

## APPENDIX Q

### ENDOWED PROFESSORSHIPS AND CHAIRS POLICY STATEMENT

Oklahoma Baptist University administers endowed professorships and chairs generally named in honor or in memory of persons or organizations that have made significant contributions to the University. These positions are funded by income from financial gifts to the University.

Traditionally, a faculty member named to an endowed position is nominated to the President by the dean of the college or school in which the professorship or chair resides and by the Chief Academic Officer. A nominee is normally chosen as a consequence of academic reputation, professional credentials, and demonstrated excellence in teaching and scholarship. A less-experienced faculty member may be appointed to an endowed position based upon promise and potential. A faculty member named to an endowed position will bear the official title of the professorship or chair and will be installed in that position in a public ceremony.

The University provides additional compensation to holders of professorships and chairs. This amount is in addition to the regular faculty salary and will be separately stated in the contract. Such amount will be determined annually by the senior administration.

A faculty member appointed to an endowed professorship or chair may be removed from the position upon failure to meet the high standards of the position or the requirements of the endowment agreement. Removal may also occur if a reassignment of the faculty member disqualifies the faculty member for the endowed position. Removal must be approved by the Chief Academic Officer and the President. In such a case, the faculty member will be provided due process.