

## **GUIDELINES ON CHAIRED PROFESSOR APPOINTMENTS**

### **Case School of Engineering**

#### **General**

A celebrated faculty is the foundation of any academic institution. Through inspired teaching, mentoring and research, our faculty promote challenging standards for academic achievement and personal growth. Endowed professorships are powerful tools in faculty recognition, recruitment and retention.

Appointment to an endowed chair is one of the highest academic honors that can be bestowed on a faculty member by a university. A senior endowed chair appointment for a tenured full professor is designed to recognize eminence in a given field, primarily through demonstrated scholarship and excellence in teaching. International recognition of the highest level of accomplishment and performance, both before and after the appointment, is expected of the recipient of a senior endowed chair. Endowed chair appointments at the junior level are intended to recognize exceptional faculty potential and merit and to add special strength to a particular area of teaching and research. Endowed chair holders are expected to maintain the highest standards of academic performance because their actions reflect not only on themselves, the CSE, and CWRU, but also on previous recipients of the endowed chair and on the donors, whose name the chair carries. Accordingly, expected impact on the school is a factor in identifying and assessing candidates. Additionally, an endowed chair holder's performance represents a legacy which will be celebrated and remembered when the professorship transfers to a future recipient. In the Case School of Engineering, we are proud of our numerous endowed professorships and those who hold them.

#### **Selection and Appointment**

The selection process for chaired professorships will be initiated by the Dean and the identification of candidates is generally the Dean's responsibility. Input will be solicited from the appropriate Department Chair and, under certain circumstances—including when dictated by the terms of resolution—a separate advisory committee. The Dean will send a nomination for an endowed chair appointment to the Provost. Ultimately, the University's Board of Trustees approves the endowed chair appointment, ensuring that the nominee and his/her accomplishments are recognized at the highest level.

Appointments to endowed chairs at the CSE are for a specified term and generally no more than three years at the assistant or associate professor levels. Initial appointments to endowed chairs in the CSE are typically no more than five years at the professor level, unless an alternate term is specified in the resolution establishing the chair.

#### **Chair Holder Responsibilities**

An endowed professorship is a highly visible appointment and the recipient carries special responsibility to maintain a high level of academic standards and performance consistent with the original criteria for awarding the chair. A component of this responsibility is a level of performance and stewardship to the university commensurate with the position of an endowed chair. Specific performance responsibilities include, but are not limited to:

- Demonstrated intellectual leadership consistent with the definition of the chair agreement and campus standards documented by a variety of mechanisms such as the yearly review process (e.g., Faculty Activity Report). The review process will evaluate performance criteria expected of all faculty including actively securing outside funding to support a research program, actively publishing research results in high-quality, peer-reviewed venues, and successful student mentoring.
- Serve as a positive role model and provide mentorship to other CSE faculty, staff and students.
- Responsible use of the chair funds consistent with the resolution and university policy.
- Assist CSE and CWRU development professionals in donor stewardship, including providing regular reports of scholarly activities, participating in meetings with donors, etc.

It is expected that an endowed chair holder, particularly at the senior level, will maintain and enhance the level of productivity and national and international distinction for which they were recognized when initially appointed to an endowed professorship.

### **Reappointment**

All endowed chair appointments are intended to ultimately rotate to enable the school to recognize and foster significant accomplishments among existing or incoming faculty. This is particularly true of chairs at the junior level. Therefore, reappointments at the junior level are unlikely. Reappointments at the senior level are more common. Occasionally, the Dean (in consultation with the Provost) may find it advantageous for CSE to reallocate endowed chairs to recognize and support significant faculty achievements, in established or new areas of science and engineering and/or new strategically important research areas.

Reappointment processes will be initiated by the Dean's office with a request to the endowed chair holders to submit a short (1-2 page) report describing the activities and accomplishments that his/her discretionary funds have enabled, along with a current CV. The report should address not only how the funds have benefited the chair holder but also CSE and the CWRU community.

Decisions to recommend reappointment of an endowed chair are also made by the Dean and the Provost and will take into account performance of chair holder responsibilities as described above. Input would be sought from the department chair and other respected faculty in CSE (e.g., an ad hoc committee consisting of faculty members who have been appointed Distinguished University Professors) should the dean have questions regarding reappointment.

## **Appendix 1**

### **CWRU Faculty Handbook, Chapter 3: Part II, Article VII – Endowed Professorships and other Chairs**

A senior, endowed chair for a tenured full professor is designed to recognize eminence in a given field, primarily through demonstrated scholarship and excellence in teaching. When the Board of Trustees is advised to bestow a chair, it is on the premise that the individual has earned a national reputation for scholarly distinction in his or her field and shares that expertise in his or her teaching. Such a professorship signifies to the external as well as internal academic community the highest standards for scholarship and teaching the school has to offer.

There are occasions when appointments to senior professional chairs are co-terminous with administrative appointments. The criterion of scholarship continues to hold in such cases but may be interpreted more flexibly. Appointments to endowed chairs at assistant and associate professor levels are of a specified duration. Endowed chairs at the full professor level may be of a specified duration. These appointments are intended to recognize exceptional faculty potential and merit and to add special strength to particular areas of teaching and research.

Appointments to visiting chairs may be at any faculty rank and do not lead to tenure consideration.