

UC Davis –Academic Affairs
Guidelines for Recall for Teaching
(APM 205)

Campus administration may enter into a multi-year recall agreement with a faculty member who is 60 years or older and is considering retirement.

Faculty on recall to active duty should consult with the campus Benefits Office about benefit issues and the impact that recall salary may have on their annuity (see Restrictions below).

Period of Recall: The initial recall can be for up to three academic years. After the initial recall period, subsequent recalls must be requested annually, based on departmental need. Maximum duration of subsequent recalls is one year.

Compensation: Generally, the teaching recall salary will be 1/9th of the annual base salary per quarter-system course and 1/6th of the annual base salary per semester course. Base salary includes any off-scale increments. However, it does not include the negotiated component of salary for faculty in the School of Medicine. It is the salary at the faculty member's rank and step at the time of retirement, incremented for any systemwide range adjustments of the scale. [For example, if Professor Wonderful retires at Step VII at a base salary of B + off-scale, and one year later, Step VII salaries are range-adjusted by 3%, Professor Wonderful's base salary + off-scale would also increase 3%.] In this context, a course is defined as 3-4 units. [The recall salary rate for courses less than 3 units or more than 4 units would be scaled proportionately.]

Guidelines for negotiated salary for recall for teaching may be found here:

<http://academicpersonnel.ucdavis.edu/pdf/recallTeachingScale.pdf>

Negotiated salary will be converted to a percent of the annual rate for Payroll purposes in order to determine total limits for recall to active service.

Funding will be provided by temporary teaching money available in each College/School.

Restrictions:

1. A minimum 30-day break in service after retirement is required prior to the effective date of a teaching recall.
2. Recalls are limited to 43% time. See http://atyourservice.ucop.edu/forms_pubs/subject/retirement.html and [APM 205](#).
3. A recall to active duty does not guarantee that faculty will be assigned office or laboratory space.

Approval authority:

The Vice Provost—Academic Affairs has approval authority for all recalls to active duty.