

**UO SCHOOL OF LAW NAMED AND ENDOWED  
FACULTY POSITION POLICY**

Unit	School of Law
Previous version approval date	NA
Dean's Revision Received by OTP	May 16, 2023
Date of OTP Approval	NA

**I. THE ALLOCATION OF ENDOWED POSITIONS**

**A. Faculty Applications for an Endowed Position**

If the Dean concludes that one or more endowed positions is sufficiently funded and is available for allocation, they will announce that availability and will invite applications from all faculty members who are eligible for the position(s). The Dean's announcement will specify any constraints particular to the available position(s); for example, if gift language provides subject area restriction, or if a particular faculty rank is required. Faculty members interested in being a candidate for an available endowed position will submit to the Dean a personal statement parallel to that required as part of the post-promotion review process. (For more on personal statements, see the promotion and review policies posted on MyLaw.)

**B. Criteria for Awarding Endowed Positions**

In general, endowed positions will be awarded based upon the law school's articulation of its criteria for promotion and tenure (available on MyLaw). The procedures will include the following general criteria:

- i. An outstanding record of productive research, publication, creative activity, and scholarly achievement appropriate to the discipline and areas of specialization and sufficiently consistent in quantity and quality to support a reasonable expectation of continued outstanding performance and contribution;
- ii. Significant contributions to equity and inclusion;
- iii. Evidence of a continuing record of exemplary academic and professional accomplishment; and
- iv. Evidence of achievement of a professional status at the national or international level, which will enhance the prominence of the University.

The Dean's decision shall also be guided by additional criteria required by the University for awarding endowed positions:

- i. The endowed position holder is expected to continue outstanding scholarly activity. This activity may include scholarship in discovery, integration, application, or teaching. Measurement is based on impact and contribution to the profession and to the law school.
- ii. The endowed position holder is expected to provide leadership, on an ongoing basis and in the broadest sense possible, throughout their term as an endowed position holder. Examples of this leadership include the development of multi-investigator programs, the development of innovative education programs and curricula, the encouragement of interactions between faculty members in teaching and research, the recruiting and supervision of high- quality graduate and undergraduate students, and the recruiting and mentoring of new faculty members.
- iii. Integral to the position are fostering and maintaining collaborations with the law school, the university at large, and external partners. Through this work, the holder will build and/or enhance the reputation of the law school and the university.
- iv. Finally, the endowed position holder must engage in regular communication with and stewardship of the donor(s) who endowed their position, as appropriate.

Furthermore, the Dean shall comply with restrictions or criteria articulated in the gift agreements attached to available endowed positions.

### **C. Assessment and Appointment by the Dean**

The Dean has responsibility for the allocation of endowed positions. The Dean shall assess each candidate's application independently, using the same criteria listed above in section A.2. In making this assessment, the Dean shall consider each candidate's personal statement, most recent C.V., Faculty Activity Reports, recent teaching evaluations, any reviews prepared by the Personnel Committee as part of its regular review duties, and any other relevant supporting materials. Whenever there is an endowed position to be allocated, the Dean will form an ad hoc committee of faculty, who are not seeking one of those endowed positions, to make recommendations to the Dean. The Dean may also consult with other members of the law school community, the Provost, or the President, as appropriate, taking care to avoid conflicts of interest.

The Dean's selection of a faculty member for an endowed position requires approval from the Provost. Upon selecting a faculty member for an endowed position, the Dean shall prepare a written summary of the basis for the award of the endowed position and make such summary available to the law faculty.

### **D. Term of Reappointment**

Unless the gift agreement specifies otherwise, appointments to endowed chairs or professorships will be aligned with a professor's promotion and tenure timeline. The initial appointment for endowed chairs or professorships will be equal to the number of years until the faculty member's next sixth-year review is scheduled (not to exceed six years).

Appointments to endowed faculty fellowships will be aligned with a professor's promotion and tenure timeline. The initial appointment for endowed faculty fellowships will be equal to the number of years until the faculty member's next formal third- or sixth- year review is scheduled (not to exceed three years).

## **II. REVIEW OF ENDOWED POSITIONS**

Each endowed position is subject to regular review. The Dean has responsibility for the review of endowed positions. Unless the gift agreement or other University policy provides for a different timeframe, a different review process, or for non-renewability, all holders of endowed positions will be subject to periodic review as described below.

### **A. Timing of Reviews**

The review process will begin during the last year of an appointment. Thus, unless specified otherwise by the gift agreement or University policy, the review process will align with the promotion and review timelines ideally beginning during the sixth year of a faculty member holding an endowed chair or professorship and beginning during the third year for a faculty member holding a faculty fellowship.

### **B. Criteria for Reviews**

The substantive standards for a review of an endowed position will be identical to those for awarding the endowed position (see section I.B, above).

### **C. Process for Review**

The Dean shall review each endowed position independently, using the same criteria listed above in I.B. The Dean will share with the faculty member the Dean's decision about renewal or non-renewal.

The Dean's renewal of a faculty member for an endowed position requires approval from the Provost. Therefore, the Dean's written decision about renewal or non-renewal shall be forwarded to the Provost for review. The final written decision will be shared with the holder of the position.

### **D. Term of Re-Appointment**

Unless the gift agreement or University policy specifies otherwise, re-appointments shall be for six years for endowed chairs or professorships and three years for endowed faculty fellowships.

### **III. POSITIONS COVERED BY THIS DOCUMENT**

The practices outlined in this document refer to “endowed positions,” but it is intended to cover chairs, professorships, and faculty fellowships, without respect to whether such a position is technically “endowed.” It applies to named positions with similar characteristics to these endowed positions, regardless of funding source (e.g., Dean’s Distinguished Faculty Fellowships).

In the case of endowed positions with gift agreements specifying a specific role for the President, Provost, or other designee in the allocation or review, the requirements in those gift agreements will control.

### **IV. INITIAL IMPLEMENTATION**

Each current holder of an endowed position held for more than six years without review will be subject to review at a minimum during the professor’s next formal third- or sixth-year review.