

NCSU 9 vs 12 month appointments context

- 12 month appointments are a rarity in private, public and even land grant Universities
- NC State 12 month appointments are a small percentage of total faculty appointments, except for CALS
- At NC State within CALS the culture is shifting to 9 month appointments
- Of the current T/TT faculty in CALS:
 - 24% are on 9 month appointment
 - 76% are on 12 month appointment

CALS 9 vs 12 month appointments

- Currently the department decides to hire 9 vs 12 month salary
- Exception is if the position is **50% extension**, or greater, the position must be a **12 month appointment**
- Currently, base starting salary for junior faculty is approximately \$85k **regardless if 9 or 12 month**, except for BAE & ARE
- Often 2-3 years of summer salary is offered to 9 month hires as a part of the start-up package.

Converting Faculty Salaries Between Fiscal & Academic Year

- Faculty member's salary may be adjusted from a fiscal year (12 month) basis to an academic year (9 month) basis and vice versa. NCSU uses a **9:11** conversion factor.
- **Example:** 12 month salary = 70,000
 $70,000 / 1.22 = 57,377$ (9 months salary)
- **Example:** 9 months salary = 70,000
 $70,000 \times 1.22 = 85,400$ (12 months salary)

NC State & CALS Issues

- As a result of our policy of hiring at the same salary, inequities are being created between 9 & 12 month faculty
- University would like us to convert all faculty to 9 month appointments
- Considering converting all 12 month to 9 month faculty (that have less than a 50% extension) will be costly.
 - need to pay out accumulated leave
 - Do we convert at same salary or use the 1.22 division?
- Additional consequences if we want to convert majority extension faculty to 9 month appointments:

Proposed NC State & CALS changes to 9 vs 12 month appointment philosophy

- Consider a 0.75 appt for Extension, this could make the salaries equal but also require them to be active 3/4 of the summer.
- The major issue with converting ALL CALS faculty to 9 month is that theoretically extension faculty would not work in the summer which for many extension faculty is the prime working season.
- Extension would prefer to pay Extension faculty a higher salary than everyone else to start.
- How to require that Extension faculty are responsive to the needs of clientele throughout the year

Questions

- What are your policies with 9 and 12 month appointments?
- How do you handle heavy extension appointments?
- Are you considering or have you moved to all 9 month academic appoints?
- By what formula do you convert 12 to 9 month appointments?
- What works and what doesn't?
- Do you hire 9 and 12 month appointments at the same starting salary?