



**Full Board Meeting
July 13, 2022**

Action Item

BOT-3 Delegation to Expand Authority to the Chancellor for Certain Salary Actions for Employees Exempt from the State Human Resources Act (EHRA)

Background Information

The Board of Governors has approved policy changes increasing the UNC System President's authority in conducting and overseeing human resources matters across the UNC System. With this new authority and consistent with the authority under N.C.G.S. 116-11, the President has further delegated to the Board of Trustees of each constituent institution.

Presently, the constituent institutions have authority for most EHRA salary adjustments up to 20% and \$15,000 cumulatively of an employee's June 30 base pay and up to 25% and \$25,000 of most cumulative temporary salary adjustments for a period not to exceed 12 months.

The changes approved by the Board of Governors include removing the restrictions involved with salary increases for most EHRA employees by allowing flexibility to authorize salary increases within the position's designated salary range rather than limiting the increase to a percentage of the employee's June 30 base pay. There is also additional flexibility for Head, Associate, and Assistant Athletic Coaches. In addition, authority for temporary increases for most EHRA employees has increased to \$50,000 and a duration of up to 36 months. Specific details on the revised authorizations are included in the attached resolution.

Requirement

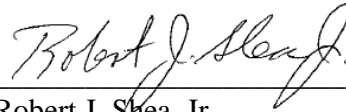
According to UNC System policy, EHRA salary delegations are granted to the Boards of Trustees, who in turn have the authority to further delegate most of these matters directly to the Chancellor. Consistent with the Delegations most recently re-affirmed by this Board in October 2021, the Chancellor has the authority to approve salary adjustments not inconsistent with amounts delegated by the Board of Governors. In order to affirm the Chancellor's exercise of the increased authority, we are requesting that the Board of Trustees approve a resolution.

Attachment:

Resolution Approving Delegation of Authority (see below)

Recommended Action

That the UNC Greensboro Board of Trustees approves the resolution delegating to the Chancellor and Chancellor's designees the full authority to approve EHRA salary matters as outlined and allowed by the Board of Governors, consistent with this Board's previous delegations.



Robert J. Shea, Jr.
Vice-Chancellor for Finance *and*
Administration

RESOLUTION OF THE BOARD OF TRUSTEES OF THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO AFFIRMING DELEGATED AUTHORITY TO THE CHANCELLOR FOR CERTAIN SALARY ACTIONS FOR EMPLOYEES EXEMPT FROM THE STATE HUMAN RESOURCES ACT.

WHEREAS, pursuant to N.C.G.S. 116-11(2), the UNC Board of Governors is responsible for the general determination, control, supervision, management, and governance of all affairs of the constituent institutions; and

WHEREAS, the UNC Board of Governors has adopted policies relevant to salary actions for employees exempt from the State Human Resources Act (“EHRA employees”) that delegate certain actions to the president and/or boards of trustees,

WHEREAS, on April 7, 2022, the Board of Governors approved changes to Sections 200.6 and 600.3.4 of the UNC Policy Manual in order to raise the thresholds and increase the flexibility for proposed salary increases for EHRA employees and authorized the President to delegate all or a portion of such authorities to the constituent Boards of Trustees consistent with its authority under N.C.G.S. 116-11(13); and

WHEREAS, consistent with the UNC Board of Governors’ authorization, the President has determined that it is necessary and prudent to delegate to the Boards of Trustees of the constituent institutions the authority to approve individual EHRA employee salary adjustments within the following limits:

- a) For Tier II Senior Academic and Administrative Officer positions, permanent non-promotional base salary increases up to a new base salary of \$125,000 that do not exceed 10% of the June 30 base salary or exceed the 75th percentile of the salary range and all promotional salary increases; and
- b) For EHRA Instructional, Research, Information Technology (IRIT) positions, all permanent promotional and non-promotional salary increases within established salary ranges; and
- c) For Head Athletic Coaches and Associate/Assistant Athletic Coaches, all promotional salary increases and permanent non-promotional salary increases that do not exceed 25% of the June 30 base salary and do not exceed \$25,000; and
- d) For Faculty, all promotional salary increases, permanent non-promotional salary increases within established ranges, academic department chair or academic department head increases not greater than \$50,000 annually above June 30 total compensation; and
- e) For all EHRA employees, temporary salary increases for staff related to interim, acting, or other time-limited assignments or appointments, or temporary salary increases for faculty, with a duration of up to 36 months or up to \$50,000 annually above June 30 base salary; and

WHEREAS, the President has authorized the Board of Trustees, at its option, to further delegate any and all of the above authorities to approve salary adjustments, with the exception of adjustments for Tier I Senior Academic and Administrative Officers, and

WHEREAS, on October 24, 2021, the UNC Greensboro Board of Trustees affirmed its delegation to the Chancellor of authority to approve appointments and reappointments, promotions, and salary adjustments (including temporary salary stipends or supplements with specified end dates) for faculty and EHRA non-faculty employees, not inconsistent with amounts previously delegated by the Board of Trustees, Board of Governors' policy, or law, and to establish salary ranges within different disciplines based on relevant data and fix the compensation for all faculty positions with permanent tenure;

NOW THEREFORE, after careful consideration, the UNC Greensboro Board of Trustees hereby further affirms its previous delegation to the Chancellor and the Chancellor's designees - the authority to approve EHRA salary adjustments up to the limits outlined in Sections 200.6 and 600.3.4 of the UNC Policy Manual. This delegation shall remain in effect until modified or rescinded by the Board of Governors, President, or Board of Trustees. The Board of Trustees or the Finance and Administration Committee shall receive regular informational reports including salary adjustments approved by the Chancellor and/or the Chancellor's designees under this delegation.

Effective Date. This Resolution is effective immediately on the date of its adoption.

Betsy Oakley
Chair, UNCG Board of Trustees