

Chair Compensation Model **Effective July 1, 2024**

In consultation with the Chair Compensation Working Group, the Council of Chairs, the Office of General Counsel, the Office of Human Resources, and the UNC System Office, Academic Affairs has established an updated chair compensation model that will be effective July 1, 2024, as follows.

1. Academic Affairs will calculate for each college the 75th percentile of faculty salaries in the college for associate professors and full professors.
2. Chair Compensation will be calculated based on the higher of:
 - The respective college's 75th percentile for the relevant faculty rank (as determined in #1) or
 - The incoming chair's current 9-month base salary.
3. The amount determined in #2 will then be converted from 9 to 11 months. This amount will be the chair salary, with consideration of relevant experience, as well as the scale and scope of the position.
4. The chair position is an 11-month appointment.
5. Any supplemental pay will be based on the full 11-month salary.
6. Supplemental salary caps will be in accordance with AppState Policy #602.10, Supplemental Pay.
7. Any legislative increases or merit increases will be added to the total salary.
8. Should the chair voluntarily or involuntarily relinquish the administrative appointment as the chair and retreat to a faculty appointment, the Dean will recommend to the Provost, in accordance with Section 3.1.2 of Appalachian Policy 601.10, a base salary commensurate with similar-ranked faculty in the department and with consideration of legislative increases, performance, and years of service.