



October 17, 2024 at 10:15 a.m.
Via Videoconference and PBS North Carolina Livestream
UNC System Office
223 S. West Street, Board Room
Raleigh, NC 27603

AGENDA

OPEN SESSION

- A-1. Human Resources Update Peter Hans

- A-2. Adjourn

AGENDA ITEM

A-1. Human Resources Update..... Peter Hans

Situation: A report on improvements in the administration of Human Resources.**Background:** Following the passage of S195 in July of 2023 the University of North Carolina System Office began efforts to review the administration of HR in the University to identify areas to improve efficiency and consistency in the administration of positions, salaries, and employee classifications.**Assessment:** The UNC System Office identified several key initiatives to improve the administration of HR in the UNC System.

1. The simplification of employee classification. Earlier in 2024, the University of North Carolina Board of Governors approved policy changes that allowed for the consolidation of 12 employee classifications into six: three types of permanent faculty and three types of staff.
2. The streamlining of salary ranges. The University maintains nearly 2,400 unique salary ranges for its EHRA staff employees, nearly one for every six employees. Working with the campuses and an outside consultant, the System Office is transitioning EHRA staff employees into approximately 18 standard salary ranges to be used across the System.
3. The elimination of longtime vacant positions. The president issued a directive to campuses to eliminate positions that have been vacant for a year or longer. The campuses currently report 30,000 vacant positions with 22,000 of them having been vacant for at least 12 months.
4. The restatement of delegated HR action approval authority within the University. In August 2024 the president issued updated delegations to ensure approvals for HR actions balanced flexibility to the chancellor with appropriate oversight by the individual boards of trustees and the System Office.

Action: This item is for information only.



UNC System Human Resources Update

HR Update

HR administrative improvement

- Consolidated 12 classifications of employees into six: three types of faculty and three types of staff.
- Working with Gallagher to establish approximately 18 standard salary ranges for EHRA staff (down from 2,395 unique salary ranges).
- Eliminate the 22,000 positions that have been vacant for at least a year across the University by early 2025 to improve budget accountability and establish the true ongoing staffing needs.

University Permanent Employees

Permanent Employees
(49,300)

Faculty
(14,600)

EHRA Professionals
(14,300)

SHRA
(20,400)

Fixed Term
(6,000)

Tenure Track
(2,300)

Tenured
(6,300)

SAAO
(300)

Salaried
Professionals
(14,000)

General Salary and Position Approval Authority

Chancellors/campuses

Faculty

SHRA Employees

EHRA hires within salary ranges

Non-faculty employee raises below \$125,000 base salary

BOTs

All Faculty Tenure

All athletic director and coach contracts (~200)

SAAO Bonuses & Raises

All extension at NCSU & NCA&T plus ECU clinical staff
(~1,000 total not counted in overall 49,300)

General Salary and Position Approval Authority

System Office

SAAO Hires (~300)

Non-faculty employee raises above \$125,000 base salary

New Non-faculty positions above \$125,000 base salary