

Matching Chair Program Update and Faculty Chair Priorities

FOR INFORMATION

Following are the details of the proposed structure of the 2010-11 Chair Endowment Match program which have been discussed with the deans.

Objectives:

- Initiate a long-term strategy to have 25% of all full-time faculty holding endowed chairs, professorships or fellowships, part of our objective to attract and retain top faculty
 - o 25% (150 of approximately 600) of senior faculty qualified to hold endowed chairs (full or associate professors) will have endowed chairs
 - o 10% of faculty mid-career faculty will hold term chairs or endowed professorships
 - o 25% of new/early career faculty will be supported by fellowships
- Execute the strategy through the Campaign, as the first phase of meeting these ambitious goals.

Strategy—Endowed Chairs (professorships and fellowships will be addressed separately):

- Establish a multi-year program to support the creation of endowed chairs, professorships and fellowships and engage donors to share in this goal by providing an incentive to support endowed faculty positions
- Provide a corporate university match to create an incentive to create endowed chairs
- Structure the program to be available to all faculties yet have a sense of urgency and competition

Benefits:

- Demonstration to faculty of the importance with which the corporate body perceives them
- Set the University on a course to more sustainable ability to attract and retain top faculty

Program Details:

- \$12 million available in fiscal 2010/11 (8 chairs)
- \$1.5 million available per chair (\$3 million endowment total required)
 - o 1:1 match of donor funds
 - o Full \$1.5 million funding source(s) must be identified before the match can be confirmed.
- Chair must be a chair pre-identified as a core strategic need of the University (for cross-faculty priorities) or part of the Faculty's Academic Plan *and* be included in the Campaign priorities. Every Faculty will identify one target chair for this program. Identification of each target chair will occur as campaign projects are revisited more broadly. Chairs may be research, teaching or learning focused.
- Aggressive public campaign to promote all chairs identified as Faculty priorities for the match—i.e., web, print—to expose the chair opportunities of all Faculties to all alumni and friends of the University (help to offset the issue of differential faculty ability to raise funds)
 - o There are no quotas by Faculty, but every attempt will be made to support all Faculties in taking advantage of this program

Timeline and Goals:

Ten year goal, ten+ chairs per year (only some will be matched) to add 100+ new chairs to the ~25 chairs in place now (total 125 endowed chairs by 2020)