

PM 2020-06

Thomas A. Parham, Ph.D.

June 19, 2020

Establishment of Endowed Chairs or Professorships

Introduction

The establishment of Endowed Chairs and Professorships through philanthropic gifts allows the University to recruit and retain outstanding faculty and promote academic excellence. The university bestows such positions on faculty distinguished by wide recognition of their professional accomplishments in education, scholarship/creative activities, and/or service.

Policy Statement

The establishment and naming of endowed chairs will be consistent with CSU and CSU DH policies governing philanthropic gift endowments.

It is the obligation of the University to be the primary fund source for support of the University's core faculty positions. Therefore, an endowed chair position shall not be considered to be the same as a department chair or program coordinator position, and the duties of the endowed chair position shall not be those usually assigned to a department chair or program coordinator, unless otherwise specified by the individual(s) who gifted the monies for the endowed chair position. Therefore, the endowed chair monies shall not be used to pay for the normal release time, salary, or chair's stipend that a department chair (or program coordinator) receives for their normal duties as department chair or program coordinator, unless otherwise specified by the gift instrument.

Income generated from the endowment shall be used for purposes carefully consistent with the donor's wishes, done in collaboration with university advancement, the elected faculty committee within the housing academic area, and the dean/appropriate administrator. These purposes include but are not limited to, subsidizing or augmenting the institutional portion of the endowed chair/professor base salary; providing the endowed chair/professor assigned time or summer support; supporting clerical, administrative or research personnel; providing travel funds; and/or paying other costs to further the mission of the department, college and University, consistent with the donor's wishes.

Procedures

- A. The chair, tenured and tenure-track faculty of the academic area that will house the chair/professor shall first elect a committee, similar to a standard hiring committee, to describe and approve the position and its duties. If there are fewer than three eligible

faculty in the department or academic unit, the appropriate administrator will establish a representative faculty committee. This is to be done in collaboration with university advancement to ensure specifications of the intent of the endowment will be met. The establishment of these positions after approval will be subject to minimum endowment amounts in effect at the time and each situation will be evaluated on its own merits.

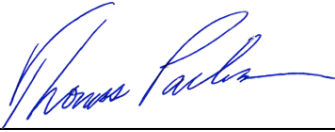
- B. In good-faith consultation with a department faculty hiring or appointment committee, or with good-faith recognition of election results, the appointment as endowed chair or professor is made by the Dean or appropriate administrator, and with approval of the President or their designee. Such appointment shall be for specified periods, but may be made on a semester, academic-year, or twelve-month basis for an agreed-upon term, and in good-faith consultation with the department hiring or appointment committee. The appointment shall be made for up to two years. Subsequent appointments for the position shall follow the procedures above.
- C. An endowed chair/professor position may be held by an existing faculty member at CSUDH, or be used to recruit a new faculty member. In the former case, the chair, tenured and tenure-track faculty shall make a recommendation to the appropriate administrator, and in the latter case, normal University procedures for faculty recruitment and hiring shall be followed.
- D. Faculty appointed as Endowed Chairs/Professors shall be reviewed according to normal University procedures and criteria.

History

No previous University policies regarding endowed chairs.

Related Information

PM 2015-03 Gift Acceptance Policies
CSUAM 15502.00 Naming of California State University Schools, Colleges, Programs and Other Academic and Non-Academic Units

Approved:  _____ Date: 6/19/2020
Thomas A. Parham, Ph.D.
President