

UO KNIGHT CAMPUS NAMED AND ENDOWED FACULTY POSITION POLICY

Unit	Knight Campus
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I. KNIGHT CAMPUS CONTEXT

Launched in 2016, the Knight Campus is designed to fast-track scientific and engineering discoveries into innovations that improve the quality of life for people in Oregon, the nation, and the world. The campus creates the intellectual infrastructure to establish the University of Oregon as a center for engineering research and innovation, making Oregon a place where companies can start and grow. The Knight Campus will reshape the higher education landscape by training future generations of bioengineers and applied scientists, forging collaborations with industry and entrepreneurs, and creating new educational opportunities for graduate and undergraduate students at the University of Oregon.

The financial cornerstone of the enterprise is transformational philanthropic support from Phil and Penny Knight via two distinct \$500M pledges (gift 1 started in 2017 and gift 2 in 2020), distributed as \$50M per year for 10 years each (with some overlap). The Knight's philanthropy is intended to support capital projects, operational expenses and growth of an endowment in support of ongoing operational expenses from FY32 onward. From its inception, the financial model for the Knight Campus expected that the preponderance of Knight Campus expenses would be covered by the principal of the gift, and as of FY32, by distributions from the endowment including but not limited to the full 9-month salaries and OPE for up to 30 Knight Campus tenured and tenure track faculty (TTF). In essence, Knight Campus TTF for the foreseeable future are supported by these philanthropic funds (and sponsored awards where relevant). The Knight Campus does not have undergraduate majors and is not organized as a school or college and thus is not governed by the academic financial model administered through the VPFA and Provost's office. The Knight Campus falls under the authority and financial structure of the President's office.

Finally, under the leadership of the Executive Director/Vice President (ED/VP), the Knight Campus focus on engineering and applied science offers new opportunities for training and research at the UO. In doing so, the Knight Campus operates in a professional market of salaries and resource support that trends higher than the basic sciences. With a goal of excellence, the Knight Campus has aggressively leveraged named and endowed faculty positions to recruit and retain the best possible talent to grow our community in a highly competitive environment. Definitions for three terms essential to understanding the Knight Campus' approach to philanthropic support are below:

- A. **Knight Campus core faculty:** Tenure related positions that are guaranteed financial support for 9-month salaries and OPE (including merit and rank increases) through Knight philanthropy. This is a basic tenant of the Knight Campus financial model.
- B. **Endowed Faculty Positions:** Positions supported by non-Knight philanthropic funds invested in endowed accounts at the Foundation. **Most of the following policies pertain to this defined group unless otherwise noted.**
- C. **Named Faculty Positions:** Positions supported and named in recognition of non-Knight philanthropic gifts that are transient by intent (e.g., time limited, non-endowment expendable gifts)

II. NAMED AND ENDOWED FACULTY POSITIONS

The purpose of named and endowed positions (dean, chair, professorship, professor of practice, etc.) is to recruit and retain faculty with outstanding scholarly records who will provide scholarship and leadership that enriches the Knight Campus, and the university. They are distinguished faculty positions that represent accomplishment, prestige, leadership, and good citizenship on campus and in the profession.

One important purpose of such appointments is to enable the person receiving this honor to make greater contributions to their field and to the educational mission and goals of the university by virtue of having greater support and distinction. While donors cannot direct research agendas, another important purpose is to fulfill the expressed intentions of the donor who made the named or endowed position possible. Thus, faculty who may be selected or recruited for this honor must continue to perform as exemplary academicians, excellent colleagues, and persons in whose accomplishments the university and donor can rightfully take pride.

A. Executive Directorship – \$5M

An endowed executive directorship is akin to the “endowed deanship” position found in the schools and colleges. The Executive Directorship is the single most prestigious position at the Knight Campus. The holder of an endowed executive directorship possesses the stature, experience, and vision to position the Knight campus within the top research and related academic programs of their kind in the world.

B. Presidential Chair – \$5M

A named or endowed presidential chair represents the highest level of recognition within this category. Reflecting its uniqueness, this award level has special gift requirements, appointment protocols, and stewardship requirements. Tenure requirement: Full Professor.

C. Distinguished Chair or Department Chair– \$3M

A named or endowed distinguished/ department chair is one of the highest honors that can be bestowed on a faculty member. The highest level of performance and national and international recognition of that performance are inherent guidelines for the

appointment of a distinguished/department chair holder. The appointment to a named or endowed distinguished or department chair may recognize a current member of the faculty or it may be associated with recruitment of a new faculty member; but, in all appointments, excellence should be evidenced by several years of outstanding performance based on national and international standards. Tenure requirement: Full Professor.

D. Chair – \$2M

A named or endowed chair is a prominent honor bestowed on a faculty member. The highest level of performance and national and international recognition of that performance are inherent guidelines for appointment of a chair holder. The appointment to a named or chair may recognize a current member of the faculty, or it may be associated with recruitment of a new faculty member; but, in all appointments, excellence should be evidenced by several years of outstanding performance based on national and international standards. Tenure requirement: Tenure.

E. Professorship – \$1M

A named or endowed professorship is a high honor, as well as recognition of consistently outstanding performance and ability. Named and endowed professors are faculty who have achieved acclaim for their accomplishments and who are highly likely to continue producing notable achievements. The appointment to a named or endowed professorship may recognize a current member of the faculty or it may be associated with the recruitment of a new faculty member. This designation may be awarded to classifications of faculty positions including Professor, Clinical Professor, Professor of Practice, Librarian, and Research Professor, as defined in University of Oregon Policy 580.020.0005 (3): (a), (b), (c), (f), (i). Tenure requirement: None.

F. Visiting Professorship – \$500K

A visiting professorship supports the most accomplished senior scholars, distinguished artists, or professionals who might be visiting the university for a specific period of time. The chief purpose of this type of endowment is to bring a continuing stream of exceptional scholars, practitioners, and artists of significant stature and accomplishment to the university to enrich our programs and our academic community. Donors may not specify the recipients of a visiting professorship as a condition of their gift. Tenure requirement: None.

G. Faculty Fellowship – \$250K

Named or endowed faculty fellowships will be used to provide temporary support for faculty development in teaching or research from faculty. They may also be used to acknowledge and support distinguished service or teaching. Awarded for a term of one or more years, not to exceed three consecutive years. Tenure requirement: None.

H. Postdoctoral Scholar – \$250K

Named or endowed postdoctoral scholar positions will be used to provide temporary support for development in teaching or research. Awarded for a term of one or more years, not to exceed three consecutive years. Tenure requirement: n/a

APPOINTMENT AND RENEWAL PROTOCOLS

A. Appointment Procedures

Depending on the terms of the gift, a named or endowed position may be filled by appointing an outstanding member of the existing faculty or may be used to recruit an outstanding scholar or professional from outside the university. The Knight Campus uses progressive and active recruiting in its employment activities, inclusive of best practices recommended by the Offices of Human Resources, the Provost, and the Vice President for Equity and Inclusion to develop pools of outstanding and diverse candidates. Regardless of new or existing employee, a recommendation is made to the ED/VP by the senior associate vice president for academics and research, a department chair, or a program unit head on the merits of appointing an individual to a particular named or endowed position.

B. Length of Appointment

A named or endowed chair or professorship will be filled by one individual for an initial six-year period, unless a shorter or longer term or non-renewability is otherwise specified (for example, in the position description, the terms of the gift, or post-tenure review cycle). Faculty may resign from their appointment at any time without prejudice or may decline to petition for renewal of that appointment at the completion of a term.

C. Renewal

All named and endowed chairs and professorships are subject to renewal on a six-year cycle that will align with the faculty member's post-tenure (or similar) review cycle. Prior to the end of the six-year term, the ED/VP shall evaluate the faculty member's record in accordance with Knight Campus policies then in effect. It should not be assumed that a faculty member's association with the named or endowed position will be renewed. A faculty member who has excelled in all the expectations related to the appointment (for example, those articulated in the unit's post-tenure review process) may be reappointed to hold the position for another six-year term. The review procedure for reappointment, begins after the post-tenure review has moved affirmatively from the personnel review committee to the unit head. At that time the department chair, program head or senior associate vice president will make a recommendation to the ED/VP on renewal.

If, however, the ED/VP decides, in consultation with Department Chair(s) and/or Program Head(s), that the faculty member has not met expectations at a sufficiently high level, or that a change in the holder of the position would be in the best interests of the university, a new appointment to the position will be made. The ED/VP will charge the academic leadership team with reviewing the merits of the action, including a review of documentation from the post tenure review, and providing a recommendation to the ED/VP. Reviews 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. Evidence of a continuing record of exemplary academic and professional accomplishment.
- iii. Evidence of achievement of a professional status at the national or international level will enhance the prominence of the University.

The ED/VP makes the final decision on selection of individuals to named and endowed positions in the Knight Campus and makes the final decision on names to move forward to university leadership for university named and endowed positions when relevant. Recommendations and final decisions will align with expectations for excellence outlined in relevant unit faculty policies. New and renewed appointments will be issued by the ED/VP following the completion of the selection or renewal processes.

If the named or endowed chair is bestowed by President/Provost (or other), the ED/VP will communicate the recommendation and provide documentation as appropriate. Appointment to a named or endowed position does not confer reduction in teaching load. Appointment and reappointment to the position as well as payout from the position are reserved for active, non-retired faculty.

D. Misconduct

If a faculty member is found to have committed misconduct, that faculty member may be relieved of their named or endowed position as a result of disciplinary action outside the regularly scheduled review process.

E. Relinquishment

On relinquishment of the title, a holder would be entitled to refer to themselves by the named or endowed position name, appending dates of incumbency, subject to terms of any disciplinary sanction administered against the holder. Faculty who are awarded an Emerit status may not continue to use a previously held endowed title; however, we encourage the use of incumbency dates. For example, Jane Doe, Professor Emerita, Knight Chair 2010-2016.

F. Funding and Payout

The Knight Campus shall verify minimum funding and available payout prior to appointment. Appointment of a faculty member to a named or endowed position will not be approved until there is confirmation that the position has been formally established. New and renewed appointments will be approved by the ED/VP.

G. Visiting Positions

An appointment to a visiting position is non-renewable.

H. Fellowship and Postdoctoral Scholar Appointments

Fellowship and postdoctoral scholar appointments are normally made for a term of one or more years. Fellowships may be renewed for up to 6 years, postdoctoral fellowships for a maximum of 3 years.

I. Limitations

In the Knight Campus, faculty may hold more than one named or endowed position, if they are of different designations (i.e. named chair and a named faculty fellowship) and support the ED/VP's vision for strategic recruitment and retention of faculty.

EXPECTATIONS

A. Scholarship

The named or endowed position holder is expected to continue outstanding scholarly activity. Measurement is based on impact and contribution to the profession and to exceed expectations in relevant Knight Campus departmental faculty policies.

B. Leadership

The named or endowed position holder is expected to provide leadership, on an ongoing basis and in the broadest sense possible, throughout their term as a named or endowed position holder. Examples of this leadership include the development of multi-investigator programs and multi-disciplinary laboratories, 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.

C. Collaborations

Integral to the position are fostering and maintaining extra-departmental collaborations with their school or college as a whole, the university at large, and external partners. Through these tasks, the holder will build and/or enhance the reputation of the department, school or college, and the university.

D. Regular Faculty Membership

The named or endowed position holder is expected to operate within their department(s) as a regular faculty member. This involves full interaction with other faculty members, a teaching load involving both undergraduate and graduate courses, and responsibilities for student supervision and committee assignments. The named or endowed position holder's activities, teaching load, other assignments, and any modifications in compensation arrangements, will be reviewed annually with the ED/VP and relevant Department Chair(s) and/or Program Head(s), subject to departmental and university policy and existing agreements.

E. Communication with Donor

Finally, the named or endowed position holder must engage in regular communication with and stewardship of the donor who named or endowed their position as outlined in the Donor Stewardship section of this document.

PAYOUT

For endowed position holders, endowment “payout” is defined primarily as the spendable portion of the total return of the endowment investment in the general endowment pool, less applicable administrative fees.

A. Use of Payout – Executive Directorship

Payout funds provide a flexible source of funds to support the Knight Campus’s most important needs. Payout may not be used to supplement the Executive Director’s salary.

B. Use of Payout – Faculty Fellowships and Postdoctoral Scholars

There is no cap on the amount of payout that can be used for compensation for endowed faculty fellow positions or postdoctoral scholar positions.

C. Use of Payout –Endowed Faculty Positions

The Knight Campus determines its own stipend and research fund payout ranges for named and endowed faculty positions supported by Knight Campus foundation accounts. Payout amounts will be variable based on the ED/VP’s vision for strategic faculty recruitment and retention and relevant market conditions and in sum total, the stipend, OPE, and research funds will never exceed annual endowment yield (4% as of 11/30/23) minus 0.5%.

TYPE	RANK REQUIREMENT	Maximum package to include Stipend, OPE, and Research Funds
Knight Campus Core Faculty	None	Full Salary + OPE and up to \$50K in annual research funds
Presidential Chair	Full Professor	\$175,000
Distinguished Chair or Department Chair	Full or Associate Professor	\$105,000
Chair	Tenure	\$70,000
Professorship	None	\$35,000

D. Expenditure of Payout

The expenditure of payout from endowed faculty position endowments for the purposes specified by the donor is required by law. More than four years of payout should not accumulate. The UO Foundation and University Advancement will annually review endowment-related current funds with excess accumulation and will notify the Knight

Campus which will fulfill the university's fiduciary obligation to use the payouts fully in a manner consistent with the gift instrument, which may include budgetary relief if not precluded by the gift agreement.

E. Vacancies

During any period in which an endowed faculty position has remained vacant for three years or in the event that the endowed faculty position's accumulated income exceeds four years of payout, the ED/VP may take one of the following actions, so long as it is consistent with the terms of the endowed faculty position:

- i. Implement a new expenditure plan designed to fill the endowed faculty position and/or to utilize the payout.
- ii. Request the reinvestment of payout to principal through a proposal that outlines the reasons for the accumulation, as well as the steps that will be taken to ensure future timely expenditure unless the donor has provided for such reinvestment at the time the gift is made.
- iii. Request the reallocation of the fund to provide for an alternative purpose specified in the terms of the fund (i.e. donor purpose language, term details, and named title if applicable).

F. Allocation or Reinvestment

Allocation or reinvestment of payout to principal may be requested as outlined above or under other circumstances that are sufficiently compelling to warrant such a recommendation, including the failure for unforeseen reasons of the principal to meet the chair endowment minimum. In such cases the unit head must make a specific request for reallocation or to reinvest payout to principal, unless the donor has provided such reinvestment at the time the gift is made. Reinvestment of payout to principal generally should not be considered in order to increase the principal to meet the endowed faculty position endowment minimum. The request shall be made by the ED/VP through appropriate channels to the UO Foundation in coordination with the Office of the Vice President-University Advancement, which will assist with the approval process.

G. Budget and Expenditure

Knight Campus is responsible for ensuring receipt and approval of the budget and for the appropriate expenditure of funds.

DONOR STEWARDSHIP FOR NAMED AND ENDOWED POSITION HOLDERS

Communication with, and stewardship of, donors is an important responsibility of named and endowed faculty members. Meaningful stewardship requires a special partnership with advancement staff.

Named and Endowed Faculty will be asked to do the following:

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1. Provide copies of any correspondence with donors to the appropriate advancement staff to ensure a good record of communication and to avoid duplication.
2. Use endowment title consistently (in letterhead, business cards, publications and directories), including the proper endowment name with faculty title.
3. Keep advancement staff posted on news and recognition (significant awards, major grants, media mentions, etc.).
4. Notify advancement staff of any opportunities for major donors to visit lab, clinic or teaching facilities.
5. Adhere to Office of Stewardship's campus-wide best practice recommendations for endowed faculty, which include one to two requests for updates on your activities and accomplishments each year.