

Arts & Humanities Standard for Recall Appointment Percentages

Effective July 1, 2023

Due to Affordable Care Act regulations, we are required to hire recalled faculty on a percentage basis rather than By Agreement. To do this, we have a standard “Recall Salary,” shown below. Please use the standard appointment percentages (outlined below) in order to achieve greater consistency in how this rule is applied in the College.

The L&S college-wide standard recall appointment compensation was previously \$3,000 per unit. Arts & Humanities will now follow the practice outlined below:

NEW COMPENSATION RATES

Faculty recalled to teach in the Arts & Humanities will receive a minimum of \$4,000 per unit. For the purposes of Recall Teaching Appointments in Arts & Humanities, each recalled faculty member will be appointed with a “Recall Salary” of \$192,000 regardless of the salary at retirement:

- 4-unit courses will be assigned a percent time of 20% = \$16,000 per semester
- 3-unit courses will be assigned a percent time of 15% = \$12,000 per semester
- 2-unit courses will be assigned a percent time of 10% = \$8,000 per semester

[Campus policy](#) will cover up to \$4,000 per unit if correctly reflected in a Pathways to Retirement Agreement. Should the teaching recall fall outside of the Pathways Agreement, up to \$4,000 per unit can be requested through TAS.

Should a department within the Arts & Humanities be willing, they can pay up to \$5,000 per unit *if* the department covers the additional \$1,000 per unit mentioned above. This extra \$1,000 per unit and the associated CBR from this \$1,000 must come from department funds and cannot be requested through TAS funds. For those departments paying \$5,000 per unit, the recall salary will be \$240,000, regardless of the salary at retirement:

- 4-unit courses will be assigned a percent time of 20% = \$20,000 per semester
- 3-unit courses will be assigned a percent time of 15% = \$15,000 per semester
- 2-unit courses will be assigned a percent time of 10% = \$10,000 per semester

Please contact the Dean’s office for directions on how to format the request if either of the following applies:

- If the recall faculty is receiving \$4,000 per unit and their salary rate at retirement (range adjusted forward) is less than \$144,000 AY (which corresponds to a FY salary of \$192,000)

- If the recall faculty is receiving \$5,000 per unit and their salary rate at retirement (range adjusted forward) is less than \$180,000 AY (which corresponds to a FY salary of \$240,000)

OTHER TERMS

Other terms for recall appointments have not changed and are noted below:

- **The appointment dates should be August 1 through May 31 for year-long appointments, and August 1 through December 31 or January 1 through May 31 for semester-long appointments.** These dates ensure that the faculty salary can be paid on a monthly rate (UC_FY 12/12) and that emeriti are eligible to be recalled during the summer, if necessary.
- In the case of co-taught courses, the recall amount will be reduced to correspond to proportionate co-teaching duties; (for example, a faculty member teaching a 4-unit course with 50% co-teaching responsibility would be paid \$8,000 for the semester).
- A course taught by a recalled professor must be a regularly scheduled course (it cannot be a special studies course) that cannot otherwise be taught and that is essential to the undergraduate or graduate program of the department.
- The Department must provide office space for the recalled faculty member within its allocated space. Shared space is allowable.
- This practice will be used for teaching-only recall. For recalls with both teaching and research, we will handle the percent time and salary calculations on a case-by-case basis to ensure that the amount does not exceed 43%. Research recalls would typically be funded by the faculty member's grants.
- Title Codes:
 - 1700 Recall Teaching: for use in recalling academic retirees for teaching duties only
 - (1701 Recall HCOMP: currently limited to the School of Optometry)
 - 1702 Recall Faculty: for use in recalling faculty for research or administration, or a combination of these and teaching
 - 3802 Recall Non-Faculty Acad: for use in recalling non-faculty for research and administration (not a teaching title)

Reminder to Departments: Recall appointments are limited on a monthly basis to 43%, or dollar equivalent, from all sources, including stipends.

RESEARCH RECALL APPOINTMENTS:

A faculty member may request a recall for research annually as long as:

- Recall appointments may not exceed a total of 43 percent time per month, inclusive of all recall appointments;

- It is fully funded by extramural grants;
- The Department provides office and/or laboratory space from within its allocated space;
- The appointment is made on a year-to-year basis;
- Base salary for these appointments is the faculty member's salary at retirement, range adjusted forward and fiscalized.

Research recalls are also paid on a UC_FY 12/12 (monthly) rate.