



Game Changers  
DAVIDSON COLLEGE



## The Duke Endowment - Faculty For The Future

### Background

As the world becomes increasingly interconnected and our student body continues to expand and evolve, Davidson College seeks to build a faculty that more closely resembles the increasing diversity of our multifaceted student body. Building upon existing inclusive recruitment and retention efforts, we will recruit and retain faculty from groups and fields currently underrepresented at Davidson, while developing key scholarly and creative fields that are increasingly crucial to the liberal arts, strengthening our commitment to small classes and expanding significant opportunities for faculty-student research and collaboration.

### Opportunity

As part of a \$12 million commitment from The Duke Endowment for faculty enhancement, and with assistance from Davidson supporters, Davidson has the opportunity to create four additional professorships utilizing Duke Endowment matching funds. This allows Davidson to extend the generosity of donors wishing to help build a more diverse faculty, break down boundaries between disciplines, encourage curricular innovation and collaboration, and enhance curricular flexibility and engagement beyond campus.

### Matching Gift Details

The Duke Endowment gift focuses on building a faculty for the future and includes a \$2 million matching gift fund. Up to four matches of \$500,000 each are available for newly established professorships created this year and funded within the next five years.

### Full Professorship

A donor may give \$2 million and be matched by The Duke Endowment with \$500,000 to fund a full professorship, which requires \$2.5 million in funding to be established.



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### **Pre-Tenure Professorship**

A maximum of two pre-tenured faculty professorships may also be funded through this match. Pre-tenured professorships require a total of \$1.5 million to establish and are eligible for a \$500,000 match, requiring a donor investment of \$1 million. In order to allow maximum flexibility, pre-tenure professorships should not carry preferences for designation.

This matching gift pool will allow Davidson to leverage the generosity of The Duke Endowment to inspire additional gifts from individual donors in support of our faculty, potentially generating an additional \$6-\$8 million in professorship support.

### **Impact**

Endowed professorships enable Davidson to recruit and retain faculty who are thought leaders within their fields and who provide an infusion of pedagogical innovation. Through the James D. Vail III Professorship, Davidson was successfully able to recruit Tracey Hucks, Chair of the Africana Studies Department. With her vision and leadership, Davidson is building an intellectually robust department that positions Africana Studies as a vital component of the liberal arts experience.

Likewise, the Malcolm O. Partin Pre-tenure Professorship was awarded to Assistant Professor Joseph Ewoodzie, recognizing his creativity in teaching. This spring, Ewoodzie will lead a course on the sociology of Beatties Ford Road in the Charlotte region. In this community-based learning course, students will examine our region's most pressing past, present and future issues.

Awarding pre-tenured professorships to select faculty members provides prestige, research funding and an affirming institutional message to outstanding, highly marketable teacher-scholars and teacher-artists, encouraging them to stay at Davidson.

The creation of strategic new professorships will build Davidson's capacity for cross-departmental collaboration and provide curricular flexibility to incorporate new fields of study. Investing in the faculty of the future now will ensure that Davidson is equipped to prepare our increasingly diverse student body for global challenges and future careers we cannot yet imagine.