

## **L&S Standard for Recall Appointment Percentages**

**Revised October 2021**

L&S has a standard recall appointment compensation policy of \$3,000 per unit. Due to Affordable Care Act regulations, we are now required to hire recalled faculty on a percentage basis rather than By Agreement. We have implemented a standard “Recall Salary” of \$144,000. Please use the standard appointment percentages (outlined below) in order to achieve greater consistency in how this rule is applied in the College.

### **NEW PRACTICE**

For the purposes of Recall Teaching Appointments in L&S, each recalled faculty member will be appointed with a “Recall Salary” of \$144,000 regardless of the salary at retirement:

- 4-unit courses will be assigned a percent time of 20% = \$12,000 per semester
- 3-unit courses will be assigned a percent time of 15% = \$9,000 per semester
- 2-unit courses will be assigned a percent time of 10% = \$6,000 per semester

**The appointment dates should be August 1 through May 30 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 and that emeriti are eligible to be recalled during the summer, if necessary.

These dollar amounts are consistent with current L&S policy and will ensure more consistency around workload percentages.

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%.

Reminder to Departments: Recall appointments are limited on a monthly basis to 43%, or dollar equivalent, from all sources, including stipends. Please refer to the [Post Retirement Recall Guidelines](#) and consult with your DA with any questions.

### **Full L&S Recall Policy:**

#### **Teaching Recall Appointments:**

When recommending a recall appointment for teaching, department chairs may recommend the dollar amount to be paid to a recalled faculty member, within the following guidelines

- payment to the recalled professor will be a by-agreement amount for the course to be taught, and the dollar figure must be a part of the department's temporary academic salary (TAS request);

- payment will not exceed a maximum of \$3,000/unit;
- 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% coteaching responsibility would be paid \$6,000 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.

**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.