



FACULTY ENDOWMENT POLICY

*Approved April 2020
Revised November 2021*

I. Policy.

Since Dell Medical School's inception, friends and supporters have been supportive in establishing position endowments for Dell Medical School faculty members. Endowments provide discretionary funds to support research, teaching, clinical, and professional service activities. Endowments are a factor in attracting and retaining faculty of the highest quality, providing support to help the school achieve and maintain excellence while also providing a legacy to support future generations of faculty members to advance the prominence of Dell Medical School.

The terms of the Dell Medical School policy for faculty endowments are in accordance with Regents' Rules and Regulations, Series 60202, Endowed Academic Positions, and UT Austin's Handbook of Operating Procedures 2-2440, Endowed Academic Positions.

Endowments are bestowed on faculty to recognize exceptional research, teaching, clinical, and professional service to Dell Medical School and the medical profession. In turn, the expectation is that faculty appointed to an endowment will excel well beyond the norm in these categories, bringing national and international distinction to the school as well as to themselves.

In recognition of the generosity of the donors, the school takes stewardship of endowments very seriously. Faculty who hold endowed positions must be good trustees, adhering to the intentions of the donors in establishing the endowment they hold and providing high quality reporting annually to the donors about their activities at the university. Endowments must be used in accordance with the terms of the endowment agreement.

Endowed chairs and professorships can be awarded to an outstanding faculty member of any level, who have a distinguished record of excellence and demonstrate accomplishment and future promise in the intellectual field. The requirements and procedures for the establishment of Endowed Chairs, Professorships, and Fellowships and information regarding final approval for appointment to an endowed position is described in Regents' Rules and Regulations, Series 60202, Endowed Academic Positions. As appropriate the Dean shall seek nominations from the department chairs, to be reviewed by the Dell Medical School Appointment, Promotion and Tenure (APT) committee, prior to recommendations by the Dean to the Provost. In exceptional circumstances, and subject to

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endowment criteria set forth by the donor, a faculty member may hold more than one named endowed position, with the approval of the appropriate Dean, Provost, and/or President.

II. Procedure.

As outlined below, the criteria for appointment are qualitative and are not intended to be prescriptive.

A. Endowed Chair

Endowed chairs are major endowments and represent a particularly high honor. Candidates must demonstrate a distinguished record of excellence, are members or leaders of National Professional Organizations, or have a demonstrated reputation that could reasonably be expected to lead to national distinction. A chair holder will have received regional or national recognition and provided important contributions to their field in research, clinical service, or educational pursuits that have a significant impact on their field. While appointed to an endowed chair, the holder is expected to be more productive than the average professor and, indeed, more productive than the average faculty member holding an endowed professorship. Chair holders are expected to be leaders in their field, build significant programs, support many graduate students, and provide strategic leadership to the Department and Dell Medical School. Chair holders are expected to lead the way in bringing extramural funding to their programs. Nominees for an endowed chair position will be reviewed by the DMS APT committee and then considered and proposed by the Dean of Dell Medical School.

B. Endowed Professorship

Endowed professorships are intended to reward faculty for exceptional performance. The holder will have received regional or national recognition in the form of leadership positions, awards and honors and will contribute to the mission and goals of Dell Medical School. An endowed professor is expected to have and continue a robust research program, as measured by appropriate levels of publications, graduate student oversight, extramural funding, and accomplishments or future promise within the field. The holder will be a leader in national professional societies and meetings and will help shape the direction of their field. While appointed to an endowed professorship, the holder is expected to be more productive than the average faculty member at their rank. The Department Chair will internally review potential candidates in an objective manner and consistent with the intentions of the donor(s). The Department Chair will initiate a nomination by submitting a detailed recommendation letter and current copy of the nominee's curriculum vitae (CV) to the Dell Medical School Appointment, Promotion and Tenure (APT) committee. If the Dean accepts the recommendation of the committee, the nomination shall be proposed by the Dean to the Provost for approval and submission to the Chancellor for review and appointment.

C. Faculty Fellowship

Endowed faculty fellowships are intended to reward unusually successful faculty members as their careers progress on a trajectory toward greater acclaim, future contributions to the field of

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medicine, future leadership roles in national professional societies, increasing recognition as a leader in a specific field, and larger endowments. These are intended for faculty at any academic rank whose productivity and promise are clearly well above the norm. The Department Chair, upon receiving a recommendation from their Executive Committee, will internally review potential candidates in an objective manner and consistent with the intentions of the donor(s). The Department Chair will initiate a nomination by submitting a detailed recommendation letter and current copy of the nominee's curriculum vitae (CV) to the Dean. If the Dean approves, the nomination shall be proposed by the Dean to the Provost for approval and submission to the Chancellor for review and appointment.

D. Discretionary Funds

For a given endowment, the level of discretionary funding assigned to the endowment holder is determined by the availability of funds, while also considering the performance of the holder as described above. Discretionary funding from an endowment is intended to enhance the research, educational instruction, and clinical support of the endowment holder on an annual basis, and, at times, portions can be dedicated for program development. The discretionary funds are expected to be fully used each year to support the holder's research, teaching, clinical, and service activities as allowable by the endowment. Funds should not be saved for future use, except in rare circumstances with the prior approval of the Dean. Some endowments require that unspent funds be reinvested at the end of each academic year.

Discretionary funds from an endowment are not intended to replace the need for external funding. Indeed, an endowment holder should be particularly successful in securing extramural funding for salary requirements, research support, occasional teaching buyout, student support, and other expenses commonly covered by research funds.

E. Endowment Stewardship

Every faculty member holding an endowment is expected to be a good trustee, adhering to the intentions of the donors in establishing the endowment they hold, and provide a high-quality report to the donor annually, describing achievements in teaching, research, clinical support, and service. Endowment holders have a responsibility to spend the endowment-distributed income. These reports are important to the donors who have given generously to the school. In addition, a faculty member who holds an endowment may be asked to participate in meetings, events, and ceremonies where the donor of the endowment is recognized. The participation of the endowment holder is an important component of the school's stewardship of the endowment.

F. Term of Appointment

In accordance with Board of Regents' requirements, all faculty will be appointed to endowments for a specified term, except in extraordinary circumstances. The maximum term of appointment is six years. Faculty members will be eligible to reappointed, at the recommendation of the Executive Committee and upon agreement by the Chair, review of the Dell Medical School APT committee and agreement of the Dean, to an endowment if they continue to provide the

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academic leadership, productivity, and initiative recognized when the original appointment was made.

Reappointment review will occur during the endowment holder's next promotion review or next comprehensive review, whichever occurs first, and no less than every six years. Therefore, the term of appointment to an endowment during the first appointment period may be shorter than six years, but, except in extraordinary circumstances, all subsequent terms will be six years. As part of the review, the Department Chair (or their Executive Committee, as designated) or Dean (or APT, as designated) will evaluate the faculty member or Chair's performance and provide a recommendation to the Dean, who will then make a recommendation regarding reappointment to the Provost.

The Dean may reassign an endowment holder to another endowment during a term to match the endowment with the most appropriate faculty member.


Holders of endowed faculty fellowships and fellows on chairs and professorships must be reappointed annually; however, there is no limit to the number of reappointments, unless specified in the endowment criteria.

G. Review, Revision, and Approval History.

09 November 2021

H. Contact for Further Information.

DMS Human Resources
DMS Development Office
DMS Medical Education Office

APPROVED: 
Sharon L. Wood
Executive Vice President and Provost

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