Policy and Procedures for the
The Department of Accounting,
McCoy College of Business Administration, Texas State University

PPS 5: Personnel Evaluation, Reappointment, Merit and Promotion Decisions

PPS 5.08 Evaluation of Endowed Professors and Chairs

AAPPS 7.15 addresses the university selection, required review, etc. of endowed chairs and endowed professors.

A committee of tenured professors will be appointed by the Accounting Department Chair to review departmental endowed faculty using the criteria below every two years. The committee’s report will be forwarded to the holder of the endowed chair, the Accounting Department chair and the Dean of the McCoy College of Business Administration

**Research expectations:**
An endowed research professor designation signifies superior research performance in the past and an expectation of superior research performance in the future as well as significant mentoring of other faculty, particularly untenured faculty.

**Quality research:** A faculty holding an endowed research position is expected to be a top performer as measured by the **quality** and **quantity** of publications. Quality of research is expected to be greater than for tenured and tenure-track faculty members. Quality is evidenced by publications in top quality journals (i.e., those rated as highly recommended by the Department of Accounting) with thorough literature reviews and rigorous methodology. Quantity of research is expected to be greater than for tenured and tenure-track faculty members particularly in situations with reduced teaching requirements.

**Mentoring:** An endowed research professor should actively assist newly hired faculty to establish a research stream and area of expertise, and act as a resource for current research trends and statistical methodology. Acting as co-author is not included in mentoring.

**Teaching expectations:**
The student evaluations of endowed research chairs should be at the department average or higher. Rigorous course content is also expected.

**Service expectations:** Departmental service expectations are the same as would be expected for other full professors. Special McCoy College or University projects outside the department are also expected. Endowed chairs should represent the Department through interactions with the College, University and the business and professional community in a highly professional manner.

To summarize, endowed chairs are expected to provide the leadership of a senior scholar in all the above areas to the department and college.