

205-0 **Policy**

The University of California may recall to active service, for a term appointment, academic appointees who have retired from the University. Recall may be for teaching, research or administrative service in an academic title. This policy applies to former academic appointees who elected to receive their University of California Retirement Plan (“UCRP”) benefits in the form of monthly payments or as a lump sum cashout. Both are considered retired academic appointees.

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 who have retired from a University of California academic appointment and who receive retirement income (or have received a lump sum payout) from UCRP.
- b. Individuals are ineligible for recall under this policy by virtue of retiring from appointments in the Clinical Professor-Volunteer series (see [APM - 279-20](#) regarding reappointment and non-renewal in this series), or 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 retired academic appointees to be recalled to active service.

205-16 **Restrictions**

- a. Recall appointments may not exceed a total of 43 percent time per month, inclusive of all recall appointments.
- b. Retired academic appointees may be recalled to faculty administrative titles, as described in [APM - 240 - 241](#) and - [246](#), for a term of one year or less subject to renewal on an annual basis.

205-18 **Salary**

a. Rate of Salary

Retired academic appointees 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 (including any off-scale) 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 retired academic appointees recalled to faculty administrative titles (as described in [APM - 240 - 241](#) and [- 246](#)) is a negotiated rate 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 recalled academic appointee is determined by the HSCP salary structure. Retired academic appointees recalled to base salary appointments, but not as members of the HSCP, are not eligible to receive additional compensation, but have no limitation on remuneration from outside professional activities. Base salary is defined as the faculty members' base salary (HSCP Academic Programmatic Unit ("APU") Salary Scale X and X') at the time of retirement, range adjusted forward.
- 2) Retired faculty members who are recalled at a salary rate greater than base salary (X, X' plus Y and/or Z), 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.
- 3) Patient care activities must be provided within the University setting, or as part of an approved affiliation agreement or professional service agreement. All clinical income is due to the Plan. In no case will Plan participants be allowed to retain income from patient care activities. All outside compensated professional activities must be reported annually.

c. Salary Increases

Recalled academic appointees are ineligible for merit or promotion salary increases.

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

a. Pre-Retirement Recall Agreements

Campus administrators may only make a pre-retirement recall agreement with academic appointees age 60 or older and who have five years of service credit (“UCRP normal retirement age”). Such an agreement may provide for a recall term of up to three academic years, with the possibility of annual renewal thereafter. Administrators may not discuss recall appointments with academic appointees who have not attained the UCRP normal retirement age.

b. Return to Service

A recall appointment service date 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

If the terms and conditions of the recall agreement are no longer applicable, the University may terminate a recall contract prior to the specified end date with a minimum of 30 days notice, or pay-in-lieu of notice for those who are compensated.

f. Complaints and Appeals

Senate members may pursue their grievance rights under the terms of [Senate Bylaw 335](#). Non-Senate faculty may pursue their grievance rights under the terms of [APM - 140](#).

g. Percentage of Effort

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

h. Benefits

Recalled academic appointees whose appointments are at 43 percent time or less are ineligible for active employee health, welfare and retirement benefits due to the percentage limit on the appointment but may contribute to the UC Defined Contribution 403(b) and 457(b) Plans consistent with their terms.

i. Compliance with University Policies

Recalled academic appointees must comply with all applicable University policies, procedures, rules, and training requirements.

205-24 **Authority**

The Chancellor or the Chancellor's designee has the authority to approve academic recall appointments.

- a. The Chancellor or Chancellor's designee has the authority to approve recall appointments in excess of 43 percent time per month 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. No appointments should be made at a percentage rate between 43 percent and 50 percent.
- b. The University Provost has the authority to approve a recall appointment with a salary exceeding the Indexed Compensation Level.
- c. 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.