UNIVERSITY OF CALIFORNIA, RIVERSIDE

ENDOWED CHAIRS:
ESTABLISHMENT, ADMINISTRATION,
and APPOINTMENT OF FACULTY

ROLES AND RESPONSIBILITIES,
PROCEDURES AND POLICIES

University Advancement

Approved June 15, 2006
Revised and Updated 2014
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EXECUTIVE SUMMARIES

ESTABLISHING ENDOWED CHAIRS

1. WORKFLOW

1. Director of Development (DOD), Dean, Donor discussion.
2. DOD completes and sends Initial Request to Name form with dean’s signature to Assistant or Associate Vice Chancellor for Development (AVCD), or designee.
4. Draft Gift Agreement/Initial Request to Name to Vice Chancellor University Advancement who consults with Executive Vice Chancellor and Provost (EVC/Provost) or designee.
5. EVC/Provost or designee consults with Vice Chancellor for Finance and Business Operations who sends proposed endowed chair documentation to Chair, Academic Senate and appropriate Department Chairs and Deans for review and recommendation.
6. Senate Chair’s, relevant Department Chair’s and Dean’s recommendation memos sent to Vice Chancellor for Finance and Business Operations, with copy to Advancement Designee, within two weeks.
7. DOD/AVCD gets Gift Agreement signed.
8. Advancement Designee writes Office of the President (UCOP) Item for Action and letter of transmittal for Chancellor, and gets complete chair packet to EVC/Provost or designee.
9. EVC/Provost signs and dates Item and gives packet to Chancellor’s Office for transmittal to UCOP.
10. Chancellor’s Office sends signed letter, chair packet to UCOP.
11. Chancellor’s Office distributes approval letter from UCOP.
2. ROLES AND RESPONSIBILITIES FOR ESTABLISHING, ADMINISTERING AND APPOINTING ENDOWED CHAIRS

Executive Summary: Section III. ESTABLISHING ENDOWED CHAIRS

CHANCELLOR’S OFFICE
Naming
- Sends approval/transmittal letter with naming packet to UCOP
- Distributes UCOP approval letter to EVC/Provost, VCUA, AVC Development, Vice Provost for Academic Personnel, and appropriate Dean/Chair.
- Sends original documents to University Advancement, Office of Finance and Administration for permanent archives.

EXECUTIVE VICE CHANCELLOR AND PROVOST OR DESIGNEE
Naming
- Reviews and approves recommendations in consultation with relevant Department Chairs, Deans, Vice Chancellor of Finance and Business Operations, and Chancellor.
- Signs and dates UCOP Item for Action with background information and sends to Chancellor for submission to UCOP President.

VICE CHANCELLOR OF FINANCE AND BUSINESS OPERATIONS
- In coordination with EVC&P or designee, reviews proposed chair documentation.
- Once approved, instructs advancement designee to forward proposed endowed chair documentation to the Chair of the Academic Senate.
- Facilitates review of proposed chair by Academic Senate Committee on Planning and Budget.

DEANS, RELEVANT DEPARTMENT CHAIRS, and FACULTY
In close coordination with unit-based Development Officer and the Central Development Office:
- Works with donors.
- Identifies a faculty FTE for the proposed chair.
- Consults with and provides recommendation from the faculty of the affected departments.
- Completes the Initial Request to Name form (development officer).
- Prepares proposal and draft gift agreement.
- Sends completed packet to development office and appropriate advancement designee.
- Is prepared to address Academic Senate committee questions regarding proposed chair and its place in the unit’s long-term plan.

ACADEMIC SENATE CHAIR AND APPROPRIATE COMMITTEES (Committees on Academic Personnel, Education Policy, Budget and Planning, as appropriate)
Naming
- Reviews documentation.
- Sends recommendation memo to EVC/Provost or designee with cc: to Vice Provost-Academic Personnel and Advancement Designee.

UNIVERSITY ADVANCEMENT
Associate Vice Chancellor Development or designee
- Coordinates all contacts and discussions with prospective donors.
- Signs and secures VCUA signature on Initial Request to Name and forwards it and proposal to EVC&P to review with Vice Chancellor of Finance and Budget Operations.
- Obtains signatures on final gift agreement, attaches copy to proposal, forwards to EVC/Provost.
Advancement Designee

- Coordinates the naming process through campus.
- Drafts UCOP *Item for Action* proposing the endowed chair with information from dean.
- Drafts transmittal letter for the Chancellor to UCOP.
- Sends proposal packet (*Item for Action*, copy of the signed gift agreement, *Initial Request for Naming* form, and other pertinent documentation) to the EVCProvost’s office.

University Advancement Finance & Administration

- Maintains files of all original documentation of gifts.

Note: CONSULTATION WITH ACADEMIC SENATE

On November 3, 2004, the Academic Senate’s Committee on Academic Personnel (CAP) recommended to the Chair of the Academic Senate that there be College/Unit consultation, with review and approval by the faculty group(s) with whom the named chair, facility, etc. is to be associated.

That these consultative processes have occurred has been added to the “INITIAL REQUEST FOR APPROVAL TO NAME/ESTABLISH AN ENDOWED CHAIR” form.
Executive Summary –
Section II. D. Administration of Endowed Chairs

UNIVERSITY ADVANCEMENT
At least once every five years, reviews terms of the endowment to ensure continuing fulfillment of UCR’s legal obligations to use endowed chair income in a manner consistent with the donor’s intent.

With EVC & Provost or designee, Vice Chancellor University Advancement or designee reviews the chair holder every five years based upon the criteria of the endowed chair gift agreement.

An annual letter to the donor outlining university and scholarly accomplishments for the past year as a result of the funding received from the chair’s endowment will be sent to the donor by the VCUA or designee after review by dean, EVC&P and VCUA.

DEAN/CHANCELLOR OR DESIGNEE/EXECUTIVE VICE CHANCELLOR & PROVOST OR DESIGNEE
During any period when the chair is not permanently occupied while the search is in progress, the appropriate Dean, after consultation with the relevant department(s), may request of the EVC & Provost or Chancellor to use the endowment’s income to support research and teaching in the designated area of study. This should not be routine practice in lieu of filling a chair. Such requests are considered exceptional and will receive careful review by the EVC & Provost to ensure appropriate donor stewardship is being observed.

Annually, via the Department Chair(s), the Dean(s) review(s) the chair holder’s annual budget for use of the endowment payout for the coming year as well as an annual letter to the donor outlining university and scholarly accomplishments for the past year as a result of the funding received from the endowment. The Dean forwards the original letter to the EVC & Provost, Vice Chancellor of University Advancement and Associate Vice Chancellor for Development for review and to Advancement Designee in the Office of Development for transmission to the chair donor.

EXECUTIVE VICE CHANCELLOR & PROVOST OR DESIGNEE
If an established fully funded chair is vacant three or more consecutive years, or has accumulated payout for five years of payout, the EVC/Provost or designee, with the Executive Director, University Advancement Finance and Administration, reviews the fund’s terms and history, determines the reason, and, for vacancies, takes appropriate corrective action.

CHAIR HOLDERS
Each chair holder must annually submit to the Dean(s) via the Department Chair(s) the following: an annual budget for use of the endowment payout for the coming year, and a letter to the donor outlining university and scholarly accomplishments for the past fiscal year as a result of the funding received from the endowment. The letter should include research undertaken, participation in professional conferences and forums, honors, publications, etc. as these relate to the stated purpose of the chair. See Attachment 7 - sample letter.

ACADEMIC SENATE
The Academic Senate Committee on Academic Personnel review of scholarly achievement would be follow normal academic review procedures.

Executive Summary - III. B Search Procedures for Appointment to Endowed Chairs
Note: The procedure for appointing the endowed chair holder follows existing UCR faculty recruitment policy and procedures (http://academicpersonnel.ucr.edu/).

CHANCELLOR:
Per UCOP policy APM-191, has final approval authority for appointment to an endowed chair.
EVC/PROVOST OR DESIGNEE:
For every appointment to an endowed chair, the EVC/Provost or designee:

- Will approve campus level appointments for endowed chairs in consultation with the Chancellor, appropriate dean(s), vice chancellors, and Committee on Academic Personnel (CAP).
- For appointment of a faculty member who is already a member of the UC regular faculty ranks, will forward recommendation to the Committee on Academic Personnel, the candidate’s home department, and appropriate college or school dean for review and advice before making a recommendation to the Chancellor.
- Will review and approve all college-school-unit level appointments to endowed chairs that will be recommended by the dean of the college-school-unit.
- Will follow all normal review procedures for appointment of a faculty member who does not already hold a regular rank appointment. For new recruitments consults Committee on Academic Personnel (CAP) at time of appointment.
- Will notify appropriate office(s) of the appointment, including University Advancement Finance & Administration, Vice Provost for Academic Personnel, Dean, Department Chair, etc.
- Appointments will be renewable with a review every five years by the EVC/Provost or designee and Associate Vice Chancellor for Development for adherence to the terms of the endowment. Chair appointee will be informed of this policy during recruitment.

DEANS:
When the endowed chair is held at the college level, the Dean recommends appointment to the EVC/Provost. In order to provide independent oversight, such a recommendation is based on consultation with the faculty of the affected Department(s) and the college’s Executive Committee whose votes should be recorded in the Dean’s recommendation. In addition, the college’s Executive Committee may request that the Academic Senate Committee on Committees appoint an ad hoc committee (e.g., three members) to confirm that the suggested appointee fits the endowment. Upon receipt of the Dean’s recommendation, the EVC/Provost consults with CAP before forwarding a recommendation to the Chancellor for final approval. The area of study must be in accord with the mission of the University of California and the academic plan of the college/school and campus. The endowed chair definition should be broad enough to allow new research directions and to ensure as broad a candidate pool as possible.

Summary of Reporting
University Advancement

- At least once every five years, reviews terms of the endowment to ensure continuing fulfillment of UCR’s legal obligations to use endowed chair income in a manner consistent with the donor’s intent.
- Provides UCOP, on a fiscal-year basis, a report that lists the status of all UCOP Officially approved UCR endowed chairs to include UCOP format chair name, academic department, code for discipline, year approved, fiduciary, pledged amount, book value, market value, unexpended payout, and filled or vacant.
- At least annually, University Advancement Finance & Administration will provide the Dean and/or EVC&P a report to include all UCR endowed chairs with academic department, code for discipline, year approved, fiduciary, pledged amount, book value, market value, unexpended payout, and filled or vacant.

Chair holder
As part of the annual planning and budget process:

- Must submit an annual budget to be approved by the department chair, appropriate dean, and/or vice chancellor. Use of funds will be reviewed annually by EVC&P and AVCD.
- Must submit annually to the Dean of his/her college, a letter to the chair donor outlining university and scholarly accomplishments for the past year as a result of the funding received from the chair’s endowment.
POLICY AND PROCEDURES
ON
ENDOWED CHAIRS AND
PROFESSORSHIPS
POLICY AND PROCEDURES ON ENDOVED CHAIRS AND PROFESSORSHIPS

I. UC OFFICE OF THE PRESIDENT POLICY GUIDANCE
APM-191, Establishment and Naming of an Endowed Chair, 5/21/98
APM-265, Policy on Presidential Chairs
Sample format for Submission of Proposals (Item for Action) May, 1996

II. UCR POLICY FOR THE ESTABLISHMENT AND ADMINISTRATION OF ENDOVED CHAIRS

E. Definition and Authority
1. Policy: This policy is in accordance with University of California policy and shall guide the establishment of all endowed chairs and professorships, including those established by gift to the UC Regents or to the UC Riverside Foundation. Endowed Chairs are awarded to honor extraordinary academic achievement and to recruit and retain the most distinguished scholars.

2. Definition: An endowed chair is a perquisite that is supported by income from an endowment fund established by a gift or gifts from private sources and is made available to a distinguished faculty member in support of his/her teaching, research, and service activities. An endowed chair may be assigned to a department, organized research unit, division, or school.

3. Approvals: The establishment and naming of an endowed chair is subject to approval by the Office of the President (“UCOP”) upon recommendation of the Chancellor. No commitment for establishing and naming a chair shall be made to a prospective donor prior to Presidential approval.

B. Required Minimum Levels for Endowed Chairs
1. Minimum Endowment Principal: The endowment principal shall be received and maintained, as set forth in the endowment required minimum levels approved by the Chancellor. (See Attachment 1 – Required Mininum Levels for Endowed Funds, University of California, Riverside, February 2001).

2. Faculty and Salary Provision: Prior to any commitment on the part of the University, the campus must have available and must commit, if necessary, the general fund faculty provision and salary for the holder of the chair. [Note: UCOP policy allows for use of endowment payout to support base salary unless expressly prohibited by the gift agreement.]

C. Establishment and Funding of the Endowed Chair
1. An endowed chair will be established only upon acceptance by the Chancellor of either cash or a binding pledge that immediately or within a reasonable period of time will create a corpus in an amount sufficient to provide income adequate for meeting the purposes of the chair, or (b) a legally binding commitment to provide appropriate income at the end of each fiscal year from an equivalent corpus held inviolate by a trustee. In the latter case, see UCOP policy, APM-191, A.7. Following approval by the President, the Chair will be deemed “conditionally established” until full funding is achieved. [Note: UCOP policy provides for contingent approval of chairs to be funded through a bequest or deferred gift. See APM- 191, A.6,7; D.2,5.]

2. Associate Vice Chancellor Development or designee shall coordinate all contacts and discussions with prospective donors.
3. **Pledges:** A pledge to establish an endowed chair shall be in such form as to constitute a legally binding commitment by the donor. (See, III, A.2 for recommended elements to be included in gift pledges.) Pledges to the UCR Foundation shall be supported by a binding agreement by the Foundation to transfer endowment income annually to The Regents to fund the chair in accordance with UCOP Administrative Guidelines for Campus Foundations.

4. **Provision for Alternative Uses:** The endowed chair and the income from its endowment will be used for the designated area of study for as long as that area is a part of UCR’s academic program. If the designated area of study no longer is a part of UCR’s academic program, then the Chancellor may use the income from the endowment to support a chair in an area of study on the campus related as closely as possible to the donor’s original interest and intent. Alternative uses of endowments will only occur after full consultation with the faculty of potentially affected academic units and will be executed only after undergoing a thorough internal review process that will include input from the Development office and discussions with donor(s) or his/her representative.

5. **Naming and Campus Review:** If desired, a chair may be named in honor of the donor or an honoree proposed by the donor, subject to approval of the President. Completed proposals are reviewed for campus approval as outlined in Section III. A.

6. **Compliance with Academic Plan:** The area of study must be in accord with the mission of the University of California and the academic plan of the campus. The chair definition should be broad enough to allow new research directions and to ensure as broad a candidate pool as possible.

**D. Administration of Endowed Chairs**

1. **Use of the Endowment Income:** In addition to salary support, income from an endowed chair may be made available to the faculty member appointed to the chair in support of teaching and research, in accordance with University regulations and according to a budget recommended annually by the chair holder to the department chair and approved by the appropriate dean and/or vice chancellor in the normal budgetary process. Use of funds will be reviewed annually by the EVC&P and Associate Vice Chancellor for Development.

2. **The budget in any given year will not exceed the amount available from the existing endowment.**

b. **Base salary during the academic year and the budgeted position for the faculty member appointed to the chair shall be provided by general funds available to the campus and/or by the endowment payout.**

c. **The terms of the endowment shall be reviewed at least once every five years to ensure that the University is continuing to fulfill its legal obligations to use endowed chair income in a manner consistent with the donor’s expressed intent.**

d. **During any period in which the chair is not permanently occupied, while the search proceeds for a suitable candidate, the Chancellor or the EVC&P may authorize the appropriate dean(s), after consultation with the relevant department(s), to use the endowment’s income in support of research and teaching in the designated area of study.**

e. **If an established, fully funded chair has remained vacant for a period of three consecutive years or more, or if the chair’s accumulated income exceeds five years of payout, the office of the**
Executive Vice Chancellor and Provost, in consultation with the Executive Director University Advancement: Finance and Administration, shall review the fund’s terms and administrative history to ascertain the reason for the accumulation and take appropriate corrective action consistent with the terms of the gift agreement or consistent with the terms of the administrative allocation.

2. **Addition of Unexpended Endowment Income to Principal:** Provision shall be made in the gift document for addition of unexpended income to principal when circumstances warrant such action.

**G. Appointment to Endowed Chairs**

1. An endowed chair may be filled by one individual at a time and is renewable with review every five years by the EVC & Provost or designee and Vice Chancellor University Advancement or designee based upon the criteria of the endowed chair gift agreement. In the absence of continued merit and promotional advances (e.g., for Professor Step V and above) the Academic Senate Committee on Academic Personnel will perform an academic quinquennial review of the chair holder’s scholarly achievements. The Chair appointee will be informed of this policy during recruitment. An endowed chair may be filled successively by a series of individuals appointed for prescribed periods, unless otherwise provided in the terms of the gift. An individual may simultaneously occupy more than one endowed chair at any given time.

2. **Authority:** The Chancellor has final approval authority for appointment to an endowed chair (For procedures for establishing and naming a new endowed chair, see part III.A; for search procedures, see part III.B) and also has approval authority to remove the holder of an endowed chair after appropriate due process and consultation with the Academic Senate and the EVC & Provost.

**F. Annual Reporting**

1. Each chair holder must submit annually via the Departmental Chair(s) to the Dean(s) of his/her college(s), a letter outlining university and scholarly accomplishments for the past fiscal year as a result of the funding received from the endowment. The letter should include research undertaken, participation in professional conferences and forums, honors, publications, etc. as these relate to the stated purpose of the endowment. Copies of these letters should be retained by the Departmental Chair(s) and Dean(s) for use in preparing special reports on endowed chairs that may be required. The Dean(s) will forward a copy of this letter to the office of the Executive Vice Chancellor and Provost, Vice Chancellor of University Advancement and Associate Vice Chancellor for Development, and to the Director for Donor Research and Relations in the Office of Development for transmission to the endowment donor(s). (See Attachment 7 - sample letter.)

2. **Per UCOP policy,** the Chancellor shall provide to the President on a fiscal-year basis, a report that lists the status of all endowed chairs. (see final page, last section – UCOP Policy/APM-191, G.2)

**H. Disestablishment of an Endowed Chair**

In the event that at least one of the following conditions occurs, the Chancellor, after consultation with appropriate committees of the Academic Senate, may recommend to the President that a chair should be disestablished:

1. If the chair endowment has not reached full funding either by the end of the specified pledge period, or

2. The chair remains vacant for a period of five years and the Chancellor, after consultation with the appropriate Dean and Department Chair, determines there is no likelihood of filling the chair and no alternative area of study was identified as outlined in section II C. 4. See APM-191.E, for details.
Good faith efforts should be made to use the chair funds in a related area, reflective of the original donor intent.

III. PROCEDURES FOR ESTABLISHING ENDOWED CHAIRS
The Chancellor, in consultation with the Executive Vice Chancellor and Provost and the Vice Chancellor University Advancement, will review proposals concerning establishment of an endowed chair according to the following review procedure.

Summary Of Procedure For Establishing And Naming A New Endowed Chair
1. Department chairs (if applicable) and Deans, having identified a faculty FTE, in coordination and consultation with the appropriate development officer and Development, prepares a proposal that meets UCR required minimum levels for endowed chairs, that includes the Initial Request to Name/Establish an Endowed Chair form with all appropriate signatures (see Attachment 3), and a draft gift agreement.

2. University Advancement reviews the gift document for compliance with University policy. The gift document should include the following elements: the addition of payout to principal; alternative University uses of payout during the period prior to full funding of the endowment or when the chair is vacant; and reallocation to alternative University uses if the minimum funding level is not ultimately realized, or if the subject area ceases to be consistent with the University’s mission and academic plan of the campus. (See Attachment 4 – Chair Gift Agreement Sample Doc). Full disclosure of campus and recurring administrative fee practices shall be made in writing to the donor, prior to or at time of gift (see Attachment 5A-B: UCR Policies on Administrative Cost Recovery and Gift Service Fees).

3. University Advancement transmits the form and draft gift agreement to the Vice Chancellor University Advancement or designee who consults with Executive Vice Chancellor and Provost and Vice Chancellor of Finance and Budget Operations.

4. Following review and approval the Vice Chancellor of Finance and budget Operations instructs Advancement Designee to forward proposal packet to Academic Senate Chair for review and recommendation. The Advancement Designee monitors progress.

5. University Advancement obtains signatures on the final gift agreement, attaches copy to proposal and forwards to the Executive Vice Chancellor and Provost’s office. The Executive Vice Chancellor and Provost sends the original proposal with recommendations to the Chancellor’s Office for final recommendation.

6. If proposal is recommended for approval, Advancement Designee:
   a. Drafts the UCOP “Item for Action” proposing the endowed chair with input from the divisional dean (see Attachment 6 – UCOP Chair/Facilities “Item for Action” forms).
   b. Drafts the transmittal letter for the Chancellor to UCOP, and,
   c. Sends the proposal packet (UCOP Item for Action, copy of the signed gift agreement, UCR Academic Senate Chair approval memo, Initial Request for Naming form, other
pertinent documentation, and the Chancellor’s transmittal letter) to the Executive Vice Chancellor and Provost’s office.

7. Executive Vice Chancellor and Provost reviews the proposal package, signs and dates the UCCP Chair Item for Action, and passes the packet to the Chancellor’s office.

8. The Chancellor signs the transmittal letter and the Chancellor office forwards the proposal packet to UCCP.

9. The UC President signs the proposal and if approved, returns the approved proposal to the Chancellor’s office. (The appointment process can begin after approval by the President, and once the chair is fully funded).

10. The Chancellor’s office distributes copies of approval letter to the Executive Vice Chancellor & Provost, Vice Chancellor University Advancement, Associate Vice Chancellor Development, appropriate Dean/Chair, and Vice Provost for Academic Personnel. Original documents are sent to University Advancement, Office of Finance and Administration for permanent archives.

B. Summary of Search Procedures for Appointment to Endowed Chairs

1. Campus or college-specific recruitments and appointments to named chairs: The Executive Vice Chancellor/Provost or designee will appoint a search committee in consultation with the appropriate Dean(s) and the Academic Senate. Searches follow normal campus/college search procedures.

2. Department specific appointments to named chairs: For recruitments and appointments of external candidates, searches follow normal procedures at the department, college, or school level. Recommendation will be sent to Executive Vice Chancellor/Provost after consultation with the Committee on Academic Personnel (CAP), and then to Chancellor for final approval.

3. For internal appointments not requiring an external search, after consultation with the hiring Department(s) in which a faculty vote it taken, the Dean(s) of the affected College(s)/School(s) sends a recommendation(s) to the Executive Vice Chancellor/Provost, who, in consultation with CAP, recommends approval to the Chancellor. Any agreed upon terms and conditions specified in the gift agreement shall be at all times be adhered to and respected.

4. Presidential Chair appointments:
   a. For appointments of internal candidates to the Presidential Chair, the Executive Vice Chancellor/Provost, after consultation with the Dean in the affected college/school, sends recommendation to the Committee on Academic Personnel (CAP), and then to Chancellor for final approval.
   b. For recruitments and appointments of external candidates, searches follow normal campus procedures. Recommendation will be sent to Executive Vice Chancellor/Provost after consultation with the Committee on Academic Personnel (CAP), and then to the Chancellor for final approval.
5. In carrying out the search for candidates, attention shall be paid to the campus affirmative action goals and policies.

REVIEWED AND APPROVED BY:

Kim Wilcox, Chancellor

Date: 1/29/14

Dallas Rabenstein, Executive Vice Chancellor and Provost

Date: 1/29/14

Peter Hayashida, Vice Chancellor for University Advancement

Date: 1/27/14
Campus Endowed Fund Minimum Amounts
(January, 2014)

These levels are all minimums, not maximums. Each proposal for an endowed fund will be tailored to reflect the specific giving opportunity, funding needs, and the philanthropic marketplace/prospect availability. The actual amount for a given endowed chair should be established using desired payout as a starting point for calculation. Current (2013-14) spending policies are:

a. **UC Riverside Foundation** – the spending policy is to withdraw per unit for each fiscal year 4% (less 0.5% endowment cost recovery) of the average unit market value of the endowment fund calculated using the closing unit market value on the last day of each of the 84 contiguous months the last of which ended on May 31 of such fiscal year.

b. **UC Regents General Endowment Pool** – expenditure rate per unit of the General Endowment Pool (GEP) for expenditure in the 2013-14 fiscal year shall remain at a rate of 4.75% (less 0.55% endowment cost recovery) of a 60-month moving average of the market value of a unit invested in the GEP.

<table>
<thead>
<tr>
<th>Endowment naming opportunities</th>
<th>Minimum current amount*</th>
</tr>
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<tbody>
<tr>
<td>Deanship</td>
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<tr>
<td>Department Chair or Directorship</td>
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<tr>
<td>Endowed Faculty Chair</td>
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<tr>
<td>Endowed Fund (various purposes)</td>
<td>$25,000</td>
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Effective January 2014

*Endowment naming opportunities funded by a future gift from one's estate should be individually negotiated with University Advancement.*