

LOUISIANA BOARD OF REGENTS

ENDOWED PROFESSORSHIPS POLICY

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BOARD OF REGENTS SUPPORT FUND ENDOWED PROFESSORSHIPS POLICY

I. INTRODUCTION

Patterned after the Eminent Scholars program, the Board of Regents established the Endowed Professorships program in 1990-91 to broaden opportunities for faculty enhancement on diverse types of campuses. The program has guaranteed Support Fund assistance to annually fund two \$100K professorships per year per campus statewide. For each professorship awarded to date, the campus has provided \$60K in private monies, matched by \$40K in Support Fund dollars. (See Attachment I.) Some campuses have not been able to raise, on a regular basis, the \$120K needed to fund two professorships. As a result, other campuses that submitted more than two applications have received more than two professorships within a single year. In addition, in some years, supplemental dollars from the Legislature have increased the total number of professorships funded per campus.

Unlike other Support Fund initiatives, there have been no formal standards or guidelines for implementation of the Endowed Professorships Program. The 1999-2000 Board of Regents' evaluation of the Endowed Professorships component was conducted within this context. The purpose of this policy, which has evolved from the evaluation, is fourfold: (1) to clarify the purpose and objectives of endowed professorships; (2) to establish statewide principles and guidelines for the operation of endowed professorships; (3) to promote greater communication and collaboration among campuses with endowed professorships; and (4) to establish accountability measures for campuses which participate in the Endowed Professorships program.

II. DEFINITION AND PURPOSE OF ENDOWED PROFESSORSHIPS

Endowed Professorships were established to recruit superior new faculty and/or retain faculty whose research, teaching, and/or public service have uniquely contributed to the missions of their departments and institutions. The objectives of the Endowed Professorships Program are to enhance the quality of higher education and to promote the economic development of Louisiana.

The professorships are flexible and intended to meet the needs of widely varying disciplines, campuses, and academic units in one or more of the following ways:

- To provide salary or discretionary spending supplements that will increase the retention of exemplary professors;
- To enhance research competitiveness in achieving Federal funding;
- To improve research ties with industry by linking industrial researchers with faculty;
- To strengthen the capacity of departments to achieve regional (interstate) and/or national eminence in education or research;

III. ELIGIBLE CAMPUSES

All public two-year and four-year colleges, that offer academic degrees, designated specialized institutions, and independent institutions which are members of the Louisiana Association of Independent Colleges and Universities (LAICU) are eligible to receive professorships under the program requirements.

IV. CHARACTERISTICS OF THE ENDOWED PROFESSORSHIPS PROGRAM

- A. Monies shall be budgeted for two professorships per year per campus.
- B. The total minimum endowment shall be \$100K.
- C. With the exceptions noted in “D” below, professorships shall be funded at the ratio of \$60K (private):\$40K (Support Fund).
- D. Beginning in FY 2001-02, the campuses listed below, which have received fewer than five professorships since inception of the program, will receive \$60K from the Support Fund, to be matched with \$40K in private funds. Once a campus has attained five professorships, it will no longer be eligible for funding under this ratio, but will revert to C above.* This special provision will be reevaluated during the next comprehensive review of the Endowed Professorships Program.
 - 1. Baton Rouge Community College
 - 2. Bossier Parish Community College
 - 3. Grambling State University
 - 4. LSU-Eunice
 - 5. River Parishes Community College
 - 6. South Louisiana Community College
 - 7. Southern University-New Orleans
 - 8. Southern University-Shreveport
- E. Campuses may receive more than two awards in a given year, provided one or more campuses submits less than two applications.
- F. In the event that special Legislative appropriations to fund endowed professorships are forthcoming, the Board shall at that time decide how these funds will be distributed.

* Based on its unique access to federal/private funding, LSU-Pennington will be ineligible for this special funding.

V. STATEWIDE PRINCIPLES AND GUIDELINES FOR OPERATION OF ENDOWED PROFESSORSHIPS

Given the diverse roles, scopes, and missions of campuses eligible to participate in the Endowed Professorships program, the standards and principles listed below shall be implemented with the appropriate degree of flexibility.

- A. Institutions shall develop and appropriately disseminate a well-articulated set of Endowed Professorships program policies and procedures.
- B. Professorships shall be awarded for a term of less than one year only under special circumstances.
- C. Except under defensible, extenuating circumstances, a time limitation of no more than two years shall elapse from the funding of a professorship to its award by an institution. If an endowed professorship should become vacant, the same rule shall apply—a maximum of two years is allowed to make the award. (See Attachment II.)
- D. The impact of professorship funds is seriously diminished when shared by more than one professor. An institution shall, therefore, have a special, defensible justification for “splitting” professorships among multiple recipients.
- E. Professorships shall be awarded on the basis of merit.
- F. Except under special circumstances approved by the Board of Regents, income generated from a professorship endowment shall be specifically designated for the use of the person holding the position, not for the general discretionary use of departments or the university.
- G. Campus officials shall have the primary and final responsibility to determine professorship recipients.

VI. INTERACTION BETWEEN THE CAMPUS AND DONOR

As feasible, institutions shall develop and maintain feedback procedures and interaction between the campus and donors, including annual program reports to the respective donors and involvement of donors in awards ceremonies.

VII. INTRA/INTER-CAMPUS INTERACTION

In order to promote interactions among and between endowed professors, institutions shall develop and maintain a web site or page devoted to the Endowed Professorships held at the

institution. The format of the web page, developed at the discretion of the institution, will be expected to include, at a minimum, a brief current vita of each endowed professor.

VIII. CREDITING THE BOARD OF REGENTS SUPPORT FUND

Institutions shall ensure that all internal and external materials regarding the program, including campus procedures, news releases and promotional materials, appropriately credit the Board of Regents Support Fund.

IX. RECOGNITION OF ENDOWED PROFESSORS

Institutions shall develop and maintain procedures to recognize Endowed Professorship recipients both internally and externally through such public announcements as media releases and campus newsletters; awards ceremonies; a listing of endowed professors on relevant web pages; and other appropriate means.

X. ACCOUNTABILITY MEASURES

A. Campuses

Campuses shall develop, for each Endowed Professorship, goals, objectives and accountability measurements appropriate for the department in which the professor resides, e.g. grant funding, publications, patents, teaching, industrial ties, and other academic and/or economic activities. Based on these accountability measurements, campuses shall periodically, but not less than every three years, evaluate the progress of the recipient relative to established goals and objectives.

B. The Board of Regents

1. The Board of Regents shall conduct a comprehensive review of the Endowed Professorships program every six years, including awards granted to each campus.

2. Consultants during these reviews shall be instructed to evaluate the performance of each campus in achieving the goals of the Endowed Professorships program, according to the following rating system:
 - Exemplary (met and/or exceeded expectations);
 - Satisfactory (generally acceptable; some issues need to be addressed);
 - Deficient (failure to implement major components of Regents' policies).

3. If a campus is found deficient, remedies may include:
 - Complete suspension of participation in the program (i.e., ineligibility for any new professorships) for a specified period
 - Loss of eligibility for one new professorship for a specified period.
 - Ineligibility to receive more than two professorships for a specified period
 - Other actions deemed appropriate by the Board

ATTACHMENT I

**BoRSF PROFESSORSHIPS AWARDED,
FY 1990-91 THROUGH AUGUST, 2000**

BoRSF PROFESSORSHIPS AWARDED, FY 1990-91 THROUGH AUGUST, 2000

INSTITUTION	ENDOWED PROFESSORSHIPS AWARDED	DOLLAR AMOUNT AWARDED
LSU-BR	149	5,960,000
UL-L	100	4,000,000
LaTECH	73	2,920,000
TULANE	62	2,480,000
LSU HEALTH SCI. CTR.	48	1,920,000
McNEESE	39	1,560,000
UL-M	37	1,480,000
CENTENARY	30	1,200,000
LSU-LAW	24	960,000
LOYOLA	24	960,000
UNO	21	840,000
NORTHWESTERN	18	720,000
SLU	18	720,000
SU-BR	17	680,000
DILLARD	16	640,000
OLHC	16	640,000
TUMC	16	640,000
DELGADO	13	520,000
NICHOLLS	12	480,000
LA COLLEGE	10	400,000
OLOL	10	400,000
XAVIER	9	360,000
LSU-A	8	320,000
LSU-S	8	320,000
LSU-Ag	7	280,000
NUNEZ	6	240,000
GRAMBLING	4	160,000
LSU-E	3	120,000
LSU-PENNINGTON	3	120,000
SU-NO	2	80,000

BOSSIER PARISH	1	40,000
SU-S	1	40,000
BATON ROUGE COMMUNITY	0	0
RIVER PARISHES COMMUNITY	0	0
SOUTH LA COMMUNITY	0	0
TOTALS	805	32,200,000

ATTACHMENT II

TRANSITORY TIME LIMITATION POLICY ON THE AWARDING OF PROFESSORSHIPS

ATTACHMENT II

Transitory Time Limitation Policy on the Awarding of Professorships

Beginning in March, 2001:

- ◆ Each campus shall submit, along with its current applications, a statement assuring the Board that all professorships originally funded as of June 30, 1998 or before have been filled.
- ◆ In those instances where covered professorships have not yet been filled, campuses shall submit both explanations as to why they have not and a pledge that they will be filled no later than September 30, 2002.
- ◆ Those campuses unable or unwilling to conform with the requirements above shall be ineligible to receive additional endowed professorships until compliance has been achieved.