

**REPORT TO THE LOUISIANA BOARD OF REGENTS
REVIEW OF PROPOSED ENDOWED CHAIRS
FOR EMINENT SCHOLARS**

**BOARD OF REGENTS SUPPORT FUND
FISCAL YEAR 2020-21**

March 2021

Prepared By:

Richard C. Seagrave (Chair), PhD
Emeritus Distinguished Professor of Chemical and Biological Engineering
and Interim President
Iowa State University

Alan Kaplan, PhD
Emeritus Professor of Microbiology, Immunology and Molecular Genetics
University of Kentucky College of Medicine

R. Steven Daniels, PhD
Professor of Public Policy and Administration
California State University, Bakersfield

Report of the Review Panel for the Endowed Chairs for Eminent Scholars Program

FY 2020-21 Competition for Board of Regents Support Fund Matching Funds

February 25, 2021

The three-member Endowed Chairs for Eminent Scholars Program external review panel received and reviewed the following documents:

- i. The current Board of Regents Endowed Chairs for Eminent Scholars Program Policy (revised June 2020);
- ii. Guidelines for the Submission of Proposals to the Competitive and Restricted Bequests Endowed Chairs Subprograms for fiscal year (FY) 2020-21; and
- iii. Thirteen (13) proposals for Chairs submitted in the Competitive Subprogram under the FY 2020-21 Guidelines.

On February 25, 2021, the panel met by teleconference to discuss, rate, and rank the thirteen (13) proposals submitted in the Competitive Subprogram and develop funding recommendations. Based on the submitted proposals, prospective chairs were rated according to evaluation criteria defined in the RFP, including: (1) alignment with role, scope, mission, and strategic priorities (30 points); contribution to academic training in priority areas (25 points); potential to contribute to economic development in Louisiana (20 points); long-term campus investment & appropriateness of the chair (15 points); and appropriateness of available resources (10 points). The burden of proof was on each submitting institution to demonstrate the manner and extent to which the proposal satisfactorily addressed these criteria.

Attachment A contains the rank-order prioritization of the thirteen (13) proposed Endowed Chairs submitted in the Competitive Subprogram resulting from the rating of each proposal according to evaluation criteria set forth in the RFP. **Attachment B** contains a summary evaluation of each chair proposed in FY 2020-21.

Following are comments about the proposal submission and review process and suggestions for maximizing the impact of the Board of Regents Support Fund Endowed Chairs Program:

- (1) The external review panel members strongly affirm that the Endowed Chairs Program continues to effectively coordinate public and non-State resources for the purpose of improving the quality of higher education and its role in advancing Louisiana's economy, society, and culture. The overall merit of proposals continues to dictate funding decisions for the Endowed Chairs Program, which is increasingly important as monies available for matching decline. The review panel urges that every effort be made to provide additional resources to fund, in rank order according to merit, as many of this year's excellent proposals as possible, to help attract high-caliber scholars who are the hallmark of a superior higher education system.

- (2) The panel reminds applicants that for Endowed Chairs to be truly transformational in priority academic areas the campus must provide sufficient resources separate from the endowment to support not just recruitment, but retention of superior scholars. This must include a salary line sufficient to draw a senior, tenured faculty member with an outstanding record of scholarly/educational/professional accomplishments, as well as access to appropriate facilities, colleagues, and resources to pursue professional work at the level of quality and impact that led to the chairholder's selection.
- (3) The panel again recommends that the Board sponsor development of a statewide Society of Eminent Scholars to promote synergies among chairholders, encourage chairholder participation in statewide strategic planning, and publicize individual and programmatic successes. Universities with sizable numbers of chairs should be encouraged to form internal advisory panels and engage chairholders as much as possible in institutional planning and assessment. The Board could also encourage the Society of Eminent Scholars, once operational, to provide advice, as appropriate, related to statewide and national research and development opportunities.

The careful coordination of the review process provided by the Board's Research and Sponsored Initiatives staff is acknowledged and appreciated. Further, the review panel commends the Regents for their insistence on the independence of the external review process.

ATTACHMENT A

BoRSF Endowed Chairs for Eminent Scholars Program
Proposal Scoring and Funding Recommendations, FY 2020-21

Rank	Proposal #	Chair Title	Institution Name	BoRSF Match Requested	Alignment with Role, Scope, Mission, & Strategic Priorities (30 points)	Contribution to Academics/Training in Priority Areas (25 points)	Potential to Contribute to Economic Development in LA (20 points)	Long-term Campus Investment & Appropriateness of Chair (15 points)	Appropriateness of Available Resources (10 points)	Total Score (100 points)	BoRSF Match Recommended
1	005EC-21	Douglas L. Manship, Sr. - Dori J. Maynard Chair in Race, Media & Cultural Literacy	LSU A&M	\$400,000	28	25	20	13	8	94	\$400,000
2	008EC-21	Charlotte Beyer Hubbell Chair in River-Coastal Science and Engineering	Tulane University	\$800,000	29	20	19	15	10	93	\$400,000
3	007EC-21	The David Drez, Jr., MD Chair in Orthopaedic Sports Medicine	LSU Health Sciences Center - New Orleans	\$400,000	29	24	18	13	8	92	\$400,000
4	006EC-21	Marjorie B. Ourso Distinguished Chair of Accounting Systems	LSU A&M	\$800,000	27	24	19	13	8	91	\$400,000
5	012EC-21	Susan D. and William S. Banowsky, Jr. Endowed Chair of Accounting	UL Monroe	\$400,000	27	23	18	14	8	90	\$400,000
6	009EC-21	Lawrence E. Lerner Presidential Chair in Aging	Tulane University Health Sciences Center	\$1,200,000	27	23	18	13	8	89	
7	002EC-21	American Sugar Cane League Chair in Sugarcane Production	LSU Ag Center	\$400,000	27	21	18	13	9	88	
8	010EC-21	Oliver and Carol Dabiezies Endowed Chair in Ophthalmology	Tulane University Health Sciences Center	\$800,000	26	22	17	13	9	87	
9	011EC-21	Kim Sledge Endowed Chair in Risk Management and Insurance	UL Monroe	\$400,000	26	22	18	12	8	86	
10	004EC-21	Charles M. Smith Endowed Chair in Medical Physics	LSU A&M	\$400,000	25	23	17	12	8	85	
11	003EC-21	Ava & Cordell Haymon Chair in Music Therapy	LSU A&M	\$800,000	24	22	17	13	8	84	
12	001EC-21	Ray and Dorothy Young Chair in Accounting and Finance	Louisiana College	\$400,000	24	20	18	13	8	83	
13	013EC-21	ULM Endowed Chair in Agribusiness	UL Monroe	\$400,000	27	20	17	11	7	82	

ATTACHMENT B

RANKED #1: Douglas L. Manship, Sr. - Dori J. Maynard Chair in Race, Media & Cultural Literacy – Louisiana State University and A&M College (005EC-21)

Louisiana State University and A&M College is requesting \$400,000 in matching funds to complete the funding of the \$3,000,000 Douglas L. Manship, Sr. - Dori J. Maynard Chair in Race, Media and Cultural Literacy within the Manship School of Mass Communication. This Chair is meant to serve the full range of American news and information consumers in an increasingly diverse public. Establishment of the Manship-Maynard Chair, the first of its kind in the nation, has led to the recruitment of a distinguished scholar focused on teaching and research aimed at both understanding media representations of members of underrepresented groups and ways to promote diversity and inclusion in the academy and industry. As the proposal notes, investing in this Chair is critically important in part because business leaders and economic development officials have made diversity, representation and inclusion priorities in the state, region and nation. A 2018 survey of newsrooms conducted by the American Society of News Editors found that less than a quarter (23 percent) of reporters and editors are people of color. By contrast, people of color currently comprise 40 percent of the U.S. population and 41 percent of the population of Louisiana, according to the U.S. Census Bureau. This stagnant progress in promoting diversity and inclusion coincides with a new wave of racial tension in cities across the country, including increased activity in the region and nation by white supremacist groups. Given these national trends, it is a high priority for LSU's Manship School of Mass Communication to complete BoRSF matching for the Chair by adding \$400,000 to the \$800,000 provided in 2020.

A superior candidate, Dr. Tina M. Harris, joined the faculty of LSU's Manship School in August 2019 as the inaugural holder of the Manship-Maynard Chair. Through teaching, research and community engagement, Dr. Harris and future chair-holders will serve as mentors to students, allowing them to integrate the workplace culture of stagnant organizations; foster minority employment in media companies (including online); revise syllabi and teach, or train others to teach every Manship student about media and diversity; conduct significant research on media content; provide candid critiques of media practice for scholarly and professional audiences; and position the Manship School to earn additional support for this area of research and pedagogy. The Manship School trains workers for a variety of economic sectors and occupations, including high-growth professions ranging from public relations specialists (+6.4%) to Market Research Analysts and Marketing Specialists (+20.4%). Every business or non-profit enterprise today needs a media-savvy communicator to tell its story. The panel strongly recommends providing the \$400,000 match to complete its investment in this Chair.

RANKED #2: Charlotte Beyer Hubbell Chair in River-Coastal Science and Engineering – Tulane University (008EC-21)

Tulane University is seeking an investment of \$800,000 from the Board of Regents Support Fund to augment significant secured donor support for the establishment of the \$2 million Charlotte Beyer Hubbell Chair in River-Coastal Science and Engineering. The establishment of this Chair provides Tulane with a distinct opportunity to solve complex transdisciplinary problems in the interconnected realms of river basins, deltas, and the coastal ocean. The Hubbell Chair would play an integral role as a departmental, school, and regional resource. The chairholder's research would add to a dynamic, expanding department, fostering both academic and economic expansion at local, state, and regional levels. The Hubbell Chair will become part of a dynamic Department of River-Coastal Science and Engineering (RCSE) faculty team. The holder of the chair would also teach at the undergraduate and graduate levels and play a key role in launching the department's degree programs, as well as assist in the development of water-related research initiatives across Tulane's schools and departments.

Tulane will award the chair to a prominent senior researcher and educator with a proven record of working on complex interdisciplinary river-coastal issues and with interest and experience in advocacy. The chairholder's career will demonstrate adherence to the highest professional standards, which include attainment of national and/or international distinction for having made unique and significant impacts in the field through outstanding research, creative scholarly achievement, teaching, and service. Once recruited, the chairholder would also help to attract the highest-quality junior faculty members through planned searches over the next several years, draw the best graduate and undergraduate students to the department's emerging degree programs, and enable RCSE to establish a unique and well-funded research portfolio with a nationwide profile.

This excellent proposal may have been submitted at an early stage of RCSE's development, but Tulane's commitment to the program in space, faculty and equipment, as well as the novelty and regional significance of the program, make it a worthwhile investment. It also happens to be in an exceedingly important area related to ongoing effects from global climate change, in which successful research accomplishments could have profound impacts. A partial match of \$400,000 is recommended, and the institution is encouraged to seek the remaining match in a future funding cycle.

RANKED #3: The David Drez, Jr., MD Chair in Orthopaedic Sports Medicine – LSU Health Sciences Center-New Orleans (007EC-21)

This excellent proposal, submitted to previous competitions, has been substantially strengthened in its current version. LSU Health Sciences Center-New Orleans requests \$400,000 in matching funds to complete funding for the David Drez, Jr., MD Chair, established in honor of Dr. Drez, who completed his orthopaedic training at Tulane University in the 1970s. Along with a colleague, Dr. Drez established the first sports medicine society in orthopaedics and coauthored the first textbook in orthopaedic sports medicine, now in its third edition and still the most comprehensive orthopaedic sports medicine textbook.

It is estimated that 2.6 million children and adolescents are treated in U.S. emergency rooms for sports-related injuries each year. The Centers for Disease Control (CDC) estimates that more than half of all sports injuries in children are preventable. LSUHSC-NO is developing comprehensive training and awareness initiatives in this area, incorporating its Family Medicine, Physical Medicine and Rehabilitation, Neurosurgery, Athletic Training, Kinesiology, Physical Therapy and Physician Assistant programs. The goal is to establish a broad, interactive team approach to education and treatment associated with sports-related injuries, engaging medical caregivers and athletes, parents, coaches and sports organizations. The sports medicine scholar recruited for the Drez Chair would coordinate the mission of the injury prevention program and research being conducted by the programs listed above and by the Musculoskeletal Scientific Research Consortium. The presence of a prominent sports medicine researcher, educator and surgeon should advance LSUHSC-NO to be competitive in the sports medicine marketplace in the state and region.

One of the impacts of recruiting a highly qualified scholar would be the expansion of collaborative opportunities available to researchers and faculty. This aspect of the Chair has been strengthened by the recent decision to create a centralized Musculoskeletal Center of Excellence, which will provide an opportunity to expand the research efforts of the department. In addition, the current application identifies several ongoing studies that are entirely appropriate for orthopaedic/musculoskeletal research. This will advance LSUHSC-NO's long-term goal to establish a sports science center similar to one at Duke University. The chairholder would also have the opportunity for broader collaboration with other endowed chairs, including four in Orthopaedic Surgery–Sports Medicine. Cross-university partnerships would be encouraged, particularly with the Department of Kinesiology and Athletic Training at LSU A&M. This emphasis on collaborative work will engage diverse academic, research and clinical environments to support the chairholder, department and campus in reaching their goals.

The economic impact of the Drez Chair will be measured by the increased financial resources generated through research and clinical care provided to those suffering from sports injuries. Appointment of a senior scholar to the Chair would help build research capacity and external funding. In addition, development of a sports science center would not only enhance the image and profile of LSUHSC-NO but also provide services across the State. The academic and educational impacts could be substantial, offering better training and education for medical students, physicians and the public in general.

The search process for the Drez Chair is well defined and the goals and expectations for the recruited scholar are clearly outlined in the proposal. LSUHSC-NO has provided a full professor salary of \$350,000. The chairholder would have discretion to expend from endowment revenues approximately \$40,000 to \$50,000 annually, but the plan for the entire salary of the Drez Chair is still ambiguous. It would have been helpful to have a better understanding of the resources available for recruitment, to assess whether or not funds are sufficient to secure and retain a faculty member of the quality and prominence needed to accomplish the goals outlined for the Chair. Despite this lack of detail, the panel recommends matching funds of \$400,000 to complete the Drez Chair.

RANKED #4: Marjorie B. Ourso Distinguished Chair of Accounting Systems – Louisiana State University and A&M College (006EC-21)

The proposal to establish the Marjory B. Ourso Distinguished Chair of Accounting Systems requests \$800,000 to complete funding for a chair housed in the E. J. Ourso College of Business at LSU. The Chair will strive to make LSU's accounting program one of the top 25 such programs in the United States. An eminent scholar in the field of accounting will hold the Chair, the primary purpose of which is to enhance undergraduate, graduate, and professional accounting education in all areas of accounting studies, including financial accounting, cost accounting, accounting information systems, auditing, and taxation, as well as to position the Department of Accounting and the Ourso College of Business as leaders in accounting education. The chairholder will promote research in areas of importance to the academic discipline of accounting research; stimulate and expedite the development of the impact of accounting change on the corporate environment; and provide outstanding service to Louisiana and to the accounting profession worldwide. The holder would also maintain a personal program of outstanding scholarship, serving as a role model for other accounting faculty members. The \$2,000,000 Ourso Chair endowment will allow LSU to keep pace with many other institutions competing for a limited pool of eminent scholars in accounting.

The Marjorie Ourso Chair would have a significant, positive impact on the academic development of LSU's Department of Accounting. A distinguished scholar in accounting systems will help to develop ultramodern educational programs at the baccalaureate, master's, and doctoral levels and to ensure professional growth and renewal of senior faculty by instituting mechanisms for effective recruitment and mentoring of junior faculty. The Chair will also have a significant, positive impact on economic development in the state by producing professional and highly trained graduates who can make the greatest contributions to economic development and the viability of the accounting profession in Louisiana. The Chair will supply the intellectual resources to spur economic development by enhancing the baccalaureate, master's, and PhD programs. The chairholder would link economic development in Louisiana to faculty recruitment and advancement; maintain active participation in national and regional accounting publications and conferences; and provide national and regional leadership as a top accounting scholar. The Chair has clear and well-supported goals. The panel recommends matching of \$400,000 in this cycle and encourages the university to seek the remaining \$400,000 in a future funding cycle.

RANKED #5: Susan D. and William S. Banowsky, Jr. Endowed Chair of Accounting – University of Louisiana at Monroe (012EC-21)

The University of Louisiana at Monroe is requesting \$400,000 in matching funds to create the \$1,000,000 Banowsky Endowed Chair of Accounting in the College of Business and Social Sciences. This proposal is a modified version of those submitted in previous cycles, including a stronger emphasis on research, with a change of focus from education-based to applied research and an increase in the base salary pledged. The Banowsky Chair would help the College recruit and retain a prominent accounting faculty member with national and/or international recognition who would enhance the reputation, visibility, and prestige of the accounting program, as well as replace a faculty member lost recently. It is stated that, consistent with the mission of the university and college, the chairholder would focus attention on research, transformative education, and community engagement, with a research/scholarly focus preeminent over teaching/education. The Chair as described will have a significant impact on the community and the region, as well as provide a real benefit to the College.

The campus plans to identify the chairholder through a national search and provide a nine-month base salary of up to \$160,000 for a tenured associate or full professor. As in previous reviews, the panel notes that accounting is a very competitive field with high salary rates, particularly for senior-level faculty with records of productivity. The panel has suggested in the past that the base salary amount did not by itself appear sufficient to attract the type of candidates described in the proposal, even with the \$20,000 annual supplement pledged from endowment earnings. The campus feels that the base salary is sufficient, and the proposal now includes a good explanation and assessment of this determination. The proposal also includes a commitment that the chairholder will be provided with a full-time graduate assistant from the MBA program and a reduced teaching load of four courses per year. The Chair promises to have a significant impact at UL Monroe, and the panel recommends matching funds of \$400,000.

RANKED #6: Lawrence E. Lerner Presidential Chair in Aging – Tulane University Health Sciences Center (009EC-21)

Tulane University Health Sciences Center is requesting \$1,200,000 from the Board of Regents Support Fund to match \$1,800,000 in secured support from Richard M. Lerner for the establishment of the \$3,000,000 Lawrence E. Lerner Presidential Chair in Aging. The Lerner Presidential Chair will be awarded to a preeminent scholar and senior investigator in the field of aging studies, with deep experience in establishing and cultivating collaborative, multidisciplinary teams around focused areas of academic, research, and service potential. The chairholder's primary role and responsibilities will include both research and education. The holder will conduct and catalyze scholarly research pertaining to the growing and critical field of the study of aging; amplify faculty expertise on Tulane's uptown and downtown campuses, harnessing intellectual strengths from throughout the university to generate powerful new ways to address the complications of aging; provide senior academic leadership across the breadth of Tulane's schools, departments, and centers related to the area of aging studies; and develop curricula and teach at the graduate, and possibly undergraduate, levels. The Lerner Presidential Chair will work closely with Tulane's Senior Vice President for Academic Affairs and Provost, and will establish formal affiliations with the Tulane Center for Aging and the Tulane Brain Institute, to advance the interdisciplinary study of aging at Tulane.

The Center for Aging is directed by Dr. S. Michal Jazwinski, holder of the John W. Deming, MD Regents Chair in Aging, an investigator with several million dollars in research funding, a professor of medicine and biochemistry, and a national expert on the genetics of aging. Via the Center for Aging, Tulane offers an interdisciplinary PhD Program in Aging Studies, comprised of graduate students and faculty from the Schools of Science and Engineering, Medicine, Public Health and Tropical Medicine, Liberal Arts, Social Work, Business, Law, and Architecture. The curriculum is designed to prepare students for successful careers in existing and emerging fields related to aging. Core courses include a two-semester Introductory Seminar on Aging, Topics in Aging Research, a biomedical course, a psychosocial course, and two semesters of research methods. Students also take specialized elective courses, while performing research, beginning in the first year of the program. All course work is completed in two years, allowing the students to concentrate full-time on research beginning in their third year.

The Center for Aging is home to a Center of Biomedical Research Excellence (COBRE) in Aging and Regenerative Medicine, which has been remarkably successful in securing competitive supplemental funding from the National Institutes of Health (NIH). Recently it received two supplements to study Alzheimer's Disease, which went to both junior and senior faculty members at the Tulane National Primate Research Center. It is anticipated that the Lerner Presidential Chair will play a key role in the continued success of the Center for Aging, which has gained significant ground over the past 13 years, with more progress to be made. As a leader in the field of gerontology, the holder of the Lerner Presidential Chair will work in tandem with the Center for Aging to foster and support the development of research programs across a broad spectrum of disciplines that will provide solutions to the problems associated with aging at the levels of the individual, the community, and the population. It is hoped that by advancing new and innovative initiatives with special emphasis on multidisciplinary efforts, the Lerner Presidential Chair will attract national and international experts to Tulane, and the Center for

Aging will become one of the preeminent centers for aging research in the country. While these are laudatory goals, it seems that Tulane has already recognized that aging is a complex multidisciplinary endeavor and, though there is little doubt that the Aging Center would benefit from an additional outstanding faculty member, the application demonstrates that the interdisciplinary nature of the Aging Center is already well established. It therefore, seems that recruiting someone whose primary justification is promoting interaction within the elements of the Center is not necessary. It is likely, however, that the holder of the Presidential Chair could help create an environment that augments the regional economy.

The recruitment process for such the type of holder to be sought has been well thought out and the institution appears highly committed to the position. The proposal's account of support for the position is, however, ambiguous in that it appears there is currently \$3,000,000 from Lerner, \$1,800,000 million from other sources, and \$2,000,000 more to come from Lerner, along with a request of \$1,200,000 from the state and the required tenured full professor salary line. It is not specified how much of these funds will be under the purview of the Lerner Presidential Chair or what purpose(s) these very substantial monies are intended to serve. Additional clarity should be provided in a future request for match.

RANKED #7: American Sugar Cane League Chair in Sugarcane Production – LSU Agricultural Center (002EC-21)

The American Sugar Cane League has committed \$600,000, to be matched with \$400,000 from the BoRSF, to establish the Endowed Chair in Sugar Cane Production at the LSU AgCenter in support of agricultural research programs developing new technologies associated with sugarcane production. The proposal makes a convincing case for the importance to Louisiana of sugarcane production. Endowment proceeds would be used as salary supplement for the chairholder and to support sugarcane research and instruction activities. The expected role of the chairholder, however, is discussed only generally in the proposal, and its extent is not entirely clear. The position could be placed in several of the academic departments or research stations within the Center and its role could be focused or broad.

In a very general way, the mission of the AgCenter is to strengthen the productivity, profitability and competitiveness of Louisiana's agriculture, including sugarcane production. Discipline areas of potential research for the chairholder would include crop breeding, agronomy, economics, entomology, and plant pathology. The expected qualifications of the candidates for the Chair position are fairly broad, including a PhD in a discipline closely related to sugarcane production and a record of achievement to qualify for the rank of Associate Professor in the LSU System. These qualifications are minimal, and the panel expects that a higher threshold would be necessary, given the implied duties of the Chair. It is also of concern that specific expectations for chairholder performance are not provided, making it difficult to assess whether the qualifications are reasonable. In addition, ongoing research on sugarcane at the AgCenter and/or elsewhere in Louisiana was not summarized. The proposal suggests that the LSU Vice President for Agriculture selects the faculty holder without a formal search process, which is not consistent with the requirements of the BoRSF Endowed Chairs policy.

Despite these issues, this is a good proposal that promises important outcomes for Louisiana, where sugarcane accounts for approximately \$500 million annually in economic impact. A sugarcane geneticist/molecular biologist who is a productive, successful scientist could have a profound economic impact on the economy of the state.

RANKED #8: Oliver and Carroll Dabiezies Endowed Chair in Ophthalmology – Tulane University Health Sciences Center (010EC-21)

Tulane University Health Sciences Center (TUHSC) is requesting \$800,000 from the Board of Regents Support Fund to match \$1,200,000 in secured support from Elizabeth Dabiezies Goodyear and her husband, Charles W. Goodyear, for the establishment of the \$2,000,000 Oliver and Carroll Dabiezies Endowed Chair in Ophthalmology. The chairholder's primary role and responsibilities include both research and education, serving as the head of Tulane's Department of Ophthalmology and enhancing Tulane School of Medicine's academic, clinical, and research strengths. The chairholder will also produce economic returns for Louisiana by attracting external funds into this critically important department to address a pressing public health need, and by growing the pool of medical talent with ties to the State of Louisiana. TUHSC has completed a national search to identify the chairholder, awarding the Dabiezies Chair to a renowned clinician and researcher, David Hinkle, MD, whose career clearly demonstrates adherence to the highest professional standards, and who has achieved exceptional outcomes in medicine and education.

Tulane's Department of Ophthalmology is dedicated to excellence in training and clinical care, to advancing research to discover and develop new, more effective treatments for ocular diseases, and to providing pro bono services to those in need of care. The department offers a full range of ophthalmic services, including expertise in cornea and external disease; premium cataract surgery; treatment of eye infections, glaucoma, and vitreo-retinal diseases; pediatric ophthalmology; strabismus; contact lenses, including scleral lenses; refractive surgery; and comprehensive ophthalmology. The department has a track record of undertaking promising research studies, particularly in the areas of corneal transplantation and novel treatments for glaucoma.

The Dabiezies Chair will build upon the department's current strengths by accomplishing two goals: launching the department into the top quartile of ophthalmology departments in NIH funding and establishing three new endowed chairs by 2030. In the service of the department's commitment to training and clinical care, the Dabiezies Chair will function as a department-wide resource, maintaining robust teaching and clinical responsibilities.

The chairholder will provide clinical care at the Tulane Ophthalmology Eye Care Clinic, located at Tulane Medical Center, as well as the VA Gulf Coast Health Care System in Biloxi, Mississippi; the Southeast Louisiana Veterans Health Care System in New Orleans; University Medical Center; the Alexandria VA Medical Center in Alexandria, Louisiana; and Rapides Regional Medical Center in Alexandria, Louisiana. In service of the department's commitment to research, the holder of the Dabiezies Chair will spearhead the expansion of faculty participation in clinical trials, with the goal of TUHSC becoming a participating site in the active retina and uveitis clinical trials in which Dr. Hinkle is currently involved. Dr. Hinkle will quickly seek to leverage existing research resources and grow research synergies among clinical and basic science faculty members, promoting further linkages between Tulane's uptown and downtown campuses. Early in his tenure, Dr. Hinkle will strive to seed new research in the department, immediately pursuing challenge grants available for new chairs via Research to Prevent Blindness, which supports the work of talented vision scientists engaged in a diverse range of

ocular disease-oriented research. TUHSC anticipates that the Dabezies Chair will attract high-caliber faculty members to the department in the future. In the near term, the chairholder will focus on faculty recruitment, targeting areas of greatest need within the department.

TUHSC has provided substantial institutional support, having hired a full complement of faculty members, training fellows and residents, and expanded its research capabilities. There are plans for extensive interaction with the Departments of Medicine, Otolaryngology and Pediatrics. In addition, TUHSC has committed a line item of base salary for a full professor and has pledged to allocate up to \$1,500,000 to provide additional resources to the holder, including start-up costs, equipment, research and lab needs. Up to 30 percent of donor funding may be used for salary support; the balance, but no less than 70 percent, shall be used at the discretion of the chairholder to support work in clinical practice, research, professional development, and/or service. Earnings will not be used for general or departmental support, which is disallowed by BoRSF policies. Additional funding from clinical activities assists in securing a competitive hiring package in line with national standards.

Given that the chairholder has already been recruited, it would have been helpful to have included his CV in this proposal. It also would also have been helpful to have a full discussion of the department's research resources and planned institutional commitments to and functions of the three additional endowed chairs that the department plans to pursue.

**RANKED #9: Kim Sledge Endowed Chair in Risk Management and Insurance –
University of Louisiana at Monroe (011EC-21)**

The University of Louisiana at Monroe requests \$400,000 in matching funds from the Board of Regents Support Fund to create the \$1,000,000 Kim Sledge Endowed Chair in Risk Management and Insurance (RMI) in the College of Business and Social Sciences. The Sledge Endowed Chair will help the College recruit and retain a prominent faculty member with national and/or international recognition who will support the reputation, visibility, and prestige of the RMI program at UL Monroe. Consistent with the mission of the University and College, the holder of the Sledge Chair will focus attention on research, transformative education, and industry engagement with a significant impact on the community, region, and country. Because of the nature of the RMI program and industry, the holder will have a teaching/education focus preeminent over research/scholarly activity and service. While the holder will be expected to keep an appropriate research agenda and program, the primary focus has to be preparing individuals to support the RMI industry and workforce needs.

The purpose of the Sledge Chair is to attract and retain a faculty member who will combine teaching/educational, research/scholarly, and service/outreach foci, in which the teaching/educational component will be primarily emphasized while research and service to the University, area, state, and RMI community will be subsidiary activities of equal importance. The RMI industry provides ways in which individuals and organizations can manage their risks, either by transferring the risk (insurance), retaining the risk (self-insuring), controlling the risk (reducing the frequency and severity of the loss) or by avoiding the risk altogether (risk management techniques). Like many industries, RMI is facing a workforce shortage, with an estimated 50% of its industry expected to retire within the next five years. At the same time, unemployment in RMI is only 1.7%, making the selection of a faculty member, particularly a highly productive senior faculty member, challenging. The holder of the Chair will be expected to offer high-quality academic and experiential opportunities in RMI to meet the academic, cultural, vocational, social, and personal needs of undergraduate RMI students. The holder will prepare students for jobs in the RMI industry, which are critically important due to the current and predicted vacancy rates and expected growth rates. Through interactions with industry leaders and partners, the holder will also develop innovative solutions for industry programs and incorporate those solutions into the curriculum. The primary contribution of the Sledge Chair will be to maintain and bolster the profile and success of the RMI program at UL Monroe. This Chair certainly has value to UL Monroe and would enhance the programs in the College of Business and Social Science. However, the panel is uncertain as to whether the position will have all the effects projected in the proposal. Additional detail and justification should be provided if the proposal is resubmitted in a future cycle.

RANKED #10: Charles M. Smith Endowed Chair in Medical Physics – Louisiana State University and A&M College (004EC-21)

This proposal requests \$400,000 in BoRSF matching to double the corpus of the existing Charles M. Smith Endowed Chair in Medical Physics. The \$600,000 submitted as the non-state contribution has been provided in two equivalent sums by LSU and the Mary Bird Perkins Cancer Center (MBPCC). The Smith Chair was established in 2007 with \$300,000 donated by Dr. Smith and \$300,000 by MBPCC, matched with \$400,000 through the BoRSF competitive process. The proposal indicates that the existing Smith Chair is exemplary and that an investment to grow its corpus is sure to reap continued dividends.

The initial Smith Chair has contributed to the successful recruitment of two eminent scholars. In 2006, Professor Hogstrom, one of the world's leading experts on radiation therapy with electron beams, was recruited from The University of Texas MD Anderson Cancer Center (UTMDACC) and served as Program Director until his retirement in 2011. He was succeeded in the Chair by Professor Wayne D. Newhauser, one of the world's experts on radiation therapy with proton beams, also recruited from UTMDACC.

The Smith Chair provides vital financial support to expand and improve the program's research and education activities. Recent examples of support include seed funding for new research directions that lead to federal grants, stipends for research assistants, and the addition of a PhD program, accredited in 2012, and a post-doctoral certificate program, accredited in 2016. By every measure, LSU's Medical Physics program has increased in scope, size, and national reputation. The occupant of the Smith Chair will continue to contribute to economic development by preparing students for careers in technical fields that are important for economic growth in Louisiana and the nation, by carrying out research and consulting which will benefit and support industries, government agencies, and other entities involved in human health, and by securing extramural funding, which will directly enhance technology-related employment in the state.

This proposal was developed in consultation with leadership of the Medical Physics program, the LSU Department of Physics & Astronomy, the LSU College of Science, University administration, and the LSU Foundation, to ensure that the proposed uses align closely with the donor's intents as well as the mission and needs of the program, and are in accordance with the policies of the Board of Regents. The proposal was also developed in coordination with an ongoing and concerted development effort by MBPCC, the private-sector partner in medical physics education, to ensure that the proposed activities are synergistic but not duplicative of similar initiatives originating there.

The proposal states that expendable funds from the second increment will be used at the chairholder's discretion in a manner that is consistent with the donor's intent and in accordance with uses previously approved by the Board of Regents (LSU 2007). It is stated that the occupant of the Smith Chair will continue to contribute to economic development by preparing students for careers in technical fields that are important for economic gain. It is also stated that increasing the corpus of the Smith Chair will enhance the ability to stabilize the finances of the program, to continue to appropriately modulate admissions – both of which uses seem

contradictory to the chairholder having complete discretion over the earnings – and to retain the current chairholder. This proposal would have been much more competitive in a very strong field if it had been more specific in describing how doubling the corpus would lead to increasing the scope and competitiveness of the program or how having a larger chair would affect its mission. An endowed chair is a permanent investment in the program, so framing the proposal principally in terms of the current chairholder's excellence is problematic. Even as an argument for investment in the current holder, though, the proposal does not specify nor is it apparent what the existing chairholder's plans and priorities would be to utilize the significantly increased annual income.

RANKED #11: Ava & Cordell Haymon Chair in Music Therapy – Louisiana State University and A&M College (003EC-21)

The Ava & Cordell Haymon Chair in Music Therapy is intended to be the cornerstone of a new comprehensive, degree-granting undergraduate program in Music Therapy in the College of Music and Dramatic Arts at LSU, growing out of its substantial existing program in music. The degree program would prepare undergraduate students to become clinical music therapists and researchers in music therapy. The chairholder, as the central figure in program development and implementation, would primarily fill an educational role. A secondary research role is expected, in service to the education focus. In addition to the confirmation of support from the Emerge Center, the School of Music has presented enthusiastic letters of support from the Baton Rouge General Medical Center and Magnolia Brook, a new assisted living community.

This proposal is interesting for its focus on music therapy and claims to support creation of a unique program. It is notable, however, that Loyola University New Orleans currently offers a baccalaureate in Music Therapy. The difficulty in supporting the proposal arises in the proposal's own calculation of the degree of specialization available. The regional location quotient (LQ) of 1.0 would show that a region's available employment specializations are equivalent to the national average. The LQ for Louisiana for music therapists ranges from 0.8 to 1.25, suggesting that the mean for the state is around 1.0, which argues that the current employment attractiveness meets the national average. It is likely that the program would increase the marketability of the degree in Baton Rouge because the majority of current positions are in New Orleans.

The chairholder, having previously demonstrated exceptional teaching, research, and clinical skills in an academic setting, would function as the catalyst for program establishment and growth, a process that will have two substantial components: curriculum development and relationship-building. For the latter, the chairholder would serve as a collaborative leader among the 48 full-time faculty members of the School of Music and work to establish respectful collaborative relationships with community partners for program-required clinical training, including practicums and internships. In addition, the holder would act as an effective and passionate advocate for music therapy and LSU in local, state, and regional contexts, as well as a leader nationally and internationally in music therapy research and professional service.

In general, the planned music therapy program has the potential to be outstanding, is clearly needed, and could have significant educational and community impact. The institutional commitment seems appropriate with respect to chairholder salary and the willingness to pledge a second tenure-track position, although it does seem likely that other support needs will be more substantial than estimated. There is, however, some concern that the request may still be premature. The current status of the program is unclear, and its proposed start date of fall 2021 may be unrealistic given that applications to the Board of Regents and the American Music Therapy Association have yet to be submitted. It is also surprising that there is not a more defined interaction with a College of Medicine, a regional hospital, and/or a rehabilitation facility. In summary, it appears that the institution is caught in a Catch-22: the program will be difficult to start without at least one senior faculty member in the area of Music Therapy but the proposal difficult to assess absent an approved program. Perhaps LSU could recruit a holder for

the Haymon Chair prior to commitment of the BoRSF match. A future proposal should clearly indicate the timeline for program development and implementation, as well as any plans to adjust based on the provision of match for the Haymon Chair.

RANKED #12: Ray and Dorothy Young Chair in Accounting and Finance – Louisiana College (001EC-21)

The holder of the Ray and Dorothy Young Endowed Chair for Accounting at Louisiana College would teach undergraduates and direct the Center for Personal Financial Management, which is a partnership between the College and the Ron Blue Institute (RBI) for Financial Management at Indiana Wesleyan University. The purpose of the Chair is to recruit to campus a nationally known scholar-educator who has outstanding academic credentials. This faculty member would enhance the campus, bringing knowledge gained from peer-reviewed publications and years of teaching experience along with a proven record of advancing students from college into business, industry, non-profit, religious-based charitable organizations, and the high-demand accounting field.

The Chair would enhance Louisiana College's ability to prepare a greater number of students to be accountants and auditors for what is predicted to be a healthy job market. These graduates will help build businesses and spur economic growth in Louisiana. The College envisions the Chair as a vital component in developing and sustaining the knowledge platforms needed to expand existing businesses and attract new businesses in the region. The Central Louisiana Economic Development Alliance (CLEDA) supports a new chair for this purpose at Louisiana College: "The match of funds for The Young Accounting Chair would provide a tremendous boost to the regional strategies in place for building a well-trained accounting labor force."

Rapides Parish, where Louisiana College is located, is below the national average on several indicators of economic advantage including income, poverty levels, high school and college graduation rates, and having computers with broadband connections at home. The Young Chair and the RBI could help to reverse these negative indicators. Having a center that supplies training opportunities to the community, including those from impoverished backgrounds, will help to boost economic success as individuals and families learn to manage their finances responsibly. In addition, the Chair would provide students access to a high-caliber faculty member with research interests that can be brought into the classroom. Such a faculty member would also be helpful in preparing junior- and senior-level students for the national CPA examination.

In addition to accounting instruction and research, the chairholder is expected to direct the RBI. The RBI delivers "biblically-based financial wisdom by providing thought leadership and content through church, professional, consumer, and academic channels," supplying financial advice with a religious base. This creates a problem for the College in that it is not clear how the chairholder's two roles – directing a center to provide financial advice with a religious based and teaching and research related to accounting – connect. It seems likely that the best candidate for one aspect of the chairholder's responsibilities may not be best for the other. The proposal does not specify the linkages between religious practice and accounting principles except in the description of the Institute listed above.

Overall, the proposal lays out the need for an endowed accounting chair at Louisiana College but does not outline how the practices of the RBI, which is a significant component of the Chair's focus, are aligned with this need. The improvement of personal financial education is a

worthwhile effort and Louisiana College could certainly benefit from an additional faculty member in this area. However, it is not clear from the proposal that Louisiana College has committed the resources needed to attract and retain the kind of chairholder to be sought, who will need to balance leadership of the Accounting program with the student and community service aspects of the RBI. A future submission should discuss the connections between these two functions and how resources available to support the Chair are sufficient to attract the caliber of faculty anticipated.

RANKED #13: ULM Endowed Chair in Agribusiness – UL Monroe (013EC-21)

The University of Louisiana at Monroe is requesting \$400,000 in matching funds to create a \$1,000,000 Endowed Chair in Agribusiness within the College of Business and Social Sciences-School of Management. This proposal is a modified version of previous years' submissions, with some improvements. The Agribusiness program at UL Monroe involves a low but growing enrollment in a curriculum that supports career opportunities in the production, commercial processing, and marketing of food, fiber, and oil-based agricultural products. The College of Business and Social Sciences houses centers that provide economic and community development support, including small business development, economic research, and risk management, all of which would be applicable to the agribusiness focus of the Chair. The proposal states that the recruitment and retention of a prominent faculty member in agricultural business would enhance the visibility and prestige of UL Monroe's Agribusiness program, consistent with the mission of the College, focusing on teaching, research, service, and community engagement, and having a significant impact on students, the community, the region, and the country.

The institution would identify the chairholder through a national search and provide a nine-month base salary of at least \$115,000 for a tenured associate or full professor. This salary would be supplemented by \$20,000 annually from endowment earnings. Also provided would be support for a full-time graduate assistant from the MBA program and a reduced teaching load of four courses per year. The initial goals and objectives of the chairholder to be recruited would include enhancing extramural funding, publishing research in the area of precision agriculture, collaborating with faculty in other disciplines, and developing an industrial advisory board to provide guidance and support to the Agribusiness program.

An important question raised in previous reviews of this proposal is not sufficiently answered: would an endowed faculty position at the highest level be the best mechanism to support the current program, which averages a small number of graduates per year? While the added value that an eminent scholar/teacher, supported with supplementary endowed funds, could provide the program as it seeks to grow might be significant, the resources in place to attract a nationally competitive, senior-level agribusiness expert to UL Monroe and retain him/her over the long term, particularly in the absence of other agriculture programs, appear to be very limited. A future proposal should address this concern directly.