



RESOLUTION OF THE BOARD OF GOVERNORS

REVIEW AND APPROVAL OF PROPOSED SALARY ADJUSTMENTS

The Board of Governors may, pursuant to N.C. Gen. Stat. §§ 116-10 and 116-11(13), delegate any part of its authority to a committee of the board, to the President, or through the President to the boards of trustees and the chancellors of the constituent institutions.

From 2011-2015, the General Assembly's Current Operations and Capital Improvements Appropriations Acts ("Appropriations Acts") included a requirement that the Board of Governors authorize in advance certain proposed salary increases of 10 percent or more. The 2015 Appropriations Act removed this provision, which means the board shall now revert to its previously approved policies for salary adjustments as articulated in the existing provisions of Sections 600.3.4 and 200.6 of the UNC Policy Manual. The board affirms the June 2013 delegation to the Committee on Personnel and Tenure to review and authorize proposed salary adjustments not otherwise delegated to the President or the constituent institutions, and the April 2015 limited delegations of authority to the President for temporary and certain retention-based increases.

The Board of Governors finds that the establishment of compensation for individual employees is an important management function that should ordinarily be allocated to the President and the chancellors as the administrators with the most knowledge and understanding of the University's operational and human resources needs, with appropriate oversight by the Board of Governors and the boards of trustees of the constituent institutions. Accordingly, the Board of Governors directs the President to review *The Code* and the UNC Policy Manual, recommend such additional delegations and allocations of administrative authority in the area of human resources that appear necessary or prudent to enable the University to function in a proper and expeditious manner, and propose revisions to the existing policy language to be consistent with this resolution, the General Statutes of North Carolina and the President's recommendations.

This delegation will remain in effect until such time as the board rescinds it, either in whole or in part.

BE IT SO RESOLVED.

March 4, _____, 2016

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

By: _____

Ann Lemmon

Secretary of the University (Seal)