


<p>CAMPUS POLICY DRAFT</p>  <p>UNIVERSITY OF COLORADO at COLORADO SPRINGS</p>	<p>POLICY NUMBER: 200-003</p>	<p>PAGE NUMBER: 1 of 2</p>
	<p>CHAPTER: Academic</p>	
	<p>SUBJECT: Evaluation of Endowed Chairs</p>	
	<p>EFFECTIVE DATE: October 7, 2009</p>	
	<p>SUPERSESSSION: January 18, 2005 and November 1, 1998</p>	
<p>OPR: VCAA</p> <p>VC: Academic Affairs</p>	<p>APPROVED: by Pamela Shockley-Zalabak, Chancellor, on October 7, 2009.</p>	

I. POLICY:

- A. The position of Endowed Chair/Distinguished Professor will be reviewed at least every five years. The following procedure shall be followed to conduct the review. In addition, further requirements are necessary for the evaluation of El Pomar Chairs.

II. AUTHORITY FOR CAMPUS POLICIES:

Authority for the creation of campus administrative policies is found in *The Laws of the Regents*, 1990, Article 3 Section B.8, which states:

The chancellor of the University of Colorado at Colorado Springs shall be the chief academic and administrative officer responsible to the president for the conduct of affairs of the Colorado Springs campus in accordance with the policies of the Board of Regents. The chancellor shall have such other responsibilities as may be required by these *Laws*, the Board, and as may be delegated by the president.

III. PURPOSE:

- A. Evaluation of the position as Endowed Chair/Distinguished Professor will be conducted by a primary review committee, consisting of three tenured members of the resident department or team, along with the holder of another Endowed Chair appointment at least every five years. In some cases, more frequent reviews may be required. Note that the evaluations of the position as Endowed Chair/Distinguished Professor will not be related to post-tenure reviews.
- B. Consistent with the expectations for the position, an Endowed Chair/Distinguished Professor is expected to provide outstanding leadership in research and or teaching consistent with College and University goals. These include, but are not limited to, active team building of a core research group, securing of external grants and contracts that directly benefit the College by a significant amount of indirect cost recovery funds, assisting in the professional development of colleagues, and providing valuable support for the graduate research programs in the College. Where appropriate, expectations of research/teaching, for evaluation purposes, will be compared to that of Endowed Chair/Distinguished Professors at a level commensurate with the stature and remuneration associated with the Endowed Chair/Distinguished Professor.

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- C. When appropriate, an Endowed Chair/Distinguished Professor is expected to provide high quality teaching of both undergraduate and graduate courses. The teaching load is subject to periodic negotiation with the school or college dean.
- D. Upon receiving the primary review committee (as defined by the chair's home college) evaluation and an evaluation by the department/program/team chair, the dean of the college will conduct a dean's level review. The dean will appoint a dean's level committee consisting of an academic dean outside the college, an Endowed Chair/Distinguished Professor from within the CU system, and, where appropriate, a non-voting representative from the community. Along with the stated criteria for the particular position, this review will evaluate the performance and position in terms of the Laws of the Regents and in terms of the policies currently in place for the University of Colorado campus resident. In addition, the terms of the appointment shall be constructed and interpreted according to the Laws of the State of Colorado.
- E. Upon receiving the evaluation from the Department Chair, the primary committee, and the dean's level committee, the Dean will make a recommendation concerning the outcome of the Review of the Endowed Chair and forward this to the Provost and Executive Vice-Chancellor for Academic Affairs.
- F. Evaluation of El Pomar Chairs:
 - 1. In addition to the evaluation procedures for an endowed chair/distinguished professor; procedures for an El Pomar Endowed Chair will include the following.
 - 2. An El Pomar Chair will work with the Provost and Executive Vice Chancellor for Academic Affairs in collaboration with the Deans of the College of Business and Administration and the College of Engineering and Applied Science and other endowed El Pomar chairs to help define, develop and promote the operations of the El Pomar Institute for Innovation and Commercialization (EPIIC) in support of business, scientific and technical communities of Colorado Springs.
 - 3. Fifty percent of an El Pomar Endowed Chair's appointment effort and time will be committed to EPIIC. Of this 50%, priorities should be 40% research related to EPIIC's mission and 60% service to EPIIC.

IV. DEFINITIONS:

V. PROCEDURES:

VI. RESPONSIBILITY:

VII. HISTORY:

Established November 1, 1998
Revised January 18, 2005

VIII. ATTACHMENTS: