

UNIVERSITY OF MANITOBA POLICY

Policy:	CHAIRS AND PROFESSORSHIPS
Effective Date:	January 27, 2009
Revised Date:	November 25, 2014
Review Date:	November 25, 2024
Approving Body:	Board of Governors
Authority:	<i>The University of Manitoba Act, section #16(1)(b)</i>
Responsible Executive Officer:	President
Delegate:	Vice-President (Academic) and Provost
Contact:	Vice-President (Academic) and Provost
Application:	All Academic Staff

Part I Reason for Policy

- 1.1 The University continually seeks to develop and enhance its academic programs and activities. To this end, it welcomes external funding from donors that will assist the University in discharging its academic responsibilities. The establishment of Chairs or Professorships is one way in which this may be achieved.
- 1.2 The University is committed to the tradition and importance of Chairs and Professorships as a means of developing, recognizing and promoting academic programs and fields of study that are consistent with the University's mission and scholarly objectives. To this end, it has developed a policy and attendant procedures governing the establishment of Chairs and Professorships.

Part II Policy Content

- 2.1 This policy and its attendant procedures pertain to sponsored academic appointments where the appointees are selected by a process that is internal to and determined by the University. It does not pertain to academic appointments where the appointee is selected by other means (e.g. those that are underwritten

by the national granting agencies). It also does not apply to visiting professorships.

- 2.2 This policy applies to all new initiatives and shall have no retroactive application, that is, it shall not apply to Chairs and Professorships that were established before the approval of this policy. Such Chairs and Professorships shall be governed by the policy in place at the time of their establishment. If, however, a previous gift becomes sufficient to change, for example, a Professorship to a Chair, this change shall be made in accordance with this policy.

Purpose, Definitions and Criteria

- 2.3 Chairs and Professorships are established to advance the University's academic goals and objectives.
- 2.4 The primary distinction between Chairs and Professorships is the extent of external funding that is available to support the appointment.
 - (a) A Chair normally must, at its establishment, be fully funded from sources outside of the University's regular operating budget. The funding for a Chair normally must be sufficient to cover the full salary and benefits of the incumbent and an appropriate level of unrestricted research/scholarly support.
 - (b) A Professorship normally must, at its establishment, be partially funded from sources outside of the University's operating budget. The funding for a Professorship normally must be sufficient to cover at least 20 percent of the salary and benefits of the incumbent and an appropriate level of unrestricted research/scholarly support.
- 2.5 For Chairs and Professorships, funds may be provided by way of an endowment or through a schedule of annual expendable gifts for a defined period of not less than five years, or by an appropriate combination of endowment and annual expendable gifts.
- 2.6 From their inception, Chairs and Professorships shall normally be attached to a department, faculty, school, college, centre or institute of the University. Accordingly, the goals of the Chair or Professorship shall be consistent with those of the unit to which it is attached.
- 2.7 The establishment of a Chair or Professorship normally shall not be tied to the appointment of a particular individual.
- 2.8 Individuals appointed to Chairs and Professorships normally shall have academic qualifications commensurate with an appointment at the rank of Assistant Professor, Associate Professor, or Professor.

- 2.9 The initial term of appointment of Chairs and Professorships shall be three to five years. If the renewal of an appointment is permitted, such renewal is subject to a successful performance review and the availability of funds.

Value of Chairs and Professorships

- 2.10 From time to time, normally for a three-year period or for the period of a capital campaign, the University President shall determine minimum values for any and all newly established Chairs and Professorships. These values shall be based on the requirements of this policy, as stipulated in the definitions of Chairs and Professorships (see sections 2.4(a) and 2.4(b)).
- 2.11 Nothing in this section will prevent a unit from augmenting the support provided to a Chair or Professorship under section 2.10 above.

Joint Chairs or Professorships

- 2.12 A Chair or Professorship may be established jointly by the University and another university, an institution affiliated with the University (including teaching hospitals) or a research institute.
- 2.13 Such joint Chairs and Professorships shall be established on terms jointly agreed to by the parties. In such cases, funds may be held either by the University or by the other party, or both.

Establishment of Chairs and Professorships

- 2.14 All proposals for the establishment of Chairs and Professorships shall be considered by Senate and, following recommendation by Senate, by the Board of Governors. In the case of proposals for Chairs and Professorships that are primarily intended to enhance the University's research programs, the Senate Committee on University Research shall recommend to Senate.

Naming of Chairs and Professorships

- 2.15 Should the University wish to honour a donor(s) or at the request of a donor(s), Chairs and Professorships may be formally named.
- 2.16 The underlying principle of any naming is that both the person(s) or organization(s) for which the Chair or Professorship will be named and the University should be honoured by the naming of the Chair or Professorship.
- 2.17 The name may refer to a foundation, individual, family or similar unit, or to a respectable commercial or business unit.
- 2.18 If a Chair or Professorship is being named in recognition of a donor(s), the gift received relative to the Chair or Professorship must represent a significant contribution to the minimum value required to establish a Chair or Professorship

as defined in section 2.10 The President shall determine the significance of any gift relative to the naming of a Chair or Professorship.

- 2.19 The autonomy of the University and the academic freedom of the professoriate to which the University of Manitoba is committed shall be safeguarded at all times. The attribution of a name does not imply or confer any involvement or oversight into the operations of the University or any of its units.
- 2.20 It is the University's intention to respect the Donor's intent. If, however, circumstances change so that the entire amount of the gift is not received by the University in due course, the University may, at its option, remove the Donor's name from the Chair or Professorship, or any part therein or thereon where the Donor's name appears, and/or reduce the name or form of recognition set out herein and/or offer the Donor an alternate naming opportunity and benefits commensurate with the Donor's level of giving.
- 2.21 In the event that a program change affects the naming and form of recognition, the University will inform the Donor if possible, and the University and the Donor will consult as to options available at that time.
- 2.22 Ultimate authority to accept or decline any naming proposal at the University of Manitoba rests with the Board of Governors.
- 2.23 Ultimate authority to discontinue the named Chair or Professorship rests with the Board of Governors.
- 2.24 Notwithstanding any other provisions of this policy, no naming will be approved or existing naming be continued, that will call into serious question public respect for the University.

Disestablishment of Chairs or Professorships

- 2.25 Chairs and Professorships may be disestablished by mutual agreement of the University and the donor(s).

Establishment of Procedures

- 2.26 To give effect to this policy, the University shall establish certain mechanisms. These mechanisms shall include an articulation of:
 - (a) procedures for the establishment of Chairs and Professorships;
 - (b) procedures for the selection and appointment of individuals to Chairs and Professorships;
 - (c) procedures for the naming of Chairs and Professorships;
 - (d) responsibilities of individuals appointed to Chairs and Professorships; and

- (e) requirements regarding the review of the performance of individuals appointed to Chairs and Professorships, and the administrative and financial arrangements of Chairs and Professorships.

Part III Accountability

- 3.1 The Office of Legal Counsel is responsible for advising the President that a formal review of this Policy is required.
- 3.2 The Vice-President (Academic) and Provost is responsible for the implementation, administration and review of this Policy.
- 3.3 All Academic Staff are responsible for complying with this Policy.

Part IV Authority to Approve Procedures

- 4.1 The President may approve Procedures, if applicable, which are secondary to and comply with this Policy.

Part V Review

- 5.1 Governing Document reviews shall be conducted every ten (10) years. The next scheduled review date for this Policy is November 25, 2024.
- 5.2 In the interim, this Policy may be revised or repealed if:
 - (a) the President or the Approving Body deems it necessary or desirable to do so;
 - (b) the Policy is no longer legislatively or statutorily compliant; and/or
 - (c) the Policy is now in conflict with another Governing Document.
- 5.3 If this Policy is revised or repealed all Secondary Documents, if applicable, shall be reviewed as soon as possible in order that they:
 - (a) comply with the revised Policy; or
 - (b) are in turn repealed.

Part VI
Effect on Previous Statements

- 6.1 This Policy supersedes all of the following:
- (a) Chairs and Professorships Policy, approved May 23, 1993, and amended June 22, 2000;
 - (b) Naming Chairs and Professorships Policy, approved January 6, 1982, and amended September 6, 1990;
 - (c) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
 - (d) all previous Administration Governing Documents on the subject matter contained herein.

Part VII
Cross References

- 7.1 This Policy should be cross referenced to the following relevant Governing Documents, legislation and/or forms:
- (a) [Chairs and Professorships Procedure](#)