



**RESOLUTION OF THE BOARD OF GOVERNORS OF THE UNIVERSITY OF NORTH CAROLINA**  
**Implementation of Fiscal Year 2021-22 Compensation Adjustments for Employees Pursuant to the**  
**Appropriations Act of 2021 and the University's Annual Raise Process**  
**September 16, 2021**

The Appropriations Act of 2021 ("The Act") is anticipated to provide for some form of compensation increases for University faculty and staff employees, including those both exempt from the North Carolina Human Resources Act ("EHRA non-faculty employees") and those subject to the North Carolina Human Resources Act ("SHRA employees"). The Act typically instructs the Director of the State Budget to transfer funds for annual legislative compensation increases for university employees to the Board of Governors. The University will then conduct an annual raise process ("ARP") for employees, with guidelines approved and issued by the president, consistent with provisions of the Act.

To ensure the timely and efficient implementation of annual legislative compensation increases after The Act becomes law, the Board of Governors hereby delegates to the president the authority to develop and issue detailed instructions for an ARP to the UNC System Office and the constituent institutions upon allocation of funds to the Board of Governors pursuant to The Act.

The ARP instructions issued by the president shall include detailed criteria, as are customarily developed each year by the System Office. For EHRA employees, this may include an across-the-board increase at the president's discretion not to exceed the percentage increase appropriated by The Act as well as any supplementary increase, either recurring or in the form of a one-time payment, using existing appropriated or non-appropriated funds of the System Office and the constituent institutions. Any supplementary increases shall primarily be based on demonstrated meritorious performance, with labor market and/or equity as permissible secondary factors. If permitted by The Act, any supplementary increases for SHRA employees beyond any across-the-board amounts, whether recurring or in the form of a one-time payment, shall also be determined based on meritorious performance, with labor market and/or equity as permissible secondary factors. Any amount of increase beyond that which is appropriated in The Act must be funded entirely by existing funding sources that permit such an expenditure.

This Resolution shall satisfy any requirement for pre-approval with the Committee on University Personnel with respect to Fiscal Year 2021-22 ARP actions within the parameters set forth in this resolution. This Resolution shall not apply to salary adjustments for the chancellors or the president, which shall be subject to separate consultation and/or approval with the Board of Governors as set forth in policy.

Further, compensation adjustments that fall outside of the scope of the ARP process shall still receive the regular required approvals of the president and/or the Committee on Personnel and Tenure, as set forth in policy.

BE IT SO RESOLVED.

APPENDIX Z

September 16, 2021

APPROVED BY THE BOARD OF GOVERNORS OF  
THE UNIVERSITY OF NORTH CAROLINA SYSTEM

By: Meredith R. McCullen  
Meredith R. McCullen  
Secretary of the University

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