



**College of Engineering Endowed Professorship Initiative
(CEEPI)**

"Adopt a Professor Campaign"

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**Southern University and A&M College
Baton Rouge, LA 70813**

"Pointed Towards Excellence"

College of Engineering Endowed Professorship Initiative (CEEPI)

Introduction

The tradition of endowed professorships or chairs began 500 years ago. In ancient universities, a chair was a rare and highly coveted piece of furniture. Commoners had to sit on stools or benches, while only those of high nobility possessed chairs. When a university faculty member was awarded the distinguished title of Professor, he or she received a physical chair as a symbol of his or her new status. A donor in those days would often support outstanding faculty achievement by providing physical chairs of recognition. As times changed, however, donors began to support the intellectual caliber of the faculty of a university by providing endowment funds in lieu of physical chairs.

Today, distinguished professors continue to define the quality of a university's faculty and an endowed chair or professorship is the highest academic honor bestowed upon a distinguished faculty member, who has achieved renown in his or her profession. The establishment of an endowed chair by an individual, a corporation, or a foundation can be used to memorialize or honor beloved family members, to recognize the achievements of admired colleagues, and to declare one's personal commitment to the excellence of a university, such as Southern University A&M College.

The committed and visionary benefactors who establish endowed chairs or professorships assist the recipient University in achieving its mission—to prepare students to compete globally in their respective professions, and to engage in advanced study at graduate and professional schools. An endowed professorship will also play a pivotal role in recruitment and retention of accomplished faculty members who are outstanding in teaching, research, and service.

Need

It is essential to raise the salaries of distinguished full-professors to a level above the regional average paid to full-professors at comparable universities. This supplemental salary increase will provide the necessary incentive to recruit and retain such high-quality faculty. The endowed professorship initiative program will provide supplement salary to boost University salary sources and enhance the salaries of distinguished full-professors.

Academic Enhancement

The endowed professorship initiative program would enhance the teaching and research efforts in the College in many respects. It is expected that implementation of this initiative program will increase the national visibility of the College, with the consequential benefits of attracting outstanding junior faculty and top quality students to our campus.

Sponsorship

The Louisiana Board of Regents supports professorship endowment programs within the State of Louisiana, on a 40%-60% share basis. The funding of an endowed professorship requires the College to raise at least \$60,000 in private funds, to be matched by \$40,000 from the Louisiana Board of Regents Support Fund; thus establishing an endowed professorship valued at a minimum of \$100,000. Endowment funds are perpetual and the monies received are to be invested and managed by the Southern University System Foundation. Income from a specific endowment fund is used to supplement the salary of a professor of exceptional distinction in the College. In addition, an endowment provides a very special opportunity to recognize an individual or organization by naming the endowment in their honor.

Contact Person

To participate in the College of Engineering Endowed Professorship Initiative, interested industry sponsors are requested to contact the College's contact person, Dr. Habib P. Mohamadian, the dean. He will provide additional details regarding this initiative. He can be reached at 225-771-5296 or via email: mohamad@engr.subr.edu

Southern University Baton Rouge

Policies

Endowed Professorship Appointments

The Endowed Professorship will be awarded to a distinguished scholar whose accomplishments will advance the reputation of the University as a research institution in higher education. The award is designed to bring recognition to outstanding scholars and to enhance the quality and preparation of students working with them. The major purpose of the professorship is to attract new-distinguished scholars to the University or to reward current faculty who have established national reputations in their professions. The award normally carries an annual supplementary stipend and funds for research/instructional support. The tenure of the professorship is three years with the possibility of renewal. Throughout the term of the award, the endowed professor must be a full-time faculty member at the University. The major commitment of the recipient will be to produce scholarship, which enhances the national reputation of the University although he/she may also be involved in all areas mentioned below.

This policy governs the Endowed Professorship Program made possible by the creation of the Louisiana Endowment Trust Fund for Eminent Scholars during the 1983 Regular Session of the Louisiana Legislature. This fund was established in the State Treasury by Section 1 of Acts 1983. No. 668 and consists of monies appropriated annually by the State Legislature.

In addition to the specific University policy outlined below, the Southern University and A&M College System is also subject to specified criteria governing eligibility for participation in this program provided in the Board of Regents' **Regulations for the Louisiana Trust Fund for Eminent Scholars**.

Selection Criteria

Research and Publication

The endowed professorship is a research award. Though the recipient will have other credentials such as evidence of teaching excellence, this honor is reserved for those with proven, distinguished research. The candidate must present evidence of current research in the field, for example, a book by a major publisher, articles in nationally recognized refereed journals and papers delivered at nationally recognized conferences. Disciplines such as the performing arts should also include other appropriate documents of professional accomplishments. In the case of the performing arts, programs of exhibits in major museums, performance at major concert halls, or reviews in major newspapers or journals should be presented.

Other Factors Supporting Research

The candidate should demonstrate that his/her scholarly activity does and will contribute significantly to fulfilling the mission of the University, for example, by attracting superior students and/or scholars to work in related activities.

The recipient of this award must also demonstrate an interest in and ability to work within both the academic setting and outside community. He/she should be able to foster a spirit of collegiality, which results in reciprocal benefits for both groups.

Nomination and Selection Procedures

Nomination Procedures

Candidates for this award may be nominated by colleagues from within or without the University. Candidates may also nominate themselves. In addition, the professorship may be recommended for a vacant faculty position. Prospective faculty members must submit the same relevant materials as current faculty candidates. The nominator shall be responsible for supplying the Selection Committee with all relevant materials such as:

- Resume which includes personal data; educational background; employment history; honors; professional activities, especially research; and community service.
- Documentation of all research (copies of books, off prints where feasible, and programs of conferences at which papers were delivered. In case of professional fields of performing arts, evidence should be given of exhibits, concerts etc.).
- Five letters of recommendation, two of which must be from outside the University. The two outside letters shall be solicited from references that are selected by the Dean of the College and the Selection Committee from a list of names presented by the candidate.

Names of candidates and supporting materials shall be sent to the Selection Committee whose membership shall consist of tenured faculty members in the department. At least 75% of the Committee must be present for decision-making.

The Committee shall forward the names of the highest ranked faculty member and an alternate to the Dean of the College with the supporting documents. If the Committee does not recommend a name for the endowed professorship, a letter should be sent from the Chair of the Committee to the Dean of the College with the reason for the action taken. If approved, the Dean of the College forwards the recommendation (highest ranked faculty member and alternate) to the Vice Chancellor for Academic Affairs). If approved by the Vice Chancellor for Academic Affairs, the recommendation must subsequently be submitted to and approved by the Chancellor, the President of the Southern University System and the Southern University System Board of Supervisors.

Responsibilities of Person Awarded the Endowed Professorship

1. Awardee shall participate fully in the academic unit, in which the professorship is awarded with particular emphases on conducting research, delivering annual public lectures and producing results, which enhance the national visibility of the University. Endowed professors will deliver an annual address to the faculty and public individually or as a part of a panel of other endowed professors. The recipient shall also prepare an annual report of ongoing professional activities, which will be submitted to the Vice Chancellor for Academic Affairs through normal administrative channels.
2. The recipient of the award shall furnish the University with annual reports of academic activities and accomplishments undertaken during the period that the professorship is held. Documentation may include copies of books and off prints of articles.
3. The University shall be responsible for publicity related to the donor and the endowed professor. A file of the history of the award, guidelines for selection, and names of the

recipients shall be kept in a permanent record of both the research efforts of the University and the support, which is received, from the community.

Period of Service

Individuals selected as Endowed Professors shall serve in this capacity for a period of three years. Individuals may be selected for one additional three-year period by a majority vote of tenured faculty of the Department in which the Endowed Professorship exists.

Permissible Use of Endowment Proceeds (Interest Generated by Corpus)

1. Endowment interest will be used as a Salary Supplement (not to exceed \$5000 per year).
2. Any endowment interest above the salary supplement may be used to support research related expenses, including equipment, supplies, travel, and student labor. Such research related expenses should not exceed \$5,000 per year.

Termination Procedures

Termination of the professorship before the end of the holder's stipulated term may occur for one or more of the following reasons:

- Resignation or termination of employment from the faculty of Southern University
- A change in status from full-time to part-time faculty
- Denial or revocation of tenure by the University
- Failure to fulfill the obligations of the Professorship or to maintain an overall level of service and activity comparable to that presented for selection: and/or
- An extended illness (beyond one year)

In the event that problems should occur in connection with the last two reasons, the Dean of the College shall request that the Vice Chancellor of Academic Affairs reconvene the Selection Committee. The Selection Committee will determine the proper course of action relative to the continuance or termination of the Professorship.