

UNIVERSITY OF MANITOBA POLICY

Policy:	CHAIRS AND PROFESSORSHIPS
Effective Date:	January 27, 2009
Revised Date:	May 27, 2025
Review Date:	May 27, 2035
Approving Body:	Board of Governors
Authority:	<i>The University of Manitoba Act, section #16(1)(b) & (e)</i>
Responsible Executive Officer:	President
Delegate:	Provost and Vice-President (Academic) and Vice-President (Research and International)
Contact:	Provost and Vice-President (Academic) and Vice-President (Research and International)
Application:	All Academic Staff

Reason for Policy

- 1.1 The University continually seeks to develop, recognize, promote, and enhance its academic programs and research and scholarly activities. To this end, it welcomes the establishment of Chairs and Professorships to support its academic mission.
- 1.2 The University has developed a policy and attendant procedures to govern the establishment of Chairs and Professorships.

Policy Content

- 2.1 This Policy and its Procedure 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. Any Chairs and Professorships established that do not align with this Policy must do so at time of renewal.

Purpose, Definitions and Criteria

2.3 Chairs and Professorships are established to advance the University's academic goals and objectives. Chairs and Professorships may be established to enhance all areas of research including the scholarship of teaching and learning. All Chairs and Professorships must be established pursuant to this Policy and its Procedure. 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.

2.4 There are two types of Chairs and Professorships:

- (a) Endowed Chairs and Professorships, which are funded by way of an endowment.
- (b) Term-Limited Chairs and Professorships, which are funded through a schedule of annual expendable gifts for a defined period of not less than five years.

2.5 The primary distinction between Chairs and Professorships is the extend of funding that is available to support the appointment.

2.6 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. 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. 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 department, Faculty, School, College, Centre, or Institute 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 by the terms of reference for

that Chair or Professorship, such renewal is subject to a successful performance review and the availability of funds.

Value of Chairs and Professorships

- 2.10 Funds to establish Chairs and Professorships may be derived from sources outside the University's regular operating funds in accordance with University policies and procedures.
- (a) The minimum level of funding required to establish Chairs and Professorships is set out in Appendix I.
 - (b) From time to time, normally for a three-year period or for the period of a capital campaign, after appropriate consultation, the University President shall determine minimum values for any and all newly established Chairs and Professorships.
- 2.11 Operating funds will not generally be used to establish Chairs and Professorships. The use of operating funds to establish or support a Chair or Professorship requires the approval of the Provost and Vice-President (Academic) and the Vice-President (Administration). If approval is granted, operating funds to support Chairs and Professorships must be budgeted in accordance with the University's budget and carryover processes.

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 and must be compliant with the Chairs and Professorships policy and procedure and other relevant policies of the University of Manitoba. 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 Chairs and Professorships shall be established in accordance with the Procedure.

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 in accordance with the Procedure.

Disestablishment of Chairs or Professorships

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

Establishment of Procedures

2.17 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 naming of Chairs and Professorships;
- (c) procedures for the selection and appointment of individuals to Chairs and Professorships;
- (d) responsibilities of individuals appointed to Chairs and Professorships;
- (e) requirements regarding the review of the performance of individuals appointed to Chairs and Professorships;
- (f) the administrative and financial arrangements of Chairs and Professorships; and
- (g) the establishment of unit level Chairs and Professorships.

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 Provost and Vice-President (Academic) and the Vice-President (Research and International) are jointly 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 May 27, 2035.
- 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) all previous Board of Governors/Senate Governing Documents on the subject matter contained herein; and
 - (b) 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
 - (b) Academic Appointments Policy
 - (c) Academic Freedom and Responsibility Policy
 - (d) University of Manitoba/University of Manitoba Faculty Association Collective Agreement