

Named Term Chair for the University of California, Riverside

In response to requests from David Stewart, Dean, The A. Gary Anderson Graduate School of Management and Reza Abbaschian, Dean, Marlan and Rosemary Bourns College of Engineering, the campus has approved a new category of chair -- *Named Term Chair* -- for the University of California, Riverside. *Named Term Chairs* will be funded at a lower level (\$360,000) than UCR's current endowed chairs and will provide UCR colleges and schools the means to take advantage of opportunities to:

- Support the research activities of outstanding and/or promising faculty or visiting professors for a minimum period of three years; or
- Provide attractive incentives to assistant professors to join the UCR faculty with a named chair and research funding for at least their first three years.

The *Named Term Chairs* enable a school or college to:

- Offer preemptive retention packages to, and/or recognition for, junior or mid-career faculty;
- Attract outstanding junior faculty and/or highly respected visiting professors who would find such an added honor and income stream a tangible incentive;
- Recruit or retain talented faculty for a period of time until permanent funding can be secured;
- Provide donors with an additional giving opportunity that includes not only this naming possibility, but the honors that go along with naming a chair during the term of the gift; and,
- Offer UCR a way to honor donors who choose to give at a lower level (\$360,000) to establish named chairs.

Currently the closest naming opportunity UCR offers donors is the *Named Visiting Professor*. Requiring an endowment of \$350,000+, this named professorship fund provides funding necessary to bring prominent scholars or other leaders to campus annually, on a short-term, temporary basis to teach or undertake research.

The *Named Term Chair* will fall into two funding categories: *I. Current restricted funds* created with gifts of \$360,000 for each chair, and *II. Endowment funds* created with gifts of \$360,000 for each chair. These named term chairs will be established and administered in accordance with the *UCR Endowed Chair Policies and Procedures: Establishment, Administration, and Appointment of Faculty* approved by the campus on June 15, 2006.

I. NAMED TERM CHAIRS FUNDED THROUGH CURRENT RESTRICTED GIFTS

The current restricted *Named Term Chair* will be funded with a gift of \$360,000. While the gift of a current restricted *Named Term Chair* is not made in perpetuity, it is meant to provide a college or school with a flexible source of funding to attract, retain, or invite outstanding faculty to UCR, in accordance with UCR Endowed Chair Policies and Procedures. The current restricted *Named Term Chair* will:

- Enhance an existing college or school FTE by providing a source of unrestricted funds for purposes such as research, research-related work (travel, graduate student assistants, etc.), or summer salary to a prominent visiting professor, a high-ranking UCR professor or promising faculty member.

- Have a minimum funding level of \$114,000 per year, to be renewed each year pending receipt of the donor's pledge payment, for a minimum term of three years (total minimum gift/pledge \$360,000).

During the designated term, the faculty member will hold the chair named for the donor. Once the fund is expended, the chair will come to an end, unless the donor wishes to extend the funding. If, within one year following the conclusion of her/his appointment, the chair holder has not expended the available funds, those funds will be available to the college/school for the purpose to be determined by the Dean in consultation with the responsible department chair and with consideration of the donor's intent.

II. NAMED TERM CHAIRS FUNDED THROUGH AN ENDOWMENT

The *Endowed Named Term Chair* will be funded with a gift of \$360,000 to create a chair endowment, in accordance with UCR Endowed Chair policies and procedures. The *Endowed Named Term Chair* will provide support to promising junior faculty members, for example new assistant professors, with \$10,000 or more each year (based upon the UC Riverside Foundation distribution rate, currently 4.75% less applicable campus gift and administrative fees) for three years when there is distribution available. During that period of time (term), the faculty member will hold the chair named for the donor. At the end of the term, the Dean, in accordance with UCR policies and procedures, may either renew the term of the current chair holder for an additional term, or name a new faculty member to the *Endowed Named Term Chair*.

It is assumed that over time, through additional gifts and prudent investment policies, these *Endowed Named Term Chair* endowments will grow. As the corpus grows, in accordance with existing UCR policies and procedures, the Dean of the College, School or Unit which benefits from this fund, may chose to fund additional chairs named for the donor and/or increase the distribution to the existing chair holders.

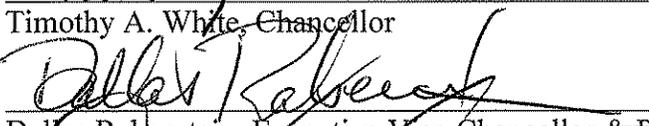
Approval:



 Timothy A. White, Chancellor

May 13, 2009

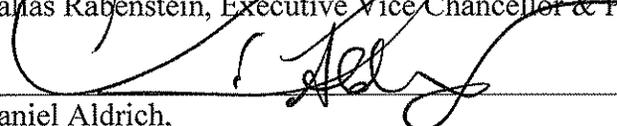
 Date



 Dallas Rabenstein, Executive Vice Chancellor & Provost

05/12/09

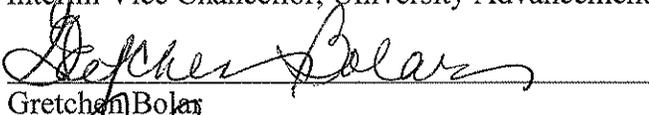
 Date



 Daniel Aldrich,
 Interim Vice Chancellor, University Advancement

05/12/09

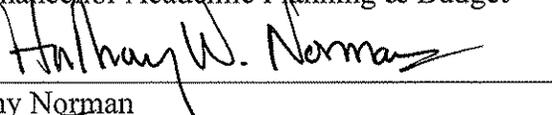
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 Gretchen Bolan
 Vice Chancellor Academic Planning & Budget

12 May 09

 Date



 Anthony Norman
 Chair, Academic Senate, Riverside Division

May 7, 2009

 Date

**BACKGROUND
INFORMATION**

Proposed *Named Term Chair*
Background information

In response to independent requests from David Stewart, Dean of The A. Gary Anderson Graduate School of Management and Reza Abbaschian, Dean of the Marlan and Rosemary Bourns College of Engineering, Development created a proposal for a new UCR category of named chairs – the ***Named Term Chair***.

Deans Stewart and Abbaschian wanted to create mechanisms to fund chairs at lower levels to

- 1) Support, with current restricted fund, outstanding and/or promising faculty or visiting professors for a period of three years (Dean Stewart's concept); and,
- 2) Provide attractive incentives, through endowment distribution, to new assistant professors or promising faculty for research funding for at least three years (Dean Abbaschian's concept).

Development provided the Deans information about funding levels and use of such chairs by other universities (see Attachment 1 - *Examples of Like-chair Funds at UCs and other universities*).

Deans Abbaschian and Stewart both suggested a funding level of \$360,000. Both felt that the ***Named Term Chairs*** will encourage donors to give in this visible way -- for individual donors who may not be in a position to give at UCR's current minimum chair levels (\$500,000), and for corporations who, as a rule, do not fund endowment. In late 2008 Dean Abbaschian spoke to Chancellor Tim White about this type of chair and reported that he approved the concept.

Interim Associate Vice Chancellor of Development Georgia Elliott and I reviewed the proposal with Dean Abbaschian (1/12/09) and Dean Stewart (1/14/09). Both approved the draft and approved moving to proposal forward. Since that time, the draft proposal has been reviewed, edited, and approved by former EVC&P Ellen Wartella, Interim Vice Chancellor University Advancement Daniel Aldrich, Vice Chancellor Academic Planning & Budget Gretchen Bolar, and Vice Provost Academic Personnel Elizabeth Lord. The draft proposal was shared with current EVC&P Dallas Rabenstein prior to being sent to the Academic Senate, Riverside Division on 3/18/09; the Senate approved the Named Term Chair on 4/30/09 (attachment #2).

Attachment 2 – *Examples of like-chair Funds at UCs and other universities*

Summary of How Other Universities Use Term Chairs from January 2008

Funds created below the endowed chair level to support junior or mid-career faculty seem to be growing in popularity. Some of the UCs and other peer institutions have created these funds for similar purposes with great success. With the exception is the University of Colorado, these are endowed funds but are at lower levels than standard endowed chair levels for each institution. The funding levels range from \$150K (University of Texas, Austin) to \$750K (USC). This seems to be an effective means to recruit talented faculty with the hope that permanent funding will be found at the end of the term of two or three years.

UC Berkeley:

Faculty Excellence Fund to recruit and retain faculty – minimum endowment \$500K. Payout is split: 50% for faculty retention/recruitment/salary (under dean/director/or Chancellor depending on where the chair is administered); 50% split between chair holder and graduate student support.

UC Davis:

Professorship (minimum funding level \$500K) to recruit and retain faculty whose work best exemplifies the university's mission; *Faculty Excellence Fund* (minimum funding level \$350K) to recruit and retain and support the career development of promising faculty; and *Research Fund* (minimum funding level \$250K) for particular faculty for particular projects/fields of study

UC Irvine:

Faculty fellow and Scholar/Artist in Residence (minimum funding level \$500K)

UCLA:

Term Chair (minimum funding level \$500K) gives schools and College the flexibility to recruit, retain and support the career development of exceptional younger faculty. Can also be awarded to department chairs and visiting professors or to an individual for a renewable five-year period.

UCSB:

College of Engineering and College of Sciences (minimum funding level \$500K) to recruit junior faculty.

Cornell University:

Faculty Fellowship for outstanding faculty -- 2 to 3 years duration (minimum endowment levels \$500K). Very effective as fundraising tools and faculty recruitment/retention. *Faculty Fellow* rewards superior teaching and research in all fields. The title may be conferred for a period of up to three years and may be held concurrent with other named positions. Faculty Fellowship donors who choose to increase their gift at a later date may augment the fund's principal and allocate the larger endowment to a professorship or other position. The cost to fully endow positions in highly competitive or resource-intensive disciplines may be higher.

University of Texas, Austin:

Faculty Fellowship for recruiting junior faculty (minimum funding level \$150K); *Professorship* (minimum funding \$300K) provides the faculty member with a small salary supplement but probably more importantly, a source of a few thousand dollars of funding that they can spend in very flexible ways - travel, meetings etc.

University of Colorado:

Instituted *temporary named chairs* mainly for companies that aren't interested in an endowment (minimum funding \$500K+). Company pays for salary and named chair for a period of time and then the position has to be picked up by the University.

Colorado State:

University Professorship at \$750,000 and *College Professorship* at \$350,000. They have been an effective retention and reward tools for junior faculty and provide an excellent opportunity for our donors who want to support faculty but cannot give either a \$1.5 M Endowed Chair or a \$3 M University Chair.



April 30, 2009

TO: Tony Norman, Chair
Riverside Division

FM: Chris Switzer, Chair
Graduate Council

RE: Proposal for a New Level of Named Term Chair

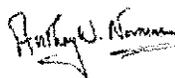
Graduate Council has reviewed the proposal for a new level of Named Term Chair. The Council voted unanimously in favor of the proposal at its April 24th, 2009 meeting.

UNIVERSITY OF CALIFORNIA
UC RIVERSIDE | **Academic
Senate**

April 30, 2009

TO: JUDY LEHR
EXECUTIVE DIRECTOR, DONOR RESEARCH AND RELATIONS
& GIFT ADMINISTRATION

FM: ANTHONY W. NORMAN, CHAIR
RIVERSIDE DIVISION



RE: **NAMED TERM CHAIR: PROPOSAL FOR A NEW LEVEL OF NAMED CHAIR AT UCR**

On behalf of the Academic Senate, Riverside Division, as Chair I endorse the proposal for a new category of named Chair at UCR as described in your letter dated March 18, 2009.

The Graduate Council, the Committee on Educational Policy, the Committee on Academic Personnel and the Committee on Planning and Budget all reviewed and approved the proposal. Their comments are attached.

Attachments

Cc: Dallas Rabenstein, Executive Vice Chancellor & Provost
Daniel Aldrich, Interim Vice Chancellor, University Advancement
Gretchen Bolar, Vice Chancellor, Academic Planning and Budget



April 9, 2009

TO: ANTHONY NORMAN, CHAIR
RIVERSIDE DIVISION

FR: DANIEL STRAUS, CHAIR *Daniel D. Straus*
COMMITTEE ON EDUCATIONAL POLICY

RE: NAMED TERM CHAIRS PROPOSAL

The Committee on Educational Policy declines comment on the Named Term Chairs proposal, as the proposal does not seem to be an educational policy matter.



April 1, 2009

TO: ANTHONY W. NORMAN, CHAIR,
ACADEMIC SENATE

FM: MARY GAUVAIN, CHAIR
PLANNING AND BUDGET

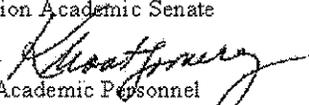
RE: *NAMED TERM CHAIR* – PROPOSAL FOR A NEW LEVEL OF NAMED CHAIR AT
UCR

The Committee on Planning and Budget discussed the proposal for the establishment of a new level of Named Chair at UCR. The Committee members voted unanimously to approve the proposal.

UNIVERSITY OF CALIFORNIA
UC RIVERSIDE | **Academic
Senate**
Committee on Academic Personnel

March 16, 2009

To: Anthony W. Norman
Chair, Riverside Division Academic Senate

Fr: Kathleen Montgomery 
Chair, Committee on Academic Personnel

Re: *Named Term Chair* – Proposal for a New Level of Named Chair at UCR.

CAP has reviewed the proposal for a new level of Named Chair and approves without further comment (+10-0-0).