

# 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 205. 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 shall be established on a percentage basis. Schools and Colleges may have established rates per course or by unit for teaching recalls.

### Research Recall

Recalls for research must be established on a percentage basis for purposes of effort reporting. The monthly percentage cannot exceed 43%. Appointments may be structured on a 1/9<sup>th</sup> basis. Deans have the delegated authority to approve research recall appointments.

### Administrative Recall

Periodically, retired faculty may be asked to assume administrative positions. The appointments are at a 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 follows our normal campus delegations.