



**Appointment of Faculty Endowed Chair and Professorship Positions  
#320.080**

INITIAL EFFECTIVE DATE:	LAST REVISION DATE:	RESPONSIBLE UNIVERSITY DIVISION/DEPARTMENT
April 27, 2026	April 27, 2026	Office of the Provost

**POLICY STATEMENT**

Appointment to an endowed chair or professorship position recognizes a current or prospective faculty member’s record of outstanding scholarship and commitment to the mission of FIU. These appointments carry considerable prestige and represent the attainment of a high level of academic achievement.

Each college or school must have written guidelines concerning the eligibility, nomination, and review of faculty members to endowed chairs and professorships. These guidelines must be approved by the Office of the Provost. Faculty members may be appointed and reappointed in accordance with the college’s or school’s guidelines.

No position may be established, or appointment conferred, until the underlying endowment agreement has been fully executed, the endowment established, and funding confirmed, unless otherwise approved by the provost in writing.

A faculty member’s appointment to an endowed chair or professorship may be removed at any time. Each dean has the discretion to remove the endowed title and associated funding after consultation with the Faculty HR Group. Reasons for removal include, but are not limited to, failure to: maintain performance expectations, adhere to the goals and stipulations of the endowed chair/professorship (as specified by the college or school), adhere to the intent of the endowed gift agreement, or remain in Good Standing with FIU.

Reappointment is dependent on the faculty member’s continued ability to meet the expectations outlined in the appointment letter, the college’s or school’s guidelines, and the endowment agreement.

**SCOPE**

This policy applies to eligible faculty members and those who oversee the administration of endowed chair and professorship positions.



**REASON FOR POLICY**

To establish the authority for appointing and reappointing faculty to endowed chair and professorship positions, and to establish the authority for removing faculty from such positions.

**DEFINITIONS**

**See also FIU Procedure #710.015 Donative Naming II. Specific Requirements for Named Faculty and Student Support Endowments for other applicable definitions.**

TERM	DEFINITIONS
Faculty HR Group	This Group consists of members from Provost Office - both Faculty Leadership and Success and Academic Resource Management, as well as General Counsel. Contact: Assoc. Vice President of Academic Resource Management
Good Standing	For a faculty member to be considered in "good standing," he/she has had no discipline undertaken in the last six years or is under a current active investigation as defined by the Faculty HR Group; Office of Civil Rights, Compliance and Accessibility; the Office Research and Economic Development; and/or the Office of Employee & Labor Relations.

**ROLES AND RESPONSIBILITIES**

Refer to Procedure #320.080a Appointment of Faculty to Endowed Chair and Professorship Positions for roles and responsibilities.

**RELATED RESOURCES**

- [FIU Policy 710.015 Donative Naming](#)

**CONTACTS**

Office of the Provost  
11200 S.W. Eighth Street, PC 526  
Miami, Florida 33199  
Telephone: (305) 348-2151



HISTORY

**Initial Effective Date:** April 27, 2026

**Review Dates** (*review performed, no updates*): N/A

**Revision Dates** (*updates made to document*): April 27, 2026



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**PROCEDURE STATEMENT**

**I. General Requirements:**

A. Colleges/schools submit to the Office of the Provost, Academic Resource Management, guidelines for endowed positions. Guidelines, which ensure alignment with donor stipulation, should delineate the criteria and processes for:

- (1) nominating candidates,
- (2) determining eligibility for the appointment,
- (3) appointing a candidate,
- (4) review of performance and continuing eligibility.

B. College/school guidelines may not conflict with or supersede university policies.

C. Finalized guidelines will be provided to the University Foundation (e.g., Donor Relations and Stewardship, Gift Compliance and Administration).

**II. Appointment of Faculty to Named Endowment Positions:**

A. This is a multi-step process, and as such, the final approval for appointment does not occur until all reviews and approvals are finalized, including confirmation of available endowed funding and verification of a fully executed endowment.

B. The dean of each college/school has the authority to name faculty members, using the college / school guidelines, to be recommended for the endowed position.

C. Upon the decision to name a faculty for an endowment position, the dean will communicate the recommendation to the Office of the Provost, Academic Resources Management.

D. The Office of the Provost, Academic Resource Management, will confirm the restrictions of the endowment agreement establishing the position, if any, and coordinate drafting

the appointment letter for the position with the dean. The Office of the Provost, Academic Resource Management, shall review the final appointment letter to confirm compliance with university policy and any restrictions from the agreement. The faculty member receives the letter stating the terms of the appointment and the expectations for the position, encompassing the stipulations of the executed endowment agreement and university policy.

**III. Regular Review and Renewal of Appointments:**

- A. Each college/school reviews the performance of the faculty member holding the position, in accordance with the stipulations of the college-/school-level guidelines and the endowment agreement.
- B. Annual endowment/impact reports are mandatory and must be completed and submitted by the responsible party (i.e., the dean/chair/faculty member) by the deadline. Failure to complete the report may cause the faculty member to be removed from the appointment, no matter the funding source.

**IV. Removal of Appointments:**

- A. If, at any time, it is determined that the faculty member has not met the terms of appointment or expectations of the position, or is not in Good Standing with all FIU policies, regulations, or the governing endowment agreement, the dean may consider vacating the endowed position after consultation with the FIU Faculty HR Group.
- B. If the dean determines that the faculty member should be removed from this position, he or she informs the provost, and notifies the faculty member of the decision in writing.
- C. The Foundation, in consultation with academic leadership, will notify the donor of the decision to remove a faculty member from the endowed position.