

February 3, 2009

VICE CHANCELLORS, DEANS AND CHAIRS

RE: Recall Reappointment Guidelines for Rehired Retirees

We have received several requests for a reminder about UC and campus policy regarding recall reappointments for faculty. On April 15, 2005, I redelegated to Academic Deans the authority to approve appointments to Recall titles for faculty and non-Senate academic appointees who have retired.

All Recall appointments must be consistent with current systemwide and local policy. Guidelines include:

- A retiree is defined as a University employee who has separated from University service and elected either monthly retirement income or who has elected a lump sum cashout under the University of California Retirement Plan (UCRP).
- Retired faculty may be recalled to active service for teaching, research, or administrative work on a year-to-year basis. For faculty members age 60 or older, the University may enter a pre-retirement agreement for a recall to teaching after retirement for up to three academic years, in accordance with Academic Personnel Manual (APM) 200, Appendix A. The request to explore retirement options should initiate with the faculty.
- A retiree must not be recalled to service until there has been a break in service of at least 30 days.
- Recall appointment effort may not exceed 43% time. This percentage of effort may be annualized over the academic year (July 1 through June 30).
- Recalled faculty must be paid at a rate that reflects their base annual salary at the time of retirement. Base salary at the time of retirement may be augmented by any subsequent range adjustments. Merit and promotion increases are not granted after retirement.
- Recalled faculty are governed by APM 025 policy, Conflict of Commitment and Outside Professional Activities while on active recall.



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