposal. Once the request has been received through academic channels, the Provost and the Vice President for Research will jointly determine whether the request is eligible for support through one or both of these programs. We will endeavor to provide a funding decision within a week of the receipt of a completed application.

**Recruitment Process** – The national search to fill an approved position may begin immediately upon receipt of notification that a FEI/CP request is approved. However, all financial commitments are conditional on a successful recruitment. Once a search has identified the preferred candidate for a FEI position, the unit is required to send a copy of the candidate's CV and a draft copy of the offer letter to the Provost's office. Likewise, the candidate's CV and draft offer letter are to be sent to Office of Research for a CP position. Funding will be allocated for the fiscal year in which the candidate begins his or her formal notification of such within two working day received.

You may submit your request for FEI or CP support at anytime. Please contact Tony Boccanfuso if you have questions. We recognize that managing these initiatives will require tremendous vigilance and teamwork. Yet, even with all the work that will be involved, we are extremely enthusiastic about the opportunity to transform USC into a bigger and better university. You, of course, are a major partner in this effort.

Thank you.

c: Department Heads  
Center and Institute Directors