

LOUISIANA BOARD OF REGENTS

ENDOWED PROFESSORSHIP PROGRAM POLICY

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BOARD OF REGENTS SUPPORT FUND ENDOWED PROFESSORSHIP PROGRAM POLICY

I. INTRODUCTION

Patterned after the Endowed Chair Program, the Board of Regents established the Endowed Professorship program in 1990-91 to broaden opportunities for faculty enhancement on diverse types of campuses. The program guarantees Support Fund assistance to annually fund two \$100,000 professorships per year per campus for four year campuses and specialized institutions and one \$100,000 professorship per year per campus for community and technical community college campuses. For each professorship awarded to date, with the exception of those funded at the inverse ratio, the campus has provided \$60,000 in non-state monies, matched by \$40,000 in Support Fund dollars or supplemental state dollars.

The 1999-2000 Board of Regents' evaluation of the Endowed Professorships component was conducted and resulted in this policy in order to (1) clarify the purpose and objectives of endowed professorships; (2) establish statewide principles and guidelines for the operation of endowed professorships; (3) promote greater communication and collaboration among campuses with endowed professorships; and (4) 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 Professorship Program are to enhance the quality of higher education and to promote the economic development of Louisiana.

The Endowed 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 Louisiana public community and technical community colleges 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. SUBMISSION CRITERIA FOR REQUEST FOR MATCHING FUNDS

Each institution shall submit as its application for matching funds to the Board of Regents, the following:

1. A cover letter signed by the President or Chancellor of the institution requesting matching funds for all eligible endowed professorships ranked by the funding priority of the institution.
2. An authenticated statement (notorized in the presence of two witnesses) which shall indicate that the institution has in good faith satisfied the requirements of the Board of Regents Endowed Professorship Program Policy as it relates to the Definition and Purpose of the program.
3. An affidavit from the financial institution in which the institutional matching funds are held verifying that the participating institution has received and deposited institutional matching funds in the amount of \$60,000 for each \$40,000 requested in State matching funds and that the funds received and deposited meet all eligibility requirements of the Board of Regents Endowed Professorship Program Policy as it relates to the Definition and Purpose of the program.
4. A recommendation via official minutes of the management or governing board of the participating institution to the Board of Regents its approval of the establishment of an endowed professorship to be supported by the proceeds of the requested match.

Applications will only be accepted each year beginning January 1 and ending on the close of business March 31. Applications and supporting affidavits should be submitted by U.S. Mail to the Board of Regents :

Louisiana Board of Regents
Endowed Professorship Program
Attn: Finance and Administration Division
P.O. Box 3677
Baton Rouge, La. 70821-3677

If the chosen carrier is other than U.S. mail, please use the following address:

Louisiana Board of Regents
Endowed Professorship Program
Attn: Finance and Administration Division
1201 N. Third St., Suite 6-200
Baton Rouge, La. 70802

Endowed Professorships that were submitted in a previous year, but not funded must be submitted again in name only on the cover letter and included as part of the institution's rank of funding priority. The supporting affidavits need not be resubmitted.

V. CONDITIONS OF THE ENDOWED PROFESSORSHIP PROGRAM

The following conditions shall apply to the Endowed Professorship Program:

- A. Monies shall be budgeted for two professorships per year per campus. (One professorship per year per campus for community and technical community colleges).
- B. The total minimum endowment shall be \$100,000.
- C. Endowed Professorships shall be funded at the ratio of \$60,000 (non-state) to \$40,000 (Support Fund or supplemental state funds).
- D. Campuses may receive multiple awards in a given year, provided one or more campuses submits less than their guaranteed applications.
- E. In the event that supplemental state appropriations to fund endowed professorships are forthcoming, or the conditions of section D above are met, the Board shall determine the most appropriate allocation of such funds.

Appendix A summarizes special provisions that were available under this program from FY 2001-2002 through FY 2008-2009.

VI. 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, as approved by the Commissioner of Higher Education 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. Appendix B summarizes a special transitory policy that was in effect for FY 2000-01 through FY 2002-03.

- 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, as approved by the Commissioner of Higher Education 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.

VII. 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.

VIII. 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.

IX. 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 and the State of Louisiana.

X. 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.

XI. INVESTMENT OF ENDOWED PROFESSORSHIP ENDOWMENTS

Institutions shall invest Endowed Professorship funds in accordance with the Louisiana Board of Regents Endowed Chair, Endowed Professorship, and Endowed Scholarship Statement of Investment Policy and Objectives.

XII. 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.

APPENDIX A

Transitory Policy for the Inverse Ratio Match of Professorships

From FY 2001-02 through FY 2005-2006, the campuses listed below*, which had received fewer than five professorships since inception of the program were eligible to receive \$60,000 from the Support Fund, to be matched with \$40,000 in non-state funds. Once the campus had attained five professorships, it was no longer eligible for funding under this ratio. This special time limited provision was utilized by the institutions as follows:

- | | |
|--|---|
| 1. Baton Rouge Community College (2) | 8. Southern University – Shreveport (1) |
| 2. Bossier Parish Community College (0) | 9. Southern Law (5) |
| 3. Grambling State University (1) | 10. Louisiana Delta Community College (3) |
| 4. LSU – Eunice (2) | 11. Sowela Tech. Community College (0) |
| 5. River Parishes Community College (0) | 12. Fletcher Tech. Community College (0) |
| 6. South Louisiana Community College (1) | |
| 7. Southern University – New Orleans (0) | |

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

Due to continuing challenges for certain institutions to secure non-state funds, the inverse provision was allowed for the above institutions in FY 2006-2007 and FY 2007-2008. This special provision was utilized by the institutions in FY 2006-2007 and FY 2007-2008 as follows:

- | | |
|--|---|
| 1. Baton Rouge Community College (2) | 8. Southern University – Shreveport (2) |
| 2. Bossier Parish Community College (0) | 9. Southern Law (0) |
| 3. Grambling State University (0) | 10. Louisiana Delta Community College (0) |
| 4. LSU – Eunice (0) | 11. Sowela Tech. Community College (0) |
| 5. River Parishes Community College (0) | 12. Fletcher Tech. Community College (0) |
| 6. South Louisiana Community College (0) | |
| 7. Southern University – New Orleans (1) | |

In order to afford institutions who have not fully availed themselves of the inverse match provision due to timing or other issues, this provision will continue to be in effect for FY 08-09. Thereafter, the inverse provision for endowed professorships will cease and no other inverse professorships will be accepted. All requests for inverse professorships in accordance with the above policy should be received by the Board of Regents by March 31, 2009.

APPENDIX B

Transitory 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.