



**Special Called Meeting  
May 13, 2025**

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**Action Item**

**BOT – 2      Alternative Compensation Policies**

- 2.1 Non-Salary and Deferred Compensation Policy
- 2.2 Bonus Policy

**Background Information**

UNC System Policy 300.2.14 has recently been amended and requires all constituent institutions, regardless of management flexibility status, to have a policy concerning the granting of non-salary compensation for all personnel exempt from the North Carolina Human Resources Act, with the exception of the chancellor. Policy 300.2.14 further outlines parameters for the granting of non-salary compensation. It also includes sign-on, retention, and performance-based bonuses, and provides that institutions may adopt additional supplemental policies related thereto, consistent with 300.2.14 and applicable state or federal law.

Specifically, 300.2.14 authorizes campus boards of trustees to delegate authority to approve sign-on, retention, and/or performance-based bonuses to the chancellor and/or chancellor's designee(s) for faculty and EPS employees. Boards of trustees retain authority over such bonuses for Senior Administrative and Academic Officers (SAAOs), which cannot be delegated.

UNCG's proposed Non-Salary and Deferred Compensation Policy and Bonus Policy are drafted in alignment with UNC Policy 300.2.14. As required, the university's Non-Salary and Deferred Compensation Policy has been approved by the System President. Both require approval of the Board of Trustees.

*Attachments:*

- 2.1 Non-Salary and Deferred Compensation Policy
- 2.2 Bonus Policy
- 2.3 Presentation

**Recommended Action**

That the Board of Trustees of The University of North Carolina at Greensboro approve the proposed Non-Salary and Deferred Compensation and Bonus policies.