



Ahmet Palazoglu
Chair, Assembly of the
Academic Senate
Faculty Representative,
UC Board of Regents
Academic Senate

Office of the President
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May 4, 2026

Rachael Nava
Executive Vice President & Chief Operating Officer (COO)

Re: Recommendations for Improved Return to Active Duty Processes

Dear COO Nava,

At the April 29, 2026 meeting, the Academic Council endorsed the attached letter and recommendations from the University Committee on Faculty Welfare ([UCFW](#)) regarding Return to Active Duty (RTAD) processes.

UCFW raises concerns that recently implemented procedures governing health insurance coverage for recalled faculty and staff are overly complex and insufficiently supported, resulting in confusion at the department level and discouraging faculty from accepting or continuing recall appointments. The committee notes that reliance on distributed Human Resources coordinators who encounter these cases infrequently has led to inconsistent and inadequate guidance on RTAD.

UCFW recommends establishing more centralized expertise, either through designated campus-level RTAD coordinators or a systemwide resource at the Retirement Administration Service Center to provide consistent counseling advice. Council agrees that improvements in clarity, consistency, and administrative support are needed to ensure that RTAD processes function effectively and do not discourage faculty service.

We appreciate your attention to these concerns and consideration of UCFW's recommendations. Please do not hesitate to contact me if you have any questions.

Sincerely,

Ahmet Palazoglu
Chair, Academic Council

cc: Academic Council
UCFW Members
Provost & Executive Vice President Newman
Interim Vice President of Systemwide Shared Services Turner
UCFW Task Force on Investment and Retirement Chair Hollenbach
Senate Division Executive Directors
Senate Executive Director Lin



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UNIVERSITY COMMITTEE ON FACULTY WELFARE
KAREN BALES, CHAIR

March 30, 2026

AHMET PALAZOGLU
CHAIR, ACADEMIC COUNCIL

RE: Return to Active Duty (RTAD) Processes

Dear Chair Palazoglu,

The University Committee on Faculty Welfare (UCFW) has tracked closely the development and activation of new practices regulating health insurance coverage for recalled faculty and staff. Everyone would agree that these practices are very complex, and the experience since they have been enacted demonstrates considerable confusion. Recalled faculty and staff provide invaluable support to the university, and these new practices are causing potential recalled individuals to reconsider whether they wish to embark on such activities.

Currently, the paperwork for these complex cases is the responsibility of each departmental HR coordinator. Because the procedures are so complex and the coordinators encounter them so infrequently, counseling has been inadequate. The individual HR coordinators are simply not up to this task, even if new webinars were provided.

There are two workable alternatives. 1) Each campus should designate one individual to be the recall coordinator. 2) UCOP should designate one central individual to counsel all recalls throughout the university.

Everyone is busy, but the status quo is not working and is dissuading faculty from considering future recall appointments.

Thank you for your cooperation in finding a solution to this problem.

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Sincerely,

A handwritten signature in blue ink that reads "Karen L. Bales". The signature is written in a cursive style.

Karen Bales, UCFW Chair

Cc: Academic Council Vice Chair Susannah Scott
Senate Executive Director Monica Lin
UCFW Members