

College of Agriculture and Life Sciences Policy on Endowed Professorships and Chairs

Rationale and History:

Endowed Professorships and Chairs (herein referred to collectively as “Endowed Faculty Positions”) enable the attraction and retention of outstanding faculty in universities, colleges, and departments. Endowed faculty positions also reward faculty for past and continuing distinguished academic and scholarly work. At land-grant institutions, such as Mississippi State University, the faculty engages in the primary missions of teaching, research, service/outreach, and extension. The College of Agriculture and Life Science (CALS) and its affiliated units are fortunate to have resources periodically from donations and/or gifts (see Appendix 2) to establish professorships or chairs, and reward distinguished professors for their contributions in CALS mission areas.

Process:

- Assignment or bestowing of a professorship or chair on a faculty member is at the discretion of the College of Agriculture and Life Sciences Dean in consultation with the pertinent Department Head, Unit Head, and/or Director (e.g., MAFES, Extension, Center, Institute, etc.).
- To be eligible, faculty must hold the rank of Associate or Full Professor at the time of appointment with teaching, research, service and/or extension/outreach contributions in a department or unit in, or affiliated, with the College of Agriculture and Life Sciences. They must be employed full-time by MSU.
- Recipients awarded an endowed faculty position will carry the appropriate title and will receive an annual salary supplement of an amount allowable by the endowment, or as determined by the Dean in consultation with the pertinent Department or Unit Head where the Endowed Faculty Position resides.
- The stipend will be allocated over a period of three year increments. At the end of the three-year period the endowed faculty position may be renewed for reappointment at the request of the faculty member and department head as made to the Dean. This request will be made with submission of a comprehensive report documenting the level of scholarship over the prior three-year period and a letter of recommendation from the Department Head for reappointment (see Appendix 1).
- Endowed faculty positions may also provide for programmatic support to the awarded faculty member, department, or unit, dependent on endowment earnings and/or gift agreement stipulations, and these funds will be dispersed as determined by the Dean in consultation with the pertinent Department or Unit Head and/or Director (e.g., MAFES, Extension, Center, Institute, etc.).

Approved: October 10, 2018

[Signed by G.M.H. 10/10/18] _____
George M. Hopper
Dean

Appendix 1. Example Template of Appointment Letter

DATE

Dr. _____
Department of _____
College of Agriculture and Life Sciences
Box _____
Mississippi State, MS 39762

Dear Dr. _____:

I am pleased to offer you the position of The _____ [Endowment Name] _____ Endowed [Professorship or Chair] in _____ [Subject Area, if specified] _____ beginning [DATE] for a three year period ending [DATE]. You will continue to serve in your capacity as _____ [Faculty Rank] _____ faculty in the Department of _____.

The appointment is subject to the following provisions:

1. In addition to your base salary, you will receive a salary stipend of \$ _____ per annum to be paid in semi-monthly installments.
2. You will retain the faculty status as _____ [Faculty Rank] _____ professor in the Department of _____.
3. The terms of your appointment as the title of “_____ [Endowment Name] _____ Professor” are independent of your duties as _____ [Faculty Rank] _____ Professor. The endowed [professorship or chair] is for a period of three years and may be renewed based on a comprehensive review of your record in research, extension, teaching and/or service within the College of Agriculture and Life Sciences. If the [Professorship or Chair] appointment were to ever be removed, your salary would be reduced by \$ _____.
4. Endowment earnings and/or Fund support, up to \$ _____/year, will be made available to support a [research/teaching/outreach] program consistent with the endowment guidelines; specifically in the area of _____. *(include if this type of support is available or prescribed from the endowment)*

The initial appointment as well as the renewal is contingent upon approval. As an employee, you are expected to comply with federal and state laws, all policies of the Board of Trustees of the State Institutions of Higher Learning and all University policies. The appointment as well as the renewal will be contingent upon your being a United States citizen or having lawful authorization to work in the United States for the full term of the contract. The appointment as well as the renewal will be withdrawn if you are not authorized to work at Mississippi State University by the beginning of the date indicated above.

Sincerely,

Department Head

Date

Re: [Faculty Name] Appointment as The [Endowment Name] Endowed [Professorship or Chair] in [Subject Area, if specified]

Approved:

Dr. George Hopper
CALS Dean

Date

Dr. [Insert Name]
Additional Unit Head or Director (if needed/if appropriate)

Date

Dr. Greg Bohach
Vice President DAFVM

Date

Dr. Judy Bonner
Provost/Executive Vice President

Date

Offer Accepted:

Faculty Name
[Title] Professor

Date

Appendix 2. Excerpt from MSU Operating Policy 41.02

OP 41.02 - POLICY AND PROCEDURE FOR NAMING OPPORTUNITIES AT MISSISSIPPI STATE UNIVERSITY.

Section: Endowed Faculty Positions –

Minimum Endowment:

- Dean's Chair: \$2,000,000
- Chair: \$1,500,000
- Professorship: \$500,000
- Endowed Faculty Fellowship: \$100,000

Notes:

1. Some colleges or schools may require higher amounts to fund these endowed faculty positions; however, these will be addressed on a case-by-case basis.
2. The endowed chair designation will be linked to a select faculty position filled by a truly outstanding scholar and teacher, as judged by rigorous, nationally accepted standards.
3. A faculty position designated as a named professorship will be occupied by an exceptionally gifted and promising scholar. Named professorships typically are held by faculty members whose accomplishments indicate potential for national and international leadership and distinction in their field, and whose current efforts are focused on honing teaching skills and/or establishing a superior record of research or other scholarly activity.