



OFFICE OF THE PROVOST AND EXECUTIVE VICE PRESIDENT
ACADEMIC AFFAIRS

OFFICE OF THE PRESIDENT
1111 Franklin Street, 12th Floor
Oakland, California 94607-5200

May 28, 2020

**EXECUTIVE VICE CHANCELLORS/PROVOSTS
VICE PROVOSTS/VICE CHANCELLORS FOR ACADEMIC PERSONNEL/AFFAIRS**

Dear Colleagues:

In the coming months, it is possible that campuses may experience unforeseen or unpredictable workforce shortages as a result of the COVID-19 emergency response. In these circumstances, staffing shortages could temporarily be filled by recalling recently retired academic appointees who bring decades of experience and expertise with them.

In order to provide flexibility to address such workforce shortages in a timely manner, I am temporarily authorizing a waiver of the provision in Academic Personnel Manual (APM) section 205 (APM - 205), Recall for Academic Appointees, that requires a 30-day separation in service before recall of a retired academic appointee (APM - 205-20-b). Appropriate situations for recalling recently retired academic appointees under this temporary waiver include a shortage of clinical, research, or teaching personnel that cannot be filled otherwise by qualified individuals in a timely manner. This temporary waiver of the 30-day separation requirement will remain in effect until December 31, 2020. All other requirements for the recall of academic appointees outlined in APM - 205 remain in effect.

This temporary waiver is in line with Governor Newsom's Executive Order N-25-20 that suspends the break in service requirement for rehire of CalPERS retirees in order to enhance California's ability to respond to COVID-19.

Sincerely,

Michael T. Brown, Ph.D.
Provost and
Executive Vice President for Academic Affairs

cc: President Napolitano
Vice Provost Carlson
Deputy General Counsel Woodall
Associate Vice Provost Peterson
Assistant Vice Provosts/Vice Chancellors/Directors Academic Personnel

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Director Grant
Director Lorenz
Analyst Wilson