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To: Patrick Callaghan
Section Heads (Lihini Aluwihare, Paul Jensen, Art Miller)
Section CAO's (Anna Bryson, Anne Footer, Wayne Farquharson)

SUBJECT: SIO Policy on Startup for Research Series New Hires

This is to serve as confirmation that the SIO Director's Office will consider startup funding requests for new hires into the Researcher series. It is expected that such requests will not exceed \$25,000, except for individuals with significant laboratory or field operation needs, in which case requests up to \$50,000 will be considered. These resources are to be used for the development of the new hire's research program, including but not limited to research supplies, equipment, and salary support for themselves or others contributing to their research group. All startup funds must be expended within three years. Receipt of startup funds will limit an individual's ability to apply for bridge funding for three years.

Sincerely,

A handwritten signature in blue ink that reads 'Margaret Leinen'.

Margaret Leinen, Ph.D.
Vice Chancellor, Marine Sciences
Director, Scripps Institution of Oceanography at the University of California, San Diego

Cc: Doug Bartlett
Joni Ciarletta
Susie Pike Humphrey