

School of Public Health
Selection Criteria for Endowed Chairs
Academic Personnel Committee
January, 2020

The process for assigning endowed chairs will begin each academic year with the SPH finance team determining which chairs will be open and available for assignment at the end of the current academic year. The dean will then determine whether any of these chairs will be required for retention or recruitment of faculty. Such chairs will be held back for assignment to the appropriate faculty members by the dean. In addition, some chairs are reserved for administrative positions, and are not subject to open applications by at-large faculty. The remaining chairs will be announced to SPH Senate faculty through a call for nominations. The specific criteria to be used by the Academic Personnel Committee (APC) for determining their endowed chair appointment recommendation to the dean include:

1. **The academic series of the nominee.** Requirements are defined either by the conditions of the chair or by campus policy. In most cases, chair holders are limited to ladder rank faculty, but this may vary depending on the chair and is subject to future policy changes.
2. **The academic rank of the nominee.** Requirements are defined either by the conditions of the chair or by campus policy. In most cases, chair holders must be tenured faculty, but this may vary depending on the chair and is subject to future policy changes.
3. **Specific academic area of the nominee.** Many, but not all, chairs stipulate an area of academic activity for the chair holder. The APC will evaluate the nominees in terms of how closely their academic activity meets the requirements of the chair. This could be reflected in areas of research, teaching, or service depending on the wording of the endowment.
4. **Distinction.** Many chairs have a requirement for “distinction”. This requires assessment of faculty accomplishments that cannot simply be codified. APC members are senior faculty and have experience in faculty evaluation. Factors to be considered include, but are not limited to:
 - a. evidence of regional, national, and/or international recognition,
 - b. evidence of accomplishment in research, teaching, or service (as defined in chairholder criteria) that is related to the academic area required by the endowment.
5. **Successful merit and/or promotion academic personnel actions** for the last two cases
6. **Assuming criteria 1-5 are met, other factors to be considered include**
 - a. Use of the chair to support priority initiatives and strategic directions for the school,
 - b. Availability of other resources to nominees. For example, an endowed chair may be less important to faculty with large, well-funded research programs,
 - c. Alignment of faculty portfolio of research, teaching and service with Berkeley and SPH core mission and values regarding promotion of diversity and equity,
 - d. Evidence of good citizenship and service within the SPH.
7. **Conflicts of interest.** Any APC member who is nominated for an open chair, or who is the faculty mentor for a nominee, will be excused from the room during the discussion of that chair.