

From: UCSF-VPAA

Sent: Tuesday, January 19, 2016 4:52 PM

To: Fuentes-Afflick, Elena; Binder, Renee; Garcia, Paul; Friedli, Amy; Kearney, Thomas; Walters, Nancy; Brear, Sheila; Hodges, Shirley; Dworkin, Shari; Pero, Michelle

Cc: Light, Emerald; Hayes, Pamela; Drassinower, Cheryl; Lowenstein, Daniel

Subject: 2016-17 Faculty Recruitment – UCRP Benefits

Dear Colleagues:

Background:

As you are aware, President Napolitano appointed a system-wide task force of UC faculty, staff and administrators to help develop a new set of retirement benefits options for UC to offer future employees hired on or after July 1, 2016. The [task force](#) has concluded its work and presented President Napolitano with its recommendations. The task force's [report](#) is now being shared broadly within the UC community, and it also is being sent to the Academic Senate for formal review consistent with UC's principles of shared governance. President Napolitano is expected to bring a proposal to the UC Board of Regents in March.

Impact on Faculty Recruitment for 2016-17:

In negotiating faculty hires for the coming year, UCOP has acknowledged that we are already challenged by the fact that a new retirement benefit will be in place on July 1, 2016 but that we do not yet know the details of the new plan. To ensure UC maintains its competitiveness in recruitment, we have been advised that the following practice may be adopted for faculty recruitments with an anticipated July 1, 2016 effective date:

- For 2016-17 only, faculty may be offered employment (and appointed) on June 30, 2016 rather than July 1, 2016. This will ensure that they will be eligible for the 2013 UCRP Tier. Please note that this will result in one additional day of pay (June 30, 2016) for these recruits.
- Any faculty member who has already signed an offer letter with a July 1, 2016 appointment date may be given the opportunity to amend their offer letter to a June 30, 2016 appointment date. This will also ensure that they are eligible for the 2013 UCRP tier. In these cases, you will need to have newly recruited faculty member sign an addendum to their offer letters to ensure that this benefit is in place. Attached is a template addendum provided by UCOP that can be used with faculty recruits who fall into this category.
- For UCSF trainees who are finishing their training on June 30, 2016 and being recruited to faculty appointments in July: If these appointees wish to be eligible for the 2013 UCRP Tier, it is important that their trainee appointment ends on June 29, 2016 in order to appoint them as faculty on June 30, 2016, i.e. there cannot be an overlap between the trainee appointment and the faculty appointment. It will be important that Departments take into consideration the training program

requirements so that ending the training appointment on June 29 does not negatively impact degree, certifications, board eligibility, etc.

- For intercampus recruitments from another UC Campus: if the appointee is already a member of the UCRP and there is no break in service between appointments, the appointment can be made on July 1, 2016 rather than June 30, 2016 and the recruit will remain in the same UCRP Tier under which they are currently a member. If the new appointee is unsure whether they are currently a member of the UCRP, they should confirm with their home campus benefits representative. As a reminder, by UC policy there are notification requirements for intercampus appointments. Please click [here](#) for details.
- Any new recruit with an appointment date of July 1, 2016 or later will fall under the new plan changes that are anticipated to be approved by the UC Regents in spring 2016.

Please disseminate this information to Department Chairs, MSOs and others within your School as appropriate.

Questions can be directed to your Academic Shared Services representative.

Best regards,

Brian K. Alldredge, PharmD
Vice Provost, Academic Affairs