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Assembly of the Academic Senate, Academic Council
University of California
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October 25, 2004

ELLEN SWITKES **ASSISTANT VICE PRESIDENT-ACADEMIC AFFAIRS**

Re: Proposed Amendment to APM 200-22 Recall Appointments for Academic Appointees

Dear Ellen:

At the October 20, 2004 meeting, the Academic Council reviewed the 9/29/04 proposed draft revision to APM 200 governing Recall Appointments for Academic Appointees and found it to be in conformity with UCFW's Resolution on a Model Plan for Faculty Recalled for Post-Retirement Teaching, which was endorsed by the Academic Council last May. Therefore, Council determined that no further Senate review was needed, and voted to approve the 9/29/04 draft revision, with a recommended editorial change that I have noted below.*

On behalf of the University Committee on Faculty Welfare and the Academic Council, I want to thank you for your invaluable assistance and patience in formulating this important new policy. By including these new guidelines in the APM, campus administrators and faculty will now have some standard on which to base their negotiations for post-retirement teaching. As you know, UCFW has recommended, and the Council agreed, that a follow up study be conducted in two years time on the kinds of agreements that are being negotiated under the new guidelines to determine whether additional changes may be needed. The Academic Council eagerly awaits the results of that study.

Best Regards,

A handwritten signature in cursive script, appearing to read "George".

George Blumenthal, Chair
Academic Council

*Recommended editorial change in Appendix A, third paragraph on **Compensation**: Insert comma between "course" and "not" in second line of first sentence - "...per semester course, not to..."

Encl. 9/29/04 Proposed Draft APM 200-22 Recall Appointments for Academic Appointees

cc: John Oakley, UCFW Chair
Academic Council

bjm

200-22 **Recall Appointments for Academic Appointees¹**

- a. The University may recall to active service, on a year-to-year basis, academic appointees who have retired, provided such appointments are not in conflict with the terms of the University of California Retirement Plan and/or University policy.²

- b. Authority²

The Chancellor has the authority to approve salaried and non-salaried recall appointments on a year-to-year basis.

- c. Criteria

In general, a campus fills a vacancy created by retirement with a long-term appointment. However, delays in such appointments can occur for a number of reasons. Recall appointments may be approved under these and certain other circumstances.

The following criteria shall be considered in determining whether to recommend or approve a recall appointment:

- (1) The teaching, research, and/or administrative needs of the department or unit.
- (2) Availability of office and laboratory space.
- (3) Budgetary resources.

¹ These provisions are consistent with Regents' Standing Order 103.6, and the President's delegation of authority letter dated August 17, 1989, to Chancellors, Laboratory Directors, the Senior Vice President—Business and Finance, and the Vice President—Agriculture and Natural Resources concerning service following retirement.

² See APM - 200, Appendix A, Guidelines for Faculty Recalled for Post-Retirement Teaching, for exceptions that apply to certain faculty age 60 and older who enter a pre-retirement agreement for a recall for teaching appointment.

- (4) Ability of the candidate in the areas required for appointment in the particular academic title or series (e.g., Professor series). Documentation of these areas should specifically include an evaluation of activities during the current year and the last several years. If the candidate has not served in the University within the past year, the department may evaluate activities over the last several years of service and/or activities during retirement.

d. Procedure

The department chair, an equivalent administrator, or the individual academic appointee may request a recall appointment. The request should be made well in advance of the desired starting date in order to allow sufficient time for academic and administrative review. The campus shall establish a time period for submission of requests.

The department chair will evaluate whether the appointment of the candidate is the best way to fulfill temporary staffing needs, for example, during recruitment of a permanent ladder rank faculty member to fill this position. In accord with department procedures, the chair will have appropriate consultation with the department faculty. The request is reviewed by the Dean or Provost of the College or School and also may be reviewed by the Committee on Academic Personnel, pursuant to campus procedures.

The Chancellor makes the final decision on the recall appointment.

e. Recall Appointments and Reappointments²

An appointment may be made only for a period of one year or less and shall have a specific ending date. An appointment expires on that date, and no notice is required.

Reappointments are not automatic. Following review, an appointment may be renewed.

Guidelines for Faculty Recalled for Post-Retirement Teaching

Campus administrators may enter a pre-retirement agreement with a faculty member age 60 (sixty) or older for a recall to service after retirement.

Timing and Duration of Appointment: 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. Retirement plan regulations require that there generally be a break in service of at least 90 (ninety) days between the retirement date and the date of the recall appointment start date. However, in no case may the recall date be earlier than 30 (thirty) days following the retirement date.

Compensation: In general, the recall rate will be 1/9th of the base salary at the time of retirement per quarter course or 1/6th of the base salary per semester course not to exceed the current salary rate for Professor, Step VII. Campus administrators and faculty may negotiate a higher or lower salary rate, as appropriate to the nature of the course, to reflect specific needs. The base salary is defined for the purposes of these guidelines as the faculty member's academic year (nine-month) salary or fiscal year (twelve-month) salary at the time of retirement augmented by any subsequent range adjustments. Merit and promotion increases are not granted after retirement.

Appointment and Space Assignment: The recall appointment effort may not exceed 46% (forty-six percent) time. However, due to potential Medicare complications, recall appointments will generally be 43% (forty-three percent) time or less. Assignment of office space is subject to the agreement reached between campus administrators and the faculty member. Recall for teaching appointments will not normally include any commitment of research space.

Benefits: Recalled faculty may contribute to the 403(b) Plan and 457(b) Plan. Health benefits are determined by the terms of the recall appointment. Since eligibility for benefits is a critical and complex issue, recall appointees should consult with the campus Benefits Office about how the recall appointment may affect their benefits eligibility. See the Returning to UC Employment After Retirement Factsheet for further information available at:

http://atyourservice.ucop.edu/forms_pubs/checklists_factsheets/returntowork.pdf.