



**MEMORANDUM**

**To:** Julio Frenk, President

**From:** Linda L. Neider  
Chair, Faculty Senate

**Date:** March 1, 2021

**Subject:** Faculty Senate Legislation #2020-63(B) – Addition of a New Section, C10.4, to *Faculty Manual* Section C10: Consultation on Appointment, Reappointment, Promotion, Award of Tenure, and Honorific Titles.

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The Faculty Senate, at its February 24, 2021 meeting, had no objections to the approval of the addition of a new section to the *Faculty Manual*, C. 10.4 Procedures for appointment of an endowed chair, or other honorific title at the University of Miami. The purpose of is to create a consistent university-wide policy for the appointing and awarding of endowed chairs and other honorific titles. This change will affect all schools in the university and comes after researching similar policies at our peer institutions. Donor intentions do, of course, play a major role in the selection criteria for an endowed chair and/or for honorific titles. In some cases, donors may decide that a particular individual should hold the inaugural position.

However, consistent with the goals and expectations embraced by the University of Miami Faculty, the award of an endowed chair or other honorific title should generally be made in consultation with voting faculty in a manner as similar as possible to the regularly established university procedures for faculty appointments. Such chairs or honorific titles may be filled by one individual for a specified term, for the duration of the individual’s tenure, or successively by a series of individuals appointed for prescribed periods (e.g., five-year renewable terms).

An endowed chair or other honorific title is designed to recognize eminence in a given field, primarily through demonstrated scholarship and/or excellence in teaching. When an endowed chair or other honorific title is bestowed, it is on the premise that the individual has earned a national reputation for scholarly distinction in their field and shares that expertise in their teaching. This appointment signifies to the external as well as internal academic community the highest standards for scholarship, teaching and professionalism the school has to offer. Appointments to endowed chair or honorific titles are considered as aids in faculty recruitment as well as retention. Such recognized positions serve as ambassadorships to the community, sending a clear message regarding the scholarly priorities at the University of Miami.

Appointments to an endowed chair or honorific title should strive to meet the following general criteria:

1. Most candidates shall be full professors (unless otherwise indicated in keeping with the donor’s wishes or as allowed by the other criteria set forth below).

2. Appointments to endowed chairs or other honorific titles for tenure-track faculty at the rank of assistant or associate professor are intended to recognize exceptional faculty potential and merit, and to add special strength to particular areas of teaching and research.
3. In special circumstances, when requested by the donor or permitted by the terms of the endowment agreement, non-tenure track faculty may be appointed to an endowed chair or given an honorific title to recognize eminence in a field.
4. If the holder of an endowed chair or other honorific appointment should be denied tenure, or cease employment with the University of Miami, the endowed chair or other honorific appointment shall be terminated and the use of any designations, titles, etc. associated with the appointment shall cease.
5. There are occasions when appointments to endowed chairs or other honorific appointments may be given to appropriate candidates who hold administrative appointments. The criterion of scholarship continues to be necessary in such cases but may be interpreted more flexibly.
6. Any additional criteria outlined in a donor's gift agreement, where relevant.

*Faculty Manual* Proposed addition of a new Section C10.4:

BEGIN TEXT

**Section C10: Consultation on Appointment, Reappointment, Promotion, Award of Tenure, and Honorific Titles**

(...)

[NEW SECTION TO BE ADDED]

C10.4 Procedures for appointment of an endowed chair, or other honorific title at the University of Miami

The following principles apply to appointing *existing, internal faculty* to endowed chairs, or other honorific appointments:

1. When an endowed chair position or honorific title becomes available, the Dean may decide, depending on the donor agreement, to fill the position immediately or to defer filling the position until a later date. Once the Dean announces the establishment of a new endowed chair or other honorific appointment, an invitation is made to the relevant department chair(s) and voting faculty to nominate candidates. If an endowed chair or honorific title candidate is an administrator (chair or director), the relevant voting faculty members of the department shall be consulted.

Ordinarily, consideration of the candidates shall proceed through the existing relevant Promotion, Retention and Tenure committee and shall offer all relevant voting faculty an opportunity to express views on the candidates to the Dean who shall convey these views along with her/his recommendation to the Provost. Alternatively, a bylaw may be enacted in schools to describe the faculty committee which shall be consulted by the Dean for advice during the selection process.

2. Every five years or more often (depending on the contract provided to the position holder), endowed chair positions or honorific titles will be evaluated for reappointment by the relevant faculty and the Dean. The Dean's decision shall be forwarded to the Provost. If the Provost decides that a review is not required, a reappointment will be made. In the case of reassignment of endowed chair positions or honorific titles, the faculty recommendations will be solicited by and submitted to the Dean of the school or college and vetted through the existing relevant Promotion, Retention and Tenure committee.
3. The recommendation for reappointment or reassignment is then forwarded to the President for approval with an explanation of why this person was chosen and a summary of the discussion(s) with the relevant committees and the senior faculty/department chairs.

**The following process is followed in the case of *external searches* for an Endowed Chair or Honorific Title when the inaugural holder of the chair is not specified in the donor gift agreement:**

1. The Department Chair will form a search committee in consultation with the Dean or his/her representative, in accordance with normal faculty recruitment procedures and any relevant donor's gift agreement. In non-departmentalized schools this search committee will consist of the school's appointments committee. In appropriate circumstances, an ad hoc search committee may be formed.
2. If the person proposed for hire is to be tenured, the necessary procedures for tenure as outlined in the *Faculty Manual* and the relevant school's bylaws shall be followed. The vote shall be taken separately among voting faculty as to the award of tenure and conferral of any endowed chair or other honorific title. The Dean will then make a recommendation to the Provost based on the respective faculty votes and his/her independent assessment of the candidate.
3. If the person proposed for hire is for a non-tenure/non-tenure track position, the relevant search committee will provide a recommendation to the Dean about whether the candidate merits an endowed chair or honorific title. If the Dean concurs, the hiring process delineated in the *Faculty Manual* shall be followed, starting with a vote of the relevant departmental or school faculty. The Dean shall then make a recommendation to the Provost, who shall approve/disapprove the candidate for hire.

Variations on this process may be subject to adjustment by the particular gift agreements, but no appointments will take place without consultation with the relevant voting faculty and the appropriate department chair.

END TEXT

This legislation is now forwarded to you for your action.

LLN/va/rh

cc: Jeffrey Duerk, Executive Vice President, Academic Affairs, and Provost  
Guillermo Prado, Vice Provost, Faculty Affairs  
Chet Schriesheim, GWC Subcommittee member  
JoNel Newman, First Vice Chair, Faculty Senate  
Patty Murphy, Associate Provost for University Accreditation, Office of Assessment and Accreditation

**CAPSULE:** Faculty Senate Legislation #2020-63(B) – Addition of a New Section, C10.4, to *Faculty Manual* Section C10: Consultation on Appointment, Reappointment, Promotion, Award of Tenure, and Honorific Titles.

APPROVED:  DATE: 4/16/21  
(President's Signature)

OFFICE OR INDIVIDUAL TO IMPLEMENT: Jeffrey Duerk, Executive Vice President and Provost

EFFECTIVE DATE OF LEGISLATION: \_\_\_\_\_  
(If other than June 1 next following.)

NOT APPROVED AND REFERRED TO: \_\_\_\_\_

REMARKS (IF NOT APPROVED): \_\_\_\_\_