
**GENERAL GUIDELINES FOR THE
APPOINTMENT OF EXCELLENCE PROFESSORS
THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO**

**(Approved by the Provost, January 3, 1986)
(Revised by the Provost, October 10, 1995; April 22, 1999)
(Approved by the Board of Trustees, April 22, 1999)**

Excellence professorships are appointments supported in part from proceeds of an endowment established by a contribution to the University or to foundations affiliated with the University.¹ The proceeds from the endowment are used to support the appointed individual under the guidelines established by the Provost. Professorships may be named for an individual or other entity and designated by the donor for a specific academic unit or program, contingent upon the agreement of the Provost and the dean of the instructional unit to which the professorship is to be designated. While the Excellence professorship appointment is normally made to recognize outstanding current faculty members, they may also be used to recruit new individuals to the University.

Nominations for the appointment of an excellence professor may be made by the department heads/chairpersons² in consultation with the senior faculty. A departmental nomination is made to the dean. Deans will review nominations and make recommendations to the Provost. The Provost will consult with current excellence professors to review all nominations. The Provost shall forward his or her recommendation(s) to the Chancellor.

The aims and guidelines for affirmative action apply as in all faculty appointments. A timetable may be established by the Provost, along with more detailed instructions, when a professorship becomes available.

Excellence professor appointments will carry permanent tenure at the rank of professor, based upon action of the department, the Provost, and the Chancellor. The appointments may require the approval of the Board of Trustees³. The initial appointment with designation as an excellence professor may be made for a specified five-year term, or it may be without term and will continue at the discretion of the Chancellor based upon recommendation by the Provost. The Provost will be required to review each appointment prior to the beginning of the fifth year of the appointment and will make reappointment recommendations at that time to the Chancellor concerning continuation. This policy permits appointees periodically to consider shifts in role and allows the University the opportunity to determine whether the original aims supporting the appointment remain current and of continuing importance. The incumbent will be notified regarding reappointment prior to the beginning of the fifth year and following the Chancellor's determination regarding reappointment.

¹. There are certain professorships in the University's endowment and in the endowments of affiliated foundations that are not considered "Excellence Professorships." Guidelines for appointments to these professorships are outlined in their Statements of Establishment.

². In non-departmentalized schools, the dean may make nominations after consulting with senior faculty.

³. Action of the Board of Trustees is required when the conferral of permanent tenure is involved.

The base salary will be stated in the appointment letter at the time of initial appointment, along with any salary stipend associated with the excellence professor title and role. Also, as a part of the appointment process, appointees will be informed about the nature of the position, the University's expectations, the privileges involved, and other features of the appointment. The excellence professorship shall carry the designation of the endowment fund that supports the salary increment and/or other support associated with the excellence professorship.

General Guidelines Governing Nominations and Responsibilities:

1. Nominees should be well known in their field for teaching, research (or other creative scholarship), and professional service. Their career patterns should be such that there is expectation that they will continue to be productive and useful to their disciplines and to the University, as well as to contribute effectively to the continuing development of junior and senior faculty members.
2. Excellence professors will be expected to be involved in teaching, research, public service and faculty development involving consultation and collaboration with colleagues in their areas of inquiry and scholarship. Such appointees will, wherever feasible, be expected to maintain a high level of professional service at national and possibly international levels and to exhibit forms of leadership beyond the unit and institution.
3. Selection will consider potential benefits of an appointment for the program, discipline or specialty to which the candidate will be assigned.
4. Consideration will also be given to University-wide needs based upon the mission and goals of the University.

Documentation required for nomination:

1. No more than one page of information (which would serve as a memorandum of transmittal to the Provost) that identifies the nominee, the position he or she holds in the University at the time of nomination, names and contact information of three external professional references, and other relevant identifying information (i.e., number of years at UNCG, area of specialty, etc.);
2. No more than three pages outlining how the candidate meets the criteria (as outlined above) for appointment;
3. A current curriculum vita.
4. Note: the committee may seek additional information from the nominator.

Note: The title of the individual occupying an Excellence professorship shall be "*John Doe Excellence Professor.*"