Recommended Salary Approval Process for Fiscal Year 2011-2012

The Board of Governors of The University of North Carolina is responsible for the general direction and control of the University and the constituent institutions. Pursuant to existing policy the Board reviews for approval proposed salary increases of both ten thousand dollars ($10,000) or more and fifteen percent (15%) or more in accordance with Section 600.3.4 of The UNC Policy Manual and delegates to the President and the campuses the authority to review for approval proposed salary increases that do not otherwise require Board approval.

The Current Operations and Capital Improvements Appropriations Act of 2011 requires that the Board or other appropriate authorized body approve in advance salary adjustments that exceed ten percent (10%). In accordance with guidance issued by General Administration staff, all proposed salary increases that will result in a cumulative salary adjustment for the 2011-2012 fiscal year of ten percent (10%) or more of the salary authorized as of June 30, 2011 must be submitted to the President for review.

The Personnel and Tenure Committee and the President have been reviewing salary increase requests throughout the month of July in accordance with the Board's June 10, 2011 delegation of authority. The Committee has learned a great deal about the practical and operational needs of the campuses and the challenges associated with this mandated approval process.

Now therefore, the Committee recommends Board adoption of the following salary approval process for fiscal year 2011-2012:

The Committee on Personnel and Tenure shall review for approval proposed salary increases, as recommended by the President, in accordance with existing University policy; provided, however, that for the duration of the 2011-2012 fiscal year, the Committee's scope of review shall be increased to include proposed increases of both ten thousand dollars or more and ten percent (10%) or more, consistent with existing policy.

The President shall review for approval any proposed salary increase subject hereto that does not require review and approval by the Committee.

The chancellors shall report at least quarterly to their respective boards of trustees all salary increases approved under this delegation, where the increased salary exceeds $100,000.

The President shall report his actions taken under the authority of this delegation, where the increased salary exceeds $100,000.