

UNIVERSITY OF CALIFORNIA, ACADEMIC SENATE

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Assembly of the Academic Senate, Academic Council
University of California
1111 Franklin Street, 12th Floor
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May 28, 2004

M.R.C. GREENWOOD
PROVOST AND SENIOR VICE PRESIDENT

Re: Academic Council Resolution on a Model Plan for Faculty Recalled for Post-Retirement Teaching

Dear M.R.C.

I am pleased to forward the enclosed Resolution on a Model Plan for Faculty Recalled for Post-Retirement Teaching that was adopted by the Academic Council at its May 26, 2004 meeting.

The Model Plan is the result of a two-year effort between the University Committee on Faculty Welfare (UCFW) and the Council of Vice Chancellors to forge a model retirement recall plan that would standardize and set a normative floor for recall agreements, which could be followed by campus administrations in their negotiations with faculty for post-retirement teaching. The plan is intended to smooth the transition from full time faculty appointment to retirement by providing for a pre-retirement recall agreement of several years duration that is renewable following the initial recall period. Compensation will be proportional to salary prior to retirement and includes a provision for range adjustment. The implementation of this plan is made possible by the change in UCRP's Normal Retirement Date to age 60, which was approved by the Regents in 2003. This change allows faculty members, who are 60 years of age or older, to negotiate binding recall arrangements in advance of their retirement.

In adopting this Resolution, the Academic Council asks that the Administration take the following two actions: 1) that the Model Plan for Post-Retirement Teaching be distributed to the campuses for immediate implementation; and 2) that once implemented, a follow-up study be conducted over a one to two year period of the types of recall agreements negotiated under the new plan, and that the results of the study are reported back to the Academic Council. Please let me know your intended action on this recommendation.

Cordially,

A handwritten signature in cursive script that reads "Larry".

Lawrence Pitts, Chair
Academic Council

encl. Resolution on Model Recall Plan
cc: AVP Ellen Switkes

**Academic Council Resolution on a
Model Plan for Faculty Recalled for Post-Retirement Teaching**
Adopted May 26, 2004

Model Plan for Faculty Recalled for Post-Retirement Teaching:

Campus administration may enter an agreement with a faculty member taking retirement at age 60 or older for a plan of recall to service after retirement.

Period of recall: By agreement between the campus administration and the faculty member, the recall period may be up to three academic years, subject to annual renewal after the agreed initial period. For legal administrative reasons, there should generally be a break in service of at least ninety (90) days between the retirement date and the initial recall date. However, in no case may the recall date be earlier than thirty (30) days after the retirement date.

Base salary: Faculty member's academic year (nine-month) salary or fiscal year salary at time of retirement.

Recall compensation: In general, the recall rate will be 1/9th of the base salary per quarter course up to \$12,000/course or 1/6th of base salary per semester course up to \$18,000/course. Campus administration and faculty may negotiate a higher or lower salary rate, as appropriate to the nature of the course, to reflect specific needs. The Recall rate will be range adjusted so that the top of the scale will remain approximately 1/9th/quarter or 1/6th/semester of the rate for Professor, step 7. Recall salaries may be adjusted annually to reflect changes in the Academic Salary Scales.

Recall compensation ceiling: 46% (forty-six percent) of base salary. However, due to potential Medicare complications, recall appointments will generally be 43% time or less.

Salary adjustment and benefits: No merit increases or promotions are received after retirement. Recall salary is eligible for contribution to the 403(b) Plan (and 457(b) Plan, if available). Health benefits are determined by the terms of the recall appointment. Since this is a critical and complex issue, recall appointees should consult with their campus Benefits Office. Office space is subject to agreement between campus administration and the faculty member. Recall for teaching will not normally include commitment of research space.