

## University of California, Riverside (UCR) Pre-Retirement Recall for Teaching Policy

Campus administration may enter an agreement with a faculty member who is age 60 or older for a plan of recall to teach after retirement. (APM 200, Appendix A) The Vice Provost for Academic Personnel (VPAP) has been delegated the authority to negotiate these recall appointments after consultation with the departmental chair and dean. The recalled faculty member, the VPAP, the Chair and the Dean must agree to the terms of the recall.

### Period of Recall

By agreement between the campus administration and the faculty member, the recall period may be up to three academic years, subject to satisfactory performance in their teaching. In accordance with the retirement plan provisions, the faculty member cannot return to UC employment until after receipt of the first retirement payment or until 90 days after the retirement date, if earlier. After the initial recall period, subsequent recalls may be negotiated, based on departmental need, each with a maximum duration of one year.

### Base Salary

The faculty member's academic year (nine-month) salary or fiscal year salary at time of retirement will be used to determine the base salary. Fiscal year salaries must be converted to an academic year (nine-month) basis. The base salary will be incremented for any systemwide range adjustments of the salary scale. [For example, if Professor X retires at Step V at a base salary of B, and one year later, Step V salaries are range adjusted by 2%, Professor X's base salary will also be increased by 2%.]

### Recall Compensation

Generally, the recall rate will be 1/9<sup>th</sup> of the base salary (this may include an off scale) per quarter course up to the salary of a Professor, Step VII, nine-month appointment. The Campus administration and the faculty may negotiate a higher or lower salary rate, as appropriate to the nature of the course, to reflect specific needs. A regular quarter course is defined as a 3-5 unit instructional course. Recall salary for courses of less than 3 units will be negotiated appropriately.

### Recall Compensation Ceiling

The recall compensation ceiling is forty-six percent (46%) of the base salary. However, due to potential Medicare complications, recall appointments will generally be 43% time or less. The campus administration urges caution on any recall appointment exceeding 43% time. Since this is a critical and complex

issue, recall appointees are responsible for consulting with the campus' Benefits Office.

#### Benefits

Health benefits are determined by the terms of the recall appointment. As stated above, since this is a critical and complex issue, recall appointees are responsible for consulting with the campus' Benefits Office. (Also see Benefits paragraph in APM 200, Appendix A)

#### Salary Adjustments

No merit increases or promotions are received after retirement.

#### Funding

Responsibility lies with deans of the colleges and schools.

#### Space

Current office space held by the faculty member is not guaranteed upon retirement, but office space is part of the negotiations. Laboratory or research space will normally not be provided for faculty recalled for teaching.

#### Authority

The Campus administration has the authority to approve multi-year appointments up to the maximum three-year limit. A memorandum of understanding (MOU) will be drawn up for each case and signed by the faculty member, the VPAP, the dean and the departmental chair.