

AGENDA ITEM

4. Policy Review Project -- Expanded Delegations of Authority to the President for Human Resources Matters Matthew Brody

Situation: The Board of Governors retreat in February 2016 and the recent organizational assessment of UNC General Administration revealed needs for adjustments to the UNC Policy Manual to support the following goals:

- Ensure that responsibility for administrative matters is assigned to the President;
- Clarify and streamline policies involving capital construction, real property, and contracting;
- Streamline reporting and eliminate low-value reporting; and
- Eliminate outdated or incorrect provisions of existing policy.

These goals have been assigned to standing committees. The Committee on University Governance will act as the steering committee for this project and the full Policy Review Project description is included in that Committee's meeting materials. The Committee on Personnel & Tenure will be responsible for ensuring that responsibility for administrative matters related to human resources is properly assigned to the President.

Background: The Committee on Personnel & Tenure has already taken steps to ensure that responsibility for human resources is assigned to the President. In a resolution adopted at the March 2016 Board of Governors meeting, the Board found that the establishment of compensation and other human resources matters are important management functions that should ordinarily be allocated to the President and the chancellors, with appropriate oversight by the Board of Governors and the boards of trustees. The Board directed the President to recommend delegations of authority in the area of human resources in keeping with those findings. Pursuant to the Board's instructions, General Administration staff is in the process of developing proposed revisions of UNC policies that address review and approval of human resources matters, including compensation programs, establishment of senior officer positions, and setting market-based salary ranges.

Assessment: The Committee on Personnel & Tenure will consider the revisions to be presented by the President's staff at the May meeting, and then make appropriate recommendations to the Board of Governors.

Action: This item is for information only.