

UO COLLEGE OF EDUCATION NAMED AND ENDOWED FACULTY POSITION POLICY

Unit	College of Education
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I. PURPOSE OF ENDOWED FACULTY POSITIONS

The purpose of endowed faculty positions (dean, chair, professorship, fellowship, named scholar) is to recruit and retain faculty with outstanding scholarly records who will provide scholarship and leadership that enriches and strengthens their department or program, the college, and the university. They are distinguished faculty positions that represent prestige, leadership, renown, and broad responsibility to the department or program, college, university, and to their discipline.

Faculty who receive this honor must continue to perform as exemplary scholars, excellent colleagues, and faculty in whose accomplishments the university and donor can rightfully take pride.

II. ALLOCATION OF ENDOWED FACULTY POSITIONS AT THE COLLEGE LEVEL

When endowed faculty positions become available, the dean will solicit from COE department heads, and senior faculty in leadership positions, names of colleagues who would be strong candidates for endowed chairs, professorships, fellowships, and faculty scholar positions. The COE dean will consult that pool of recommendations as they consider the allocation of endowed positions.

In addition to the nominations submitted by department heads and senior faculty in leadership positions, a dean may consider the college’s need for strategic appointments for faculty recruitment or retention. Available endowed faculty positions that are sufficiently funded may be offered strategically for recruitment and retention at the dean’s discretion and will not generally be used for open competition among current faculty.

A. Criteria for Awarding Endowed Faculty Positions

In general, endowed faculty positions will be awarded to faculty members who have far exceeded the criteria for promotion and tenure or promotion to full professor, depending upon their current rank. The department head, in conjunction with the COE dean, will also be guided by any additional criteria required by the University for awarding endowed faculty positions.

COE criteria will include:

- i. An outstanding record of productive and impactful research, publication, creative activity, and/or scholarly achievement appropriate to the discipline and areas of specialization, sufficiently consistent in quantity and quality to support a reasonable expectation of continued outstanding performance and contribution,
- ii. A continuing record of exemplary academic and professional accomplishment in teaching and service,
- iii. Significant contributions to institutional equity and inclusion,
- iv. Achievement of a professional status at the national and international levels that will enhance the prominence of the University,
- v. Restrictions and criteria articulated in the gift agreement.

B. Assessment and Appointment by the Dean

- i. Nominated candidates: The dean will review the CV, teaching record, and department head's letter (and ranking, if relevant) in light of the criteria above. The dean may also consult with faculty members, other members of the COE community, the provost, or the president, as appropriate, taking care to avoid conflicts of interest. The COE dean has the ultimate college responsibility and will make a recommendation to the provost.
- ii. Strategic Appointments: The dean will review the CV and the recruitment or retention situation in consultation with the department head, considering the criteria above.

C. Final Approval

The COE dean submits a request to the provost to appoint or reappoint a faculty member to an endowed faculty position with a brief rationale.

With initial approval from the provost, the dean's office drafts an appointment letter following the Provost's "Guidelines for Endowed Faculty Positions" and the donor language of the endowment. With the provost's approval, the offer letter is sent to the candidate.

D. Term of Appointment

Unless the gift agreement specifies otherwise or other special circumstances apply, appointments to endowed chairs or professorships are intended for a term of six years, timed to align with regularly scheduled personnel reviews (which may mean that the initial period is shorter than six years). Appointments for endowment faculty fellowships and faculty scholars will be for an initial period of one to three years.

E. Vacant Endowed Faculty Positions

The COE dean may choose not to fill an endowed faculty position in order to allow the endowment earnings to increase; to retain the position for strategic recruitments and retentions; and/or to deploy the funds, when allowable in the gift agreement and with the approval of the provost, in ways that enhance the department or program and advance its academic mission.

III. REVIEW OF ENDOWED POSITIONS

A. Regular Review of Endowed Faculty Positions

Endowed faculty positions undergo regular review, aligned with major personnel reviews for six-year endowed appointments. In these cases, the faculty member's supervisor should conduct the regular six-year post-tenure review, following unit policies and the CBA. Additionally, the department head's post-tenure review recommendation to the dean must include an explicit recommendation about renewal or non-renewal of the endowed faculty position. This must address the criteria above and provide a clear rationale for the recommendation.

B. Regular Review Process

Unless the gift agreement or other University, or college policy provides for a different time frame, a different review process, or does not allow renewal, all holders of endowed faculty positions will undergo periodic review as described below unless special circumstances pertain.

- i. *Timing of Reviews:* The review process will begin during the last year of an appointment. Again, this should be timed with the six-year post-tenure review and conducted simultaneously. For shorter appointments (one to three years) that do not align with post-tenure or other major pre-tenure reviews, the candidate will undergo a review in the final year of the appointment that addresses the criteria above. Many of these shorter-appointment professorships do not allow renewal and so will not require review.
- ii. *Criteria for Reviews:* The standards for review of an endowed faculty position will follow the UO "Guidelines for Endowed Faculty Positions," the criteria above, and should exceed expectations set by the college's Promotion and Tenure and Merit Review policies.
- iii. *Process for Review:* The dean of the college will review each endowed faculty position independently and will make recommendations about renewal and non-renewal to the provost.
- iv. *Term of Reappointment:* Unless the gift agreement or University, college, or departmental policy specifies otherwise, reappointments will align with the intended length of the original appointment consistent with the gift agreement (regardless of the length of the holder's initial term) and will continue to be aligned with major personnel reviews.

IV. Positions Covered by this Document

The practices outlined in this document refer to “endowed faculty positions,” but this policy covers chairs, professorships, faculty fellowships, and faculty scholars without respect to whether the position is funded by an endowment.

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