

205-0 **Policy**

The University of California may recall to active service, for a term appointment, an academic appointee who has retired from the University. Recall may be for teaching, research or administrative service in an academic title. This policy applies both to appointees who receive retirement income and to those who have received a lump sum payout from the University of California Retirement Plan (“UCRP”).

205-2 **Purpose**

Recall appointments serve the essential academic needs and interests of the University by allowing campuses to employ retired academic appointees on renewable term appointments.

205-14 **Eligibility**

- a. Recall appointments are limited to individuals returning to an academic title following their retirement from an academic appointment and who receive retirement income (or have received a lump sum payout) from UCRP.
- b. Individuals are not eligible for recall by virtue of retiring from appointments
 - 1) in the Clinical Professor-Volunteer series or
 - 2) as paid staff or in the Senior Management Group without an underlying concurrent academic appointment.
- c. Emeritus Title

A concurrent Emeritus title is not required for an academic appointee to be recalled for active service.

205-16 **Restrictions**

- a. Compensation for recall appointments may not exceed a total of 43 percent time for each fiscal year, inclusive of all recall appointments.
- b. Academic appointees may be recalled to faculty administrative titles, as described in APM - 240 and - 241, for a term of one year or less subject to renewal on an annual basis.

205-18 **Salary**

- a. Rate of Salary

An academic appointee may be recalled to a compensated or a non-compensated appointment. Compensated appointments should be percentage-based. The maximum salary rate for recall appointments that include teaching, research, or other non-administrative duties is the individual's annual base salary rate for the academic position held at the time of retirement, range adjusted forward. Additional compensation earned prior to retirement, including stipends, negotiated salary components, and summer salary, is not to be factored into the salary rate for such recall appointments.

The salary for academics recalled to faculty administrative titles is a negotiated rate. The negotiated rate is based on the nature and scope of the duties assigned, other comparable positions and the relevant administrative experience of the individual.

- b. Rate of Salary for Faculty Retired from a Health Sciences School
 - 1) For faculty who were appointed in a Health Sciences school at the time of their retirement, membership in the Health Sciences Compensation Plan

(“HSCP”) as a recall academic appointee is determined by the HSCP salary structure. Appointees recalled to base salary appointments are not members of the HSCP and are not eligible to receive additional compensation, but have no limitation on remuneration for outside professional activities. Base salary is defined as the faculty member’s base salary (HSCP Academic Programmatic Unit (“APU”) Salary Scale X and X’) at the time of retirement, range adjusted forward.

- 2) Faculty members who are recalled at a salary rate greater than base salary (X and X’ plus Y), regardless of percentage effort, are required to be members of the HSCP. As members of the HSCP, all of the terms and conditions of the HSCP apply. Remuneration for any clinical activities performed at any time must be remitted to the HSCP. All outside professional activities must be reported annually.

c. Salary Increases

Recalled appointees are ineligible for merit or promotion increases.

205-20 **Terms and Conditions of Employment**

a. Pre-Retirement Recall Agreements

Campus administrators may only make a pre-retirement recall agreement with an academic appointee age 60 or older with five years of service credit (“UCRP normal retirement age”). By such agreement between campus administration and the faculty member, the recall period may be up to three academic years, with the possibility of annual renewal after the agreed initial period. Administrators may not pre-arrange recall appointments with academic appointees who retire before the UCRP normal retirement age.

b. Return to Service

A recall appointment may occur no earlier than 30 days following the academic appointee's retirement date.

c. Length of Recall Appointments

Recall appointments are normally one year or less but may be up to three years in cases of pre-retirement agreements, or if faculty have active research grants with secured funding for the recall period. Recall appointments are term appointments for a specific period of time and expire on the end date with no further notice required.

d. Reappointment

Following a review, recall appointments may be renewed on an annual basis.

e. Early Termination

At the discretion of the University, with a minimum of 30 days notice or pay-in-lieu of notice, the University may terminate a recall appointee with or without cause, prior to the specified original end date.

f. Percentage of Effort

All concurrent recall appointments must be included when calculating the appointment percentage, not to exceed a maximum total of 43 percent time for each fiscal year.

g. Benefits

Recalled appointees are ineligible for active employee health, welfare and retirement benefits due to the percentage limit on the appointment but may contribute to the UCRP 403(b) and 457(b) Plans.

h. Compliance with University Policies

Recalled academic appointees are required to comply with all applicable University policies, procedures, and training requirements.

205-24 **Authority**

- a. The Chancellor or the Chancellor's designee has the authority to approve academic recall appointments. This authority may be redelegated.
- b. The Chancellor or Chancellor's designee has the authority to approve recall appointments in excess of 43 percent time in each fiscal year and/or where the recall salary exceeds the base salary at the time of retirement. This authority may not be redelegated below the Executive Vice Chancellor/Provost. Appointments in excess of 50 percent time in each fiscal year constitute a return to active University employment with a required suspension of retirement benefits.
- c. The University Provost has the authority to approve a recall appointment with a salary exceeding the Indexed Compensation Level.
- d. In special circumstances, the President may approve a recall reappointment for up to five years. (See Regents Standing Order 103.6.)

205-80 **Procedures**

Each campus shall develop a procedure and approval process for recall appointments consistent with this policy.