

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.

Beginning Summer 2025

- **Summer Instruction**
 - **Teaching Period:** Chairs may teach **up to two courses** during **Summer Session I only**.
 - **10-week courses, including internships**
 - **These are discouraged** as they may interfere with Chair responsibilities and the Chair Summer Institute in July.
 - Teaching such courses requires an **exception request**.
- **Chair Summer Institute**
 - **Attendance** at the **Chair Summer Institute in July** is **mandatory**.
 - Compensation for participation is included in the Chair's salary.
- **Exception Request Procedure**
 - The Chair submits a justification email to the Dean
 - Subject line "**Chair Summer Teaching**,"
 - CC the email to: cbaa@appstate.edu.
 - If approved by the Dean, the request will be forwarded to the Provost by **AA C&B**
 - After the Provost's review, an email notification is sent to both the **Dean and Chair**.