

Approved by Board of Governors

April 13, 2012

**The University of North Carolina  
Guiding Principles for the Development of a  
Unified University Personnel System for all University Employees**

The University of North Carolina (UNC), including its 17 campuses and affiliated entities, is committed to being the best public university system in the country. The University's success depends on its ability to attract and retain exceptionally talented faculty and staff, and to support and manage its workforce in a cost-effective manner.

UNC currently employs approximately 47,000 individuals whose personnel policies and procedures are developed and managed by two separate systems with differing rules and regulations. One group is managed and directed by the Office of State Personnel (for positions subject to the State Personnel Act) and the other group (for faculty and other positions exempt from the Act) is under the authority of the UNC Board of Governors. As requested by the Board of Governors, members of the General Assembly introduced legislation in 2011 that would enable the development of a single consolidated personnel system for UNC, administered by the Board of Governors. The General Assembly has previously enacted similar successful personnel consolidation measures for the Community College System, the UNC Healthcare System, the General Assembly, ECU Clinical Support Services, and other entities. The Board of Governors is requesting that the General Assembly act on this legislation this year.

If the legislation is enacted, new personnel rules and regulations will need to be developed. The University is committed to giving employees a voice and a seat at the table in the process of accomplishing this system. Further, the University will follow these principles in the development of the new system:

1. The University will develop the new unified system in accordance with best practices in public higher education.
2. University employees will have substantive input in the development of the new unified system through their peer-elected representatives in the UNC Staff and Faculty Assemblies.
3. The University will adopt policies and procedures that maintain and strengthen the existing practices for the fair evaluation and treatment of employees in all areas of employment, including employee development and performance.
4. Upon implementation of the unified system, employees previously identified as "SPA" will not be required to become "at will" in their current jobs. Employees may choose to apply for and accept transfers or promotions to "at will" positions.

5. For those categories of employees currently identified as “SPA”, adverse employment actions will be subject to fair processes and reviewable through structured procedures that provide for fair notice and the opportunity for the employee to be heard; grievance panels will include employee peers. A reasonable and lawful standard (“just cause”) will apply.
6. The University will use compensation policies and procedures that recognize the contribution, experience, performance, and service of University employees. In keeping with best practices and to the extent allowed by law and funding, such policies and procedures will be market-based. Legislatively appropriated salary pools for increases will be allocated to faculty and staff job categories.
7. At a minimum, University employees will continue to be eligible for State of North Carolina benefits (such as approved retirement programs, the State Health Plan, the existing number of paid holidays and leave, and disability insurance).
8. The University will continue to refine, develop, and implement policies, procedures, and practices that are consistent with these guiding principles and in ways that will enhance its ability to be an employer of choice.

When legislation is enacted which grants University personnel authority to the Board of Governors, the President will lead a process to develop University-specific policies for all staff. The Board will adopt, and the University will follow, all policies currently in place under the State Personnel Act until new University policies can be developed and approved.