

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.