L&S Standard for Recall Appointment Percentages

L&S has a standard recall appointment compensation policy of $3,000 per unit. Due to new 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 $120,000 and standard appointment percentages (outlined below) in order to achieve greater consistency in how this new 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 $120,000 per year, 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

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.

**RATIONALE**

PRIOR TO THE ACA REQUIREMENTS, Departments would submit requests for teaching recall appointments in standard By Agreement amounts of $3k per course. A recalled faculty member would make $9k for a 3-unit course, and $12k for a 4-unit course, regardless of their salary at the time of retirement.

AFTER THE ACA REQUIREMENTS, The L&S Dean’s office was advised that even recalled faculty must be appointed on a percentage basis using REG pay, even though their benefits are covered through their retirement. We were advised to take the negotiated amount and back it into a percentage using the annual salary at time of retirement, range adjusted to today's salaries. In practice, this proves problematic because:

- The “creative math” necessary to get us closest to the desired compensation results in wildly differing workload percentages being assigned to faculty teaching the same course. The workload percentages appear unequal, when in fact they are meaningless.
It causes undue time and effort on the part of the Dean’s Office to take the faculty member’s salary at retirement, which can be decades prior, and determine all the subsequent range adjustments, which are not readily apparent the further you go back in history, and then calculate the percentage that would get us closest to the desired amount.

For example:

Faculty Member A’s retirement salary, range adjusted to today, is $265,300. Faculty Member A is teaching a 4-unit course for one semester and should be compensated $12,000 for the semester. The closest appointment percentage to get him/her to that amount is 9.05%, which will result in a salary of $12,004.83 for the semester.

Faculty Member B’s retirement salary, range adjusted to today, is $104,000. Faculty Member B is teaching the same 4-unit course as Faculty Member A for one semester and should be compensated $12,000 for the semester. The closest percentage to get him/her to that number is 23.08%, which will result in a salary of $12,001.60 for the same course as Faculty Member A.

The result is wildly differing appointment percentages for teaching the same course with the same workload, and slightly different compensation.

We believe that our new practice will ensure that the standard policies are applied more consistently and equitably.