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Human Resources

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UNC Greensboro Board of Trustees

May 13, 2025

Special Called Meeting

Non-Salary and Deferred Compensation and Bonus Policies

Why Update?

- In August 2024, the Board of Governors delegated authority regarding compensation to the UNC System President
- Account for additional discretion that has been provided to institutions
- Align with System philosophical shift to performance-based compensation: *use non-salary to reward exceptional employee performance*

Key Provisions of the Policies:

Non-Salary Compensation:

- Moving expenses
- Club memberships
- Automobile allowances

Purpose of Bonuses:

- Recruitment
 - Sign-on Bonus
- Stability
 - Retention Bonus
- Achievement
 - Performance Bonus

What are the Criteria for Award of Recruitment (“Sign-On”) Bonus?

- **Recruitment Tool**
- **Sign-on-Bonuses:** Discretionary Compensation for recruitment incentives for critical roles where there is a proven labor market shortage and hard to fill positions:
 - Skilled trades
 - IT Professionals policy
 - Senior Executives (Vice Chancellors and the Deans)

What are the Criteria for Award of Retention Bonus?

- **Stability Tool to compete in the marketplace**
- Discretionary Compensation used for positions where:
 - Ensure institutional stability
 - Respond to market demands
 - Hard to fill positions
 - Competing offers

What are the Criteria for Award of Performance Bonuses?

Performance Bonuses:

Discretionary Compensation that recognizes performance above and beyond expected job duties.

The performance bonus should be tied to goals set in the annual performance appraisal.

The “4 Cs”

- Contributions
- Collaboration
- Creativity
- Commitment



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Questions?