Chancellor's Endowed Chair & Fellowship Challenge

UC San Diego seeks to expand the number of endowed chairs and fellowships available to support the recruitment and retention of quality faculty at both senior and junior levels. To this end, the campus will initiate two challenge programs:

**UC San Diego Chancellor’s Endowed Chair Challenge**

**Goal:** Create 40 UC San Diego Chancellor’s Endowed Chairs to support and retain distinguished faculty in the General Campus, SIO, and Health Sciences per the campus academic policy governing Endowed Chairs. Campus investment will be up to $20M.

**Allocation of Chairs:** Chairs will be allocated to the campus’ three academic units (General Campus, Health Sciences, SIO) as donors are identified and will be approved by the Chancellor on a first come first served basis.

**Funding:** The minimum amount required to be raised from a donor to establish an endowed chair is $1M for General Campus and $2M for Health Sciences and SIO. These Chairs would be called the “XXX (donor name) Chancellor’s Endowed Chair in the School YYY”. Each endowed chair will be funded with a $500,000 Chancellor’s match as an FFE in the Regents to augment the minimum donor investment of $1M or $2M for the General Campus or Health Sciences and SIO, respectively.

Donors may make a gift for the Chair using a five-year pledge, with the understanding that the payout provided by the donor portion of the fund will be reduced until fully funded. With agreement by the Chancellor on a case-by-case basis, donors in their later years (age 70 and over) may make an irrevocable testamentary pledge as long as they also agree to provide equivalent funds annually during their lifetimes as an expendable gift as “payout replacement”.

**Use of Payout:** The UC San Diego Foundation and the UC Regents establish payout terms\(^1\) for endowed funds.

The payout from the Chancellor’s contribution (the Regents FFE) must be used towards payment of the academic year salary of the chair holder. Any unit salary savings provided by the payout funding (including those from self-supporting programs) would revert to the appropriate academic Vice Chancellor.

The first $25,000 from the donor contribution (held by the UC San Diego Foundation) would be the scholarly allowance provided to and used at the discretion of the chair holder (summer salary, GCCP, graduate student support, travel, etc.). The remainder of any payout from the donor contribution would be used, as determined by the appropriate academic Vice Chancellor, for some combination of academic year salary support for the chair holder and support for graduate students in the research area of the chair holder.

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\(^1\) The UC San Diego Foundation provides payout monthly to funds, while the UC Regents provides payout annually, in arrears.
All expenditure and stewardship policies for endowed chairs apply.\textsuperscript{2}

Department Chairs and Business Officers are responsible for ensuring the proper use of the annual payout in accordance with the allocation requirements noted above.

**Timing to Fundraise:** The program to fundraise for the Endowed Chairs Challenge will be from January 1, 2016 to June 30, 2022 or when the available number of Chair slots are depleted, whichever is first.

**Eligibility, Review and Appointment:** Guidelines for approval of endowed chairs, as well as eligibility, review, and appointment of Endowed Chairs can be found in PPM 230-8 \textsuperscript{3} [http://adminrecords.ucsd.edu/ppm/docs/230-8.html](http://adminrecords.ucsd.edu/ppm/docs/230-8.html).

**Term:** The terms of these Chairs will be five years, with the possibility of reappointment following review, unless the relevant gift agreement says otherwise.

\textsuperscript{2} Current policy includes the following: a) Commitments to retiring or separating chair holders regarding access to fund balances require prior approval by the EVC. b) Decisions to move unspent balances back to principal require Chancellor’s approval. c) Access to unspent balances on vacant chairs requires EVC’s and then donor’s approval. d) Payout balances are to be expended annually. Payout accumulations beyond 2 years require an expenditure plan and Dean’s approval. An annual spending plan is to be provided each Fall by chair holder to Dean, including any plans to accumulate balances for a specific purpose (need Dean’s approval).

\textsuperscript{3} PPM 230-8 is under revision and expected to be updated and renumbered in late FY 2022 or early 2023.
UC San Diego Chancellor’s Endowed Faculty Fellowship Challenge

**Goal:** Create 40 UC San Diego Chancellor’s Endowed Faculty Fellowships to support junior faculty including in the Teaching Professors series and to retain key faculty at the Associate Professor level. Campus investment will be up to $10M.

**Allocation of Fellowships:** Fellowships will be allocated to the campus’ three academic units (General Campus, Health Sciences, SIO).

**Funding:** The minimum amount required to establish an endowed faculty fellowship is $500,000. Each Chancellor’s Endowed Faculty Fellowship would be funded by an endowment of $250,000 from a donor (to be held in the UC San Diego Foundation) and $250,000 from the Chancellor (to be held as an FFE in the Regents. These Fellowships would be called the “XXX (donor name) Chancellor’s Endowed Faculty Fellowship in the School YYY”.

Donors may make a gift for the Fellowship using a two-year pledge, with the understanding that the payout provided by the donor portion of the fund will be reduced until fully funded.

**Use of Payout:** The UC San Diego Foundation and the UC Regents establish payout terms for endowed funds.

The estimated payout of $20,000 from the combined endowments per year would be available for a single three-year award and would be non-renewable.

The first $10,000 of the annual payout would be discretionary to the fellowship holder.

The remaining payout must be used to fund the regular academic or fiscal-year salary of the faculty member. Any salary savings (including those from self-supporting programs) would revert to the appropriate academic VC. The discretionary funds could be used for summer salary, travel, student support, and/or research, but not for GCCP or faculty stipends. All discretionary funds must be spent within one year of the end of the three-year term; any unspent funds would be added to the endowment principal. In the event that the fellowship holder leaves the University, the fellowship would revert to the campus and unspent funds would be added to the endowment principal.

Department Chairs and Business Officers are responsible for ensuring the proper use of the annual payout in accordance with the allocation requirements noted above.

**Timing to Fundraise:** The program to fundraise for the Fellowships will be from January 1, 2016 to June 30, 2022 or when the available number of Fellowship slots are depleted, whichever is first.

**Eligibility:** May be awarded to junior faculty, including in the Teaching Professor series and for retention of key faculty at the Associate Professor level for whom outside offers have been made by peer institutions.

**Review and Appointment Process:**
The Department Chair of the corresponding faculty fellowship will create an ad-hoc committee.
to call for and review nominations for the faculty fellowship. The Dean of the School would provide the Academic Personnel Office and the EVC’s Office with a letter of support for each appointment, with a copy of the candidate’s employment file. The Academic Personnel Office would then consider the nominee and make a recommendation to the EVC who would then make the final decision.

**Term:** The Fellowship would be offered to each candidate as determined by the School and remain in effect for three years, non-renewable. The Fellowships may not be awarded until the endowments are fully funded, to ensure the payout is available. For the Regents FFE, payout is provided annually in arrears, and transferred to the campus approximately September of each year.