

## **UO LUNDQUIST COLLEGE OF BUSINESS NAMED AND ENDOWED FACULTY POSITION POLICY**

Unit	Lundquist College of Business
Previous version approval date	NA
Dean's Revision Received by OTP	NA
Date of OTP Approval	January 18, 2024

### **I. PURPOSE OF ENDOWED FACULTY POSITIONS**

The following policy reflects procedures used by the Lundquist College of Business for the distribution of endowed positions. Endowed faculty positions improve our ability to recruit and retain outstanding faculty who enhance the reputation of the Lundquist College and the University of Oregon. Faculty who receive this honor should perform as exemplary scholars and colleagues and have a distinguished record of accomplishments within their disciplines. These procedures are meant to supplement the guidelines used within the Office of the Provost (<https://provost.uoregon.edu/named-and-endowed-faculty>). The dean shall comply with OtP guidelines as well as with restrictions or criteria articulated in the gift agreements attached to available endowed positions. If a conflict between policies exists, the dean will seek advice on the use of such funds.

### **II. FACULTY ELIGIBILITY FOR AN ENDOWED POSITION**

If one or more endowed positions is sufficiently funded and is available for allocation, the dean will evaluate faculty within the Lundquist College who meet the criteria of the available position. Similarly, the dean may also consider a job candidate for a faculty position for an endowed position as a means of attracting high quality faculty. As part of this process, the dean may solicit advice from the department heads and appropriate faculty within the Lundquist College. There is a general distinction made between a “chair” and a “professorship,” where a chair is reserved for those with the very highest level of distinction and accomplishment, and typically comes with greater remuneration and/or research funds for the holder of the endowed position.

#### **A. Criteria for Awarding Endowed Positions**

The dean's decision will be guided by the criteria required by the University for awarding endowed positions.

The University's Office of the Provost currently specifies that all successful candidates for endowed positions must demonstrate:

- i. An outstanding record of productive research, publication, creative activity, and scholarly achievement appropriate to the discipline and areas of specialization and sufficiently consistent in quantity and quality to support a

- reasonable expectation of continued outstanding performance and contribution;
- ii. Evidence of a continuing record of exemplary academic and professional accomplishment in teaching and service;
- iii. Evidence of achievement of a professional status at the national or international level which will enhance the prominence of the University.
- iv. Significant contributions to institutional equity and inclusion

The College has a number of endowments that support Career Faculty and/or Professors of Practice. Only criteria ii, iii, and iv will be used in determining these awardees, though any record of productive research, publication, creative activity and/or scholarly achievement will be recognized and assessed as contributing to the evaluation of candidates under criteria ii and iii.

#### **B. Assessment and Appointment by the Dean**

The dean shall assess each candidate independently, using the above criteria. In making this assessment, the dean shall consider each candidate's most recent C.V., Faculty Activity Reports, recent teaching evaluations, any reviews prepared by the Personnel Committee as part of its regular review duties, and any other relevant supporting materials. The dean may also consult with faculty members, other members of the Lundquist College community, the Provost, or the President, as appropriate, taking care to avoid conflicts of interest.

The dean's selection of a faculty member for an endowed position requires approval from the Provost.

#### **C. Term of Appointment**

Each endowed position is subject to regular review. The dean has ultimate responsibility for the review of endowed positions. Unless the gift agreement or other university policy provides for a different timeframe, a different review process, or for non-renewability, all holders of endowed positions will be subject to periodic review. The University's Office of the Provost currently specifies the following [renewal protocols](#):

*An endowed chair or professorship will be filled by one individual for an initial six-year period, unless a shorter or longer term or non-renewability is otherwise specified (for example, in the position description or the terms of the gift). The initial period may be shorter than six years to align with regularly-scheduled personnel reviews.*

*All endowed chairs and professorships are subject to renewal on a six-year cycle that will align with the faculty member's post-tenure review cycle. Prior to the end of the six-year term, the Dean or designee shall conduct a summative*

*evaluation of the person's accumulated contributions and achievements. It should not be assumed that a faculty member's association with the endowed position will be automatically renewed. A faculty member who has excelled in all the expectations related to the appointment (for example, those articulated in the unit's post-tenure review process) may be reappointed to hold the position for another six-year term. If, however, the Dean or appropriate Vice President or the President decides that the faculty member has not met expectations at a sufficiently high level, or that a change in the holder of the position would be in the best interests of the university, a new appointment to the position will be made.*

*Faculty may resign from their appointment at any time without prejudice or may decline to petition for renewal of that appointment at the completion of a term. If a faculty member is found to have committed misconduct, that faculty member may be relieved of their endowed position as a result of disciplinary action outside the regularly scheduled review process.*

#### **D. Remuneration for the Endowed Position**

The Dean will determine the amount of stipend and research funds awarded based on a number of factors, including:

- i. Whether the award is for a professorship or chair
- ii. Remuneration for other similar endowed positions in the College
- iii. Market forces, particularly in the case of retentions or new hires
- iv. University guidelines

#### **E. Associate Professor Program**

As a retention tool, the Lundquist College of Business was granted by the Provost's Office the ability to provide "Research Scholar" positions to eligible Associate Professors in the College using endowment funds dedicated to support productive faculty. Associate Professors who are clearly on track for a timely promotion to Full Professor are eligible for the award. These are two-year appointments that can be renewed, subject to review.

#### **F. Implementation**

The awarding and review process articulated in this policy will begin in the 2023-2024 academic year. Faculty members appointed to endowed positions prior to Fall 2019 *are not subject to the process articulated in this policy*. Such faculty are subject to the review and re-appointment criteria specified in their individual appointment letters.