

FACULTY SALARIES SUPPORTED BY ENDOWMENTS

Approved: October 31, 2005

Reviewed: May 24, 2012

Next Scheduled Review: May 24, 2014

GUIDELINES

1.0 General

University SAP 12.01.99.M2.01, *Appointment, Evaluation, Reappointment of Faculty to Endowed Positions*, states that all expenditures of income generated by chair, professorship, and faculty fellowship endowments must be in accordance with the original gift agreement. The Rule also states that some salary expenses normally will be covered by the endowment if sufficient funds are available. However, no guidance is given about appropriate limits on salary funded by endowments.

2.0 Guidelines

For the College of Agriculture and Life Sciences, decisions about the portion of salary that an endowment will support shall be made according to the following guidelines:

- 2.1 First, consult the gift agreement for any limitations or requirements;
- 2.2 If the gift agreement does not provide guidance, refer to any commitments made in the letter of appointment for the endowed faculty position;
- 2.3 If the gift agreement and the appointment letter provide no limitations or requirements, then the total amount of a faculty member's salary that is supported by an endowment should be limited to no more than 25% of total salary. This guideline should be applied when negotiating future offers to faculty holders of endowed positions. Exceptions to this limit must be approved by the Dean of the College of Agriculture and Life Sciences.

These guidelines are meant to govern not only future chair holders, but also to provide guidance when making salary allocation decisions for current chair holders. However, this memorandum should not be interpreted as a mandate to reduce chair support in those situations where the percentage of total funding already exceeds 25%. In this situation, funding requirements to cover the amount of any reductions in endowment support for the faculty member's salary must be identified in current departmental budgets.

CONTACT OFFICE

Questions about this guideline should be referred to the AgriLife Human Resources Office at 979-845-2423.

RELATED STATUTES, POLICIES, OR REQUIREMENTS

Texas A&M University Rule 12.01.99.M2.01, [Appointment, Evaluation, and Reappointment of Faculty to Endowed Positions](#)