

**Approval Authority for Personnel Appointments, Promotions, and Compensation Actions
Involving UNC Positions Exempt From the State Personnel Act (EPA)**

ACTION	Position Type					
	Faculty	EPA Non-Faculty (Including EPA Instructional and EPA Research)	SAAO I ¹			SAAO II ² (Assoc. & Asst. Vice Chancellor, Assoc. & Asst. Dean, etc.)
			Chancellor	Vice Chancellor & Provost	Dean & SAAO I positions for which the BOG does not establish salary ranges	
Establish or designate an EPA position	For information on the approval authority required to establish various types of EPA positions, refer to "Positions Exempt from the State Personnel Act: Approval Authority and Submission Process to Establish and Designate EPA Positions"					
Appointment						
Institutions without Management Flexibility	Board of Trustees ³	Board of Trustees	Board of Governors	President	President	Board of Trustees
Institutions with Management Flexibility	Board of Trustees	Board of Trustees	Board of Governors	Board of Trustees*	Board of Trustees	Board of Trustees
Temporary appointment	Board of Trustees	Board of Trustees	President	Board of Trustees	Board of Trustees	Board of Trustees
Promotion to position type (see above)						
Institutions without Management Flexibility	Board of Trustees	Board of Trustees	Board of Governors	President	President	Board of Trustees
Institutions with Management Flexibility	Board of Trustees	Board of Trustees	Board of Governors	Board of Trustees*	Board of Trustees	Board of Trustees
Tenure						
Institutions without Management Flexibility	President	N/A	N/A	N/A	N/A	N/A
Institutions with Management Flexibility	Board of Trustees*	N/A	N/A	N/A	N/A	N/A
Compensation actions⁴						
Salary increase < 15%						
-Annual adjustment Institutions without Management Flexibility	Board of Trustees	Board of Trustees	Board of Governors	President	President	Board of Trustees
Institutions with Management Flexibility	Board of Trustees	Board of Trustees	Board of Governors	Board of Trustees* ⁵	Board of Trustees	Board of Trustees
-Mid-year adjustment	Board of Trustees	Board of Trustees	Board of Governors	Board of Trustees* ⁵	Board of Trustees	Board of Trustees
Salary increase ≥ \$10,000 AND 15% over previous 6/30 salary (annual or mid-year)	Board of Governors	Board of Governors	Board of Governors	Board of Governors	Board of Governors	Board of Governors
Temporary supplement/stipend	Board of Trustees	Board of Trustees	Board of Governors	Board of Trustees* ⁵	Board of Trustees	Board of Trustees
Retreat rights⁶ (conversion from administrator to faculty or other appointment)	N/A	Board of Trustees	Board of Governors	Board of Trustees	Board of Trustees	Board of Trustees

* Boards of Trustees may not delegate the authority for these actions.

¹ As defined by UNC Policy 300.1.1, Section I.A.

² As defined by UNC Policy 300.1.1, Section I.B.

³ Appointment of a distinguished professor to an endowed chair funded by the BOG Distinguished Professors Endowed Trust Fund requires approval by the Board of Governors.

⁴ Approval authority is the same regardless of source of funding (i.e. state and non-state funds).

⁵ Increases that cause salaries to exceed the salary ranges established by the Board of Governors require prior approval by the Board of Governors.

⁶ Campuses are required to have a policy on retreat and separation consistent with BOG Policy 300.1.6[R].