

STANDARD ADMINISTRATIVE PROCEDURE

Appointment and Evaluation of Faculty and Administrators who are Faculty to Endowed Positions

Standard Administrative Procedure Statement and Reason

The following guidelines apply to the appointment and evaluation of faculty to endowed positions, as well as the budgetary processes associated with such positions. The three principal categories of endowments used in support of faculty scholars at Texas A&M University-Kingsville are

- endowed chairs;
- endowed professorships; and
- endowed faculty fellowships.

Endowments are set at \$1 million or more for endowed chairs, \$500K or more for endowed professorships and \$200K or more for endowed faculty fellowships.

Definitions and General Selection Criteria

In all instances, selection criteria for appointments to endowed faculty positions, as well as budgetary approvals, will reflect the stated priorities and restrictions established when the position was created. The following general definitions and selection criteria will apply to the three endowment categories.

Endowed Chair - The holder of an endowed chair should be considered as receiving one of the highest honors that can be bestowed on a faculty member. The highest level of performance, and national and international recognition of that performance, are inherent guidelines for appointment of a chair holder. The institutional expectation of unquestionable excellence in at least one of the three professional performance dimensions (research, teaching, and service) must be met in addition to any specific selection criteria associated with a particular endowed position. The appointment to an endowed chair may recognize a current member of the faculty or it may be associated with recruitment of a new faculty member; but, in all appointments, excellence should be evidenced by several years of outstanding performance based on national and international standards.

Endowed Professorship - The holder of an endowed professorship should be considered as receiving a high honor, as well as recognition of consistently outstanding performance and ability. The institutional expectation of a distinguished record of performance in one of the three professional performance dimensions must be met in addition to any specific selection criteria associated with an endowed position. The appointment to an endowed professorship may recognize a current member of the faculty or it may be associated with recruitment of a new faculty member.

Endowed Faculty Fellowship - The awarding of an endowed faculty fellowship generally is to

- 1.3.2. To hold a chair, professorship, and fellowship the faculty needs to remain in good standing with the university.

BUDGETARY GUIDELINES

- 2.1. All expenditures of income generated by chair, professorship, and faculty fellowship endowments must be in accordance with the original gift agreement and applicable university rules. The Texas A&M University-Kingsville Foundation or the Texas A&M Endowment Fund will continue to coordinate financial reporting of endowment performance directly with the dean or unit VP, and only the Foundation or Endowment Fund will make decisions about endowment investments. The University and its units are responsible for the stewardship and impact of the gift, not the financial performance of the gift.
- 2.2. The total annual endowment earnings (referred to as the “earnings”) will be awarded to the holder of an endowed Chair, Professorship, or Fellowship minus the amount of the earnings allocated to cover all or a part of the endowed title holder’s nine-month salary. The earnings will apply to all the titled positions, recognizing that some endowments may perform better than others and that endowment earnings may fluctuate. Colleges may cover the balance if the annual earnings do not reach the expected amount.
- 2.3. A portion of the annual earnings may be used for some fraction of the endowed title