Recall Appointment

- Appointment must be endorsed by the division chief and approved by Department Chair.
- Appointment is renewed on a term basis (typically, annually) and can be terminated or reduced at any time.
- Faculty member does not need to hold Emeritus title to hold a Recall (Post Retirement) appointment.
- Recall and Emeritus appointees are not eligible for advancement.
- Faculty member will be recalled into the division from which s/he retired.

Compensation

- Faculty member may only hold appointments up to 43% effort.
- Salary rate is set at the salary scale from which the faculty member retired (either Scale 0 or Scale 3 in DOM).
- Faculty member is no longer a member of the compensation plan, and therefore is ineligible for Y or Z components (i.e., no negotiated salary or bonuses).
- Salary rate increases only as a result of system-wide range adjustments.
- Faculty member is eligible to earn honoraria.
- Since the recall faculty member is out of the DOM compensation plan s/he can work anywhere else s/he wants and can retain the income (including the VAMC).
  - While no longer a member of the DOM compensation plan, recall faculty still must comply with the Annual Outside Professional Activity report

Clinical

- Faculty member is subject to the same documentation and billing requirements as all faculty members.

Sponsored research

- Faculty member may continue as Principal Investigator on sponsored research that was ongoing at the time of retirement.
- Faculty member may not submit any new projects (e.g., new, renewals) after retirement. Limited exceptions may be granted at the discretion of the Chair.
- Faculty member may continue to receive funding as co-investigator on other active faculty members’ projects, even if the activity starts after the faculty member is already on recall.
Space
• Space assignments are at the discretion of the Chair, so disposition of assigned space is evaluated on a case by case basis.
• Typically, recalled faculty members retain their assigned research space and academic office as long as they remain active PIs.

Financial
• Upon retirement, faculty members must relinquish control over all discretionary funds (gifts, endowments, profee reserves)
  o Disposition of any discretionary funds previously controlled by the faculty member prior to retirement/recall is determined by Chair and division chief where the funds are held. An exception will be made for emeritus, WOS or recalled faculty who were explicitly allowed to control discretionary funds as of the date of implementation of this policy.
  o Any discretionary funds (e.g., startup funds) funded by the Chair will revert to the Chair
  o Must step down as a named holder of endowed chair or distinguished professorship. The only circumstance where a recall faculty may hold a chair or professorship is if s/he is named the inaugural holder of a chair/professorship while already on recall appointment.
• Upon retirement, faculty members must relinquish state-funded FTE.

Parking
• Emeritus appointees maintain parking privileges. (Parking privileges are provided by the Dept of Transportation, therefore they do not count against the DOM parking allocation)
• Recalled faculty members do not have parking privileges unless they hold an Emeritus appointment.

Human Resources
• Recall faculty are allowed to hire and/or supervise staff as long as they have secured funding to pay costs associated with administration of those staff appointments, including layoffs.