



University of California
San Francisco

Post-retirement: Emeritus and Recall

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**This slide deck is available on the
Academic Affairs Website:
<http://academicaffairs.ucsf.edu/>**

Topics

Emeritus titles

- Who gets them and how?
- Benefits of being emeritus

Recall appointments

- Types of recall appointments

Emeritus Title

SERIES AT RETIREMENT	EMERITUS STATUS
Ladder Rank	Automatic
In Residence	Automatic
Clinical "X"	Automatic
Health Sciences Clinical	Requires packet & approval
Adjunct	Requires packet & approval

Emeritus Title

For the purpose of this policy, “retirement” includes:

- Election of UCRP Monthly Retirement Income
- Election of UCRP Lump Sum Cash-out equivalent
- Separation from service upon approval of “Disabled UCRP Member” status (receiving disability income benefits from UCRP)

Emeritus Title

Academic Senate Faculty:

- There are no special criteria or processes for conferral of Emeritus status upon Academic Senate faculty since such status is granted automatically upon retirement.
- Emeritus status shall be granted automatically to Academic Senate members only when the effective date of any of the actions (retirement or lump sum cash out) is within 120 days of separation from the University

Emeritus Title

Non-Academic Senate Faculty

An academic appointee who holds that position at the time of retirement and who is not a member of the Academic Senate may be nominated for conferral of the Emeritus title suffix.

In these cases, the nominee shall be judged by the following criteria:

- ✓ at least ten years of University service;
- ✓ attainment of the highest rank in the individual's title series;
- ✓ evidence of noteworthy and meritorious contributions to the educational mission and programs of the University

Emeritus “Benefits”

SPACE

- The University will provide space, when available, to emeritus professors who need space to continue their scholarly or creative work.
- The provision of such space shall not imply any claim upon a departmental budget.
- Professors who wish space assigned to them as emeritus professors should formally request it prior to their retirement, stating the purpose for which it is to be used.

Emeritus “Benefits”

PARKING

- Emeritus faculty – NO paid recall required
 - Eligible for “C” permit (currently \$48.15/month)
- Emeritus faculty – with paid recall appt > 20%
 - Eligible for “A” permit (currently \$233/month)

Reminder: permit prices usually go up each July

Emeritus “Benefits”

LIBRARY

Borrower Account

- may be obtained free of charge by faculty of the University, including retired employees and emeriti

Access Privileges

- remote access to most online library resources is available to UCSF emeritus faculty.

Emeritus “Benefits”

Academic Senate

- Your membership in the Senate does not lapse upon conferral of emeritus status.
- Emeriti members of the Academic Senate retain membership in the departments to which they belonged at the time of their retirement. They do not have the right to vote on departmental matters.
- With the exception of personnel actions, Emeritus members of the department have the right to receive the same notice of meetings and access to relevant materials as other Academic Senate members, the privilege of the floor at those meetings, and the right to make their opinions known to the voting members.

Emeritus “Benefits”

EMAIL

- When the payroll system records a separation, access to the Active Directory and Campus Exchange accounts is typically dropped
- There is an internal process within HR to ensure that retiring faculty automatically retain their access. However, it is a best practice to double check with your HR rep to ensure that there is no interruption to system access and email.

Emeritus “Benefits”

MEDICAL STAFF PRIVILEGES

- Reappointment and continuation of Privileges is subject to at least biennial review.
- Members who have not been involved in patient care or the clinical supervision of house officers for a period of two years shall automatically be transferred to Inactive Status.
- Inactive practitioners have no membership status or clinical privileges. Practitioners who are inactive may reapply for membership and/or clinical privileges as an initial applicant.

Topics

Emeritus titles

- ✓ Who gets them and how?
- ✓ Benefits of being emeritus

Recall appointments

- Types of recall appointments

Recall Appointments

Recall Appointments for Academic Appointees

The University may recall to active service, for a term appointment, academic appointees who have retired from the University. Recall may be for teaching, research, or administrative service in an academic title.

[note: a concurrent emeritus title is not required for retired academics to be recalled]

Recall Appointments

- An appointment is typically for a period of one year or less and shall have a specific ending date. An appointment expires on that date, and no notice is required.
- Reappointments are not automatic. Following review, an appointment may be renewed.
- You should not return to work at UC until after you receive your first retirement payment (or lump sum cash-out).

Recall Appointments

Three types of recall appointments

- 1) WOS (without salary)
- 2) Paid – in the comp plan*
- 3) Paid – **not** in the comp plan*

*Health Sciences Compensation Plan (HSCP)

Recall Appointments- WOS

Recall – WOS

- Signifies that emeritus faculty member is still actively engaged and has regular academic responsibilities in their Dept/School or at campus level; no compensation

Example: faculty member who continues to serve on a campus-wide committee

Recall Appointments- Paid

“the conversation”

- If you are relying on a paid recall appointment as part of your income post-retirement, you need to discuss your options with your Department Chair before you retire.
- Administrators may only make a pre-retirement recall agreement with academic appointees age 60 or older and who have 5 years of service credit (“UCRP normal retirement age”). Such an agreement may provide for a initial recall term of up to three academic years, with the possibility of annual renewal thereafter.

Recall Appointments - Paid

	Paid Recall – in HSCP	Paid Recall – NOT in HSCP
Salary Rate	Anything greater than APU up to pre-retirement salary rate (X, X', and possibly Y)	Salary rate must be salary scale/APU for rank/step at retirement (X and X' only)
% effort	Any % up to maximum of 43%	Any % up to maximum of 43%
Duration of appointment	Up to one year – can be renewed annually	Up to one year – can be renewed annually
Start Date	Retirement plan regulations require that there generally be a break in service of at least 90 days between the retirement date and recall appointment start date. However, in no case may the recall date be earlier than 30 days following the retirement date.	
Salary increases allowed?	Can apply % increase when there is a UC range adjustment but not required; generally no other renegotiation of salary	Must be paid on APU so changes to the UC scales (e.g. range adjustment) means your rate must change
Merit or promotion increases allowed?	No	No

Recall Appointments - Paid

	Paid Recall – in HSCP	Paid Recall – NOT in HSCP
Do Conflict of Interest (COI) rules apply?	Yes	Maybe – depends on reason for recall and what you are doing with the rest of your time
Annual Outside Professional Activity report required?	Yes	No
Compliance with HSCP required?	Yes	No
Patient Care Activities allowed?	Must be provided within the University setting; all clinical income is due to the HSCP and cannot be retained directly as income	Yes - but not covered by UC professional liability unless care provided within University setting <u>and</u> part of recall activities
Senate Voting Rights Reinstated?	Recalled senate faculty regain voting rights on all departmental matters, except personnel matters, during the period of such recall service.	

Recall Appointments - Paid

Example:

Dr. Basila is a Professor step 9 and is in an APU on Scale 3. His current total negotiated salary is \$300,000 per year. His Department allows recall appointments in or out of the comp plan.

- **Recall – not in the comp plan**

- Annual Salary rate = \$252,300 (scale 3 for Prof 9 eff 7/1/18)
- Maximum effort = 43%

- **Recall – in the comp plan**

- Annual Salary rate = negotiated rate between \$252,300 - \$300,000 (*maximum rate is his pre-retirement salary rate*)
- Maximum effort = 43%

Recall Appointments - Paid

Example (cont'd):

What if Dr. Basila is being recalled solely to continue his research and his only funding source(s) for his recall appointment are grants subject to the NIH Cap?

- If Dr. Basila has access to discretionary funds that can cover the NIH cap gap, he can choose either of the options on the prior slide as appropriate.
- If Dr. Basila does **not** have access to discretionary funds to cover the gap between the NIH cap and \$252,300 (Scale 3 for Prof 9 eff 7/1/18):

His salary rate will be limited to the NIH cap rate and he will not be in the comp plan. He is still limited to a **maximum of 43% effort**. Note: This is the only situation where there is a blanket exception to the recall salary rate rules.

Recall Appointments –Paid

Reemployment and NIH/Grant Income

- When you move from active status to emeritus status, the NIH should be informed.
- You can only charge your grant at your recall salary rate. If your salary rate changes (i.e. is lower), the grant funds can be re-budgeted for other purposes.
- You will likely need a PI waiver form
- Contact your Research Services Coordinator before you retire.

Recall Appointments –Paid

Reemployment and NIH/Grant Income

A retired faculty member cannot have concurrently both paid and unpaid effort on grants

- If faculty is identified as PI or Key Personnel on award, then his/her recall appointment will have to be paid effort
- If all effort is unpaid, then:
 - You will have a WOS Recall Appointment
 - The “other support” still cannot exceed 43%

Recall Appointments - Paid

Benefits

- **UC Retirement Savings Program** (Fidelity Retirement Services)
 - Voluntary Contributions:
 - 403(b) Plan
 - 457(b) Plan
 - Mandatory Contributions:
 - 7.5% to DC Plan (Safe Harbor Provision) in lieu of Social Security payroll tax
 - Distributions while in-service permitted:
 - 403(b) Plan: At age 59½
 - 457(b) Plan: At age 70½
 - DC Plan: Only upon separation from service

Resources:

- Your Department Chair and/or Department Administrator
- Your Academic Shared Services Generalist
- Your Vice or Associate Dean-Academic Affairs
- UCSF HR/Benefits Office
- APM:
 - <http://www.ucop.edu/academic-personnel/academic-personnel-policy/index.html>
 - Emeritus Titles: APM 120
 - Recall Appointments: APM 205

Questions?

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