

POST RETIREMENT APPOINTMENTS - ACADEMIC

RECALL TO ACTIVE SERVICE

Recall of retired faculty to active service is possible if there is a need by the University for teaching or administrative services or if a faculty member has research funding, in accordance with Academic Personnel policy 200-22. Recalls must have the support of the department chair and/or dean and are not an entitlement. Recalls can be made for only one year at a time and are self-terminating at the end of the year. Chairs or deans may negotiate a recall package prior to retirement only if an individual is 60 years of age or older and has at least five years of UCRP service credit.

Recall appointments are limited on a monthly basis to 43%, or dollar equivalent, from all sources, including stipends. In those cases where there may be a combination of percentage and by-agreement payments, the 43% should be translated into a dollar amount based on the pay rate at the time of retirement and adjusted for any subsequent range adjustments.

Recalled faculty are not eligible for merit or promotions. Earnings are subject to contributions to the Defined Contribution Plan (currently 7.5%). Recalls for research during the summer period do not receive the faculty retirement benefit.

Teaching Recall

Recalls for teaching may be negotiated between the department and the faculty member. Most often, the compensation is established as a by-agreement rate, but can be established on a percentage basis. Schools and Colleges may have established rates per course or by unit for teaching recalls. Deans have the delegated authority to approve the initial teaching recall; every third year of recall for teaching purposes is subject to review by the Budget Committee.

Research Recall

Recalls for research must be established on a percentage basis for purposes of effort reporting. The monthly percentage cannot exceed 43%. Appointments for academic year faculty should be structured on a 1/9th basis with the pay periods spanning September 1 through May 31. Recall appointments during the established summer period should also be paid on a 1/9th basis. Such additional compensation should also not exceed 43%. Deans have the delegated authority to approve research recall appointments.

Administrative Recall

Periodically, retired faculty may be asked to assume administrative positions. The appointments may be established on either a by agreement or percentage basis. Payment of stipends is allowable only if the stipend has already been established for the position, i.e. as Director of an ORU. The authority to approve recalls for administrative service has not been delegated beyond the Chancellor's office.