

Plan of Governance
Appendix K

**Policy on Selection, Appointment, and Evaluation
Of Endowed Professorships**

Approved September 5, 2018

This policy covers the selection, appointment, and evaluation of Endowed Professors in the Department of Environmental Science and Technology. Through the generosity of individuals, a number of named, endowed professorships are available in ENST.

Faculty who wish to be considered for an Endowed Professorship must first meet the minimum criteria: 1. they must hold the rank of Professor; 2. they must demonstrate training and research within the topic area of the Endowed Professorship; and, 3. they must be active members of both the faculty and graduate faculty as evidenced by currently being a Principal Investigator on grants, major professor of graduate students at the M.S. and/or Ph.D. level, and have an identifiable and current research program within the topic area. A person who endows a position will not be considered for appointment for that position.

As per University policy, the selection of Endowed Professors will be done jointly by the Chair of the Department and the Dean of the College. The following materials will be submitted to the Chair for any open position: 1. Current C.V. highlighting activity within the subject area over the previous 5 years; 2. A research proposal, not to exceed 5 pages, that outlines the plans for utilizing the annual funds available under the Endowed Professorship; and, 3. Current Position Description.

Each candidate will also present a seminar to the Department and College on their current research program and what they propose to study if awarded the endowed position. Those present for the seminar will be asked to evaluate the candidates and these evaluations will be provided to the Chair and Dean.

An Ad-hoc Review Committee, comprised of all Tenure Track Faculty at the rank of Professor, and who have not applied for the position, will review the materials submitted and provide a report highlighting strengths and weaknesses for each candidate, to the Dean and Chair. This committee will also conduct a review of impact after the 4th year, for any person who is contemplating requesting a second term. A report highlighting accomplishments will be provided to the Dean and Chair.

The person selected by the Chair and Dean will be appointed to the Endowed Professorship for a five year term. If the faculty member leaves the university, retires, or otherwise leaves their position during the five year period, the Endowed Chair will become vacant and a new person will be appointed for a five year term. Faculty may be appointed to a second term following an open competition for the position, but will not receive preference for reappointment. There will not be any separate evaluation process for these positions in

their annual evaluations. Their performance while holding the position will be taken into account by the Chair and Dean when selecting subsequent Endowed Professors.

The title of the person selected will be: (Insert Name as Specified in the Agreement) Endowed Professor of (Insert discipline(s) as specified in the Agreement). The title will only be used while holding the Endowed Professorship and will not be used when the incumbent vacates it.

Approved by a majority vote of faculty in attendance at an ENST faculty meeting held September 5, 2018.