

AY Vs. CY appointments at Virginia Tech

- All new TT hires on campus are offered AY appointment
 - Some Extension faculty and AREC faculty are also on AY
 - All new AY faculty are provided with 2 month of summer salary for each of the first two summers
- At VT, AY appointment is used as an incentive
 - No obvious difference in salary of AY and CY at the time of hire
 - Current CY faculty can convert to AY at 90% of their salary
 - Conversion from CY to AY is used as a retention incentive

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- Of the current T/TT faculty in CALS, 65% are on AY appointment
 - Another 10% are DH, Directors, Admins (CY)
 - In effect 25% are on CY
- Issues:
 - Academic Year terminology
 - Associate Professors
 - Clientele concerns with AY appointments