



MEETING OF THE BOARD OF GOVERNORS
Committee on Personnel and Tenure

September 15, 2021 at 12:45 p.m.
Via Videoconference and PBS North Carolina Live Stream
University of North Carolina System Office
Center for School Leadership Development, Room 128
Chapel Hill, North Carolina

AGENDA

OPEN SESSION

- A-1. Approval of the Open Session Minutes of July 21, 2021 Kellie Hunt Blue
- A-2. Informational Reports
 - a. Faculty Recruitment and Retention Fund Utilization Under Delegated Authority to the President Kimberly van Noort
 - b. New UNC System Office and SAAO-I Appointments Under Delegated Authority to the President Matthew Brody
- A-3. General Updates for the Committee Matthew Brody and Kimberly van Noort
- A-4. Salary Increase Metrics Matthew Brody
- A-5. Delegation of Authority to the President to Issue Instructions for SHRA and EHRA Annual Raise Process (ARP) Matthew Brody
- A-6. 2020-21 Annual Report of the Committee on Personnel and Tenure Matthew Brody
- A-7. Delegated Authority to Develop and Implement Early Retirement Incentive Program (ERIP) Matthew Brody

CLOSED SESSION

- A-8. Approval of the Closed Session Minutes of July 21, 2021 Kellie Hunt Blue
- A-9. EHRA Salary Pre-Authorizations Requiring Approval by the Committee on Personnel and Tenure Matthew Brody
- A-10. Executive Personnel Matters Matthew Brody
- A-11. Informational Report: EHRA Salary Adjustment Pre-Authorizations Delegated to the President or His Designee Matthew Brody
- A-12. Executive Personnel Matter Matthew Brody
- A-13. Executive Personnel Matter Matthew Brody

OPEN SESSION

A-14. Adjourn

Closed Session Motion

Motion to go into closed session to:

- Prevent the disclosure of information that is privileged or confidential under Article 7 of Chapter 126 of the North Carolina General Statutes, or not considered a public record within the meaning of Chapter 132 of the General Statutes.
- Consult with our attorney to protect attorney-client privilege.
- Consider the qualifications, competence, performance, or condition of appointment of a public officer or employee or prospective public officer or employee.

Pursuant to: G.S. 143-318.11(a)(1), (3), and (6).



MEETING OF THE BOARD OF GOVERNORS
Committee on Personnel and Tenure

DRAFT MINUTES

July 21, 2021

Via Videoconference and PBS North Carolina Live Stream

University of North Carolina System Office

Center for School Leadership Development, Room 128

Chapel Hill, North Carolina

This meeting of the Committee on Personnel and Tenure was presided over by Chair Kellie Hunt Blue. The following committee members, constituting a quorum, also attended: Reginald Ronald Holley, Art Pope, W. Louis Bissette, Jr., C. Philip Byers, Carolyn Coward, and John Fraley.

Staff members present included Matthew Brody, Carolyn Pratt, and others from the UNC System Office.

1. Call to Order and Reading of Conflict of Interest Statement

The chair called the meeting to order at 1:00 p.m. and read the Conflict of Interest Statement.

2. Approval of the Minutes of May 26, 2021 (Item A-1)

The chair called for a motion to approve the open session minutes of May 26, 2021.

MOTION: Resolved, that the Committee on University Personnel approve the open session minutes of May 26, 2021, as distributed.

Motion: C. Phillip Byers

Motion carried

3. Informational Reports (Item A-2)

The committee received informational reports on new UNC System Office SAOA-I appointments under delegated authority to the president, faculty promotions and tenure conferrals under delegated authority to the president, and faculty recruitment and retention fund utilization under delegated authority to the president.

4. General Updates for the Committee (Item A-3)

Mr. Matthew Brody provided general Human Resources updates to the committee on the UNC System's continued plans for transition to onsite and hybrid work. Mr. Brody also provided additional updates on the development of new salary ranges and a more competitive career ladder for UNC System police

officers. Lastly, Mr. Brody discussed the new methodology to create salary ranges for senior academic and administrative officers.

5. Salary Increase Metrics (Item A-4)

The committee reviewed an informational report on recent salary increase request activity. The report reflected a more closely aligned, but still consistent decrease in recent salary increase requests. The approvals from 2020 took place during the start of the pandemic, while the temporary pause was already in effect.

6. Closed Session

The chair called for a motion to move into closed session.

MOTION: Resolved, that the Committee on Personnel and Tenure move into closed session to prevent the disclosure of information that is privileged or confidential pursuant to Article 7 of Chapter 126 of the North Carolina General Statutes [N.C.G.S. 143-318.11(a)(1)]; to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which privilege is hereby acknowledged [N.C.G.S. 143-318.11(a)(3)]; and to consider the qualifications, competence, performance, or conditions of appointment of a public officer or employee or prospective public officer or employee [N.C.G.S. 143- 318.11(a)(6)].

Motion: Reginald Ronald Holley

Motion carried

THE MEETING MOVED INTO CLOSED SESSION.

(The complete minutes of the closed session are recorded separately.)

Without objection, the meeting moved back into open session.

THE MEETING RESUMED IN OPEN SESSION AT 1:18 p.m.

There being no further business, the meeting adjourned at 1:19 p.m.

Art Pope, Secretary

AGENDA ITEM

A-2a. Informational Report: Faculty Recruitment and Retention Fund
Utilization Under Delegated Authority to the President..... Kimberly van Noort

Situation: This is an informational report provided to the committee at each meeting pursuant to Section 200.6 of the UNC Policy Manual.

Background: Authority has been delegated to the president for approval of salary increases supported by the University of North Carolina Faculty Recruitment and Retention Fund.

Assessment: This month's report includes the following:

Faculty Retention and Recruitment Fund Expenditure:

- University of North Carolina at Chapel Hill, two approved requests
- North Carolina State University, one approved request

Remaining Balance of Fund

Note: Permanent adjustments to salary may be accomplished only with recurring funds. However, nonrecurring funds may be used for retention bonuses, research equipment and facilities, and other one-time inducements to counter outside offers. The remaining balances are:

\$0 in nonrecurring funds

\$409,128 in recurring funds

Action: This item is for information only.



**Report: Faculty Recruitment and Retention Fund Utilization
Under the Delegated Authority to the President**

North Carolina State University

Carla Barbieri, professor in the Department of Parks, Recreation and Tourism Management, \$11,217 from the Faculty Recruitment and Retention Fund with NCSU funding the cost of benefits
(\$130,783 **from** \$119,566 effective July 15, 2021)

The University of North Carolina at Chapel Hill

Alex Worsnip, associate professor in the Department of Philosophy, \$12,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$103,031 **from** \$91,031 effective August 5, 2021)

Daniel Bauer, professor in the Department of Psychology and Neuroscience, \$15,000 from the Faculty Recruitment and Retention Fund with UNC-Chapel Hill funding the cost of benefits
(\$143,386 **from** \$128,386 effective August 5, 2021)

AGENDA ITEM

A-2b. Informational Report: New UNC System Office and SAAO-I Appointments Under
Delegated Authority to the President Matthew Brody

Situation: This is an informational report provided to the committee at each meeting pursuant to Section 200.6 of the UNC Policy Manual.

Background: Section 200.6 of the UNC Policy Manual delegates authority to the president to appoint and fix the compensation of senior academic and administrative officers and other employees exempt from the State Human Resources Act serving at the UNC System Office.

Section 600.3.4 of the UNC Policy Manual delegates authority to the president to create senior academic and administrative officer positions (Tier I) within the System.

Assessment: This meeting's report includes the following:

UNC System Office Appointments:

- One personnel appointment that is state funded

System SAAO-I Appointments

- One SAAO-I Position Reclassification

Action: This item is for information only.



President's Delegated Personnel Actions Report

The following actions have been approved by the president pursuant to Section 200.6 of the UNC Policy Manual during the period June 23, 2021, to August 9, 2021.

UNC System Office

Appointments

State Funds:

Caleb Rose, Senior Research Analyst, Strategy & Policy Division, July 1, 2021, \$85,000, vacant position

UNC System Institutions

New or Modified UNC System SAAO-I Positions or Appointments

Fayetteville State University:

Reclassification from SAAO-I (General Counsel) to SAAO-I (Vice Chancellor for Legal, Audit, Risk and Compliance (LARC) and General Counsel).

AGENDA ITEM

A-3. General Updates for the Committee..... Matthew Brody and Kimberly van Noort

Situation: The committee will hear updates on recent Academic Affairs and Human Resources activities.

Background: The Committee on Personnel and Tenure reviews and makes recommendations to the UNC Board of Governors on Academic Affairs topics that support faculty and the University's core academic mission, and Human Resources matters, including all personnel actions under the jurisdiction of the Board. The Human Resources and Academic Affairs departments both provide updates to the committee at every meeting on both annual and ad hoc work, including HR-related efforts during the pandemic, the review of tenured faculty, and annual salary guidance related to any legislatively supported salary raise process.

Assessment: Information will be provided to the committee on recent updates in Academic Affairs and Human Resources at the UNC System Office and across the 17 institutions.

Action: This item is for information only.

AGENDA ITEM

A-4. Salary Increase Metrics Matthew Brody

Situation: An informational report on recent salary increase requests compared to previous fiscal years.

Background: The Board has delegated to the president or his designee the ability to approve certain salary increases that constituent institutions are not permitted to authorize without Board pre-authorization. While a list of approved salary increases is reported back to the committee at each meeting during closed session, an additional report has been created to show the change in volume of these salary increases year-over-year from FY18-19 through FY21-22 to date.

The report displays increases approved under the president's authority from July 1, 2021 through August 24, 2021 broken down by increase type and employee type. The total numbers from FY18-19, FY19-20, and FY20-21 are displayed for better context. Please note that the approvals from 2020 took place during the start of the pandemic and while the temporary pause was already in effect. Therefore, the 2020 vs. 2021 metrics will become more closely aligned. These numbers do not include increases that exceeded the authority of the president and required a full vote of the committee, which are presented in a separate report.

Assessment: The report is attached.

Action: This item is for information only.



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

Summary of Newly Proposed EHRA and SHRA Salary Increase Activity Approved Under President's Delegated Authority

The following is a comparison of salary increases approved under the president's authority from Fiscal Years 2018-19, 2019-20, 2020-21, and the current Fiscal Year to Date

Salary Requests Approved				
	Consultation (See Note)	Items Requiring a Vote of the Committee on Personnel & Tenure	Items Delegated to the President for Approval	Total Requests Approved
FY18-19	1045	27	704	1776
FY19-20	857	28	621	1506
FY20-21	38*	20	559	617
FY21-22 to Date (As of August 24)	N/A	4	112	116

Items Delegated to the President for Approval by Employee Type				
	EHRA Faculty	EHRA Non Faculty	SHRA	Total
FY18-19	96	176	432	704
FY19-20	105	156	360	621
FY20-21	150	177	232	559
FY21-22 to Date (As of August 24)	21	42	49	112

Items Delegated to the President for Approval by Salary Code								
	External Competitive Event	Increase in Job Duties or Responsibilities	Temporary adjustment related to an increase in job duties or responsibilities	Internal Competitive Event	Faculty Recruiting and Retention Fund	Retention	Other	Total
FY18-19	364	86	78	34	15	4	123	704
FY19-20	321	60	108	31	22	5	74	621
FY20-21	143	16	96	11	32	7	254	559
FY21-22 to Date (As of August 24)	39	2	4	2	4	1	60	112

Note: Consultation was a 2-year mandate put in place by the legislature that required the Chair of the Committee on Personnel & Tenure to personally approve any increase of 5% or greater on actions where the proposed salary was \$100,000 or greater. This mandate has since sunset.

*These were items requested before Consultation went away, but were still approved after July 1.

AGENDA ITEM

- A-5. Delegation of Authority to the President to Issue Instructions for SHRA
and EHRA Annual Raise Process (ARP)..... Matthew Brody

Situation: The Appropriations Act of 2021 (“The Act”) is anticipated to provide some form of compensation increases for faculty and other University employees exempt from the North Carolina Human Resources Act (“EHRA non-faculty employees”), as well as for employees subject to the North Carolina Human Resources Act (“SHRA employees”). To ensure the timely and efficient implementation of annual compensation increases after The Act becomes law, the Board of Governors is being asked to delegate authority to the president to develop and issue detailed instructions for an ARP to the UNC System Office and the constituent institutions in accordance with the parameters of the attached resolution.

Background: 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 increases, either recurring or in the form of a one-time payment, using pre-existing appropriated or non-appropriated funds of the University. If permitted by The Act, any supplementary increases for SHRA employees beyond any across-the-board increase, whether recurring or in the form of a one-time payment, shall be determined based on meritorious performance, labor market and/or equity. Any 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 University Personnel, as set forth in policy.

Assessment: The attached resolution, titled “Implementation of Fiscal Year 2021-22 Compensation Adjustments for Employees Pursuant to the Appropriations Act of 2021 and the University’s Annual Raise Process,” formalizes this guidance in writing.

Action: This item requires a vote by the committee and a vote by the full Board of Governors.



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
July 22, 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.

_____, 2021

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

By: _____

Meredith R. McCullen
Secretary of the University

(Seal)

AGENDA ITEM

A-6. 2020-21 Annual Report of the Committee on Personnel and Tenure..... Matthew Brody

- Situation:** Each standing committee submits an annual report of its activities to the Board of Governors.
- Background:** Pursuant to Section 302 E of *The Code*, “Each standing committee shall make a written report to the Board of Governors at least annually, reviewing the work of the committee during the preceding year.”
- Assessment:** The Annual Report on the activities of the Committee on Personnel and Tenure for fiscal year 2020-21 is ready for review and submission.
- Action:** This item requires a vote by the committee to accept the report for submission to the Board of Governors.

DUTIES AND MEMBERSHIP

The major responsibilities of the Committee on Personnel and Tenure are: (1) to make recommendations to the UNC Board of Governors on all personnel actions under the jurisdiction of the Board; (2) to review *The Code* and institutional policies and regulations regarding tenure and dismissal; (3) to act on compensation matters that exceed prescribed thresholds; (4) to act on compensation matters for the president's direct reports, chancellors, and the CEOs of UNC Health Care and PBS North Carolina; and (5) to act on new or modified policies regarding human resources-related matters.

Board members who served on the committee during the fiscal year July 1, 2020, through June 30, 2021 were Kellie Hunt Blue, Reginald Ronald Holley, R. Doyle Parrish, W. Louis Bissette, Jr., Carolyn Coward, Art Pope, and Dwight Stone. The committee officers were Ms. Blue as chair, Mr. Holley as vice chair, and Mr. Parrish as secretary. Chancellors Johnson Akinleye, Harold Martin, and Jose Sartarelli served as chancellor representatives to the committee.

ACTIONS

The committee met in 10 regular or special meetings between July 1, 2020 and June 30, 2021. The major actions of the committee and matters presented to the committee are summarized below.

Human Resources Actions

Salary Pre-Authorizations: The committee reviewed and pre-authorized 20 salary requests for University employees exempt from the State Personnel Act (EHRA).

Delegated Salary Actions: The committee also received informational reports on 66 EHRA Faculty and 67 EHRA Non-Faculty salary requests approved by the UNC System Office under authority delegated to the president or his designee.

Annual Raise Process: Due to the lack of an adopted State Budget for Fiscal Year 2020/2021, there was no University annual raise process (ARP) for this fiscal year. Therefore no ARP-related matters were brought before the committee.

Annual SHRA Compensation Review: In May 2021, the committee reviewed the annual SHRA compensation scorecard to see how overall average market index under the University's career banding compensation system is situated by institution.

Chancellor Incentive Compensation: In September 2019 the Board voted to approve a resolution delegating authority to the president to create a chancellor incentive compensation program that would include both individual institutional and shared System-wide goals. In November 2019 the Board approved the plan document and authorized the president to return to the committee with proposed shared System-wide goals. In April 2021,

the Board voted to Revise Section 200.6 of the UNC Policy Manual to allow the president to develop and implement an incentive compensation program for chancellors that reflects the goals established by the Board for the president.

Chancellor Searches: The committee was periodically apprised of the status of chancellor searches for East Carolina University (ECU) and Fayetteville State University (FSU). Once concluded, a recommended candidate was brought before the committee for each before being forwarded to the full Board of Governors for final vote. In December 2020, Dr. Philip G. Rogers was selected as the chancellor of ECU and in February 2021, Darrell T. Allison was selected as the chancellor of FSU.

COVID-19 Updates: Beginning in March 2020, the committee was given periodic updates to the UNC System's response to the Coronavirus pandemic with respect to workplace and workforce impacts. Topics shared with the committee included special work and leave provisions, incorporating mandatory employee designations, and COVID-19 related paid administrative leave provisions.

Employee Engagement Metrics: In October 2020, the committee was presented with two years of detailed System-wide employee engagement survey results. In general, 2020 survey participation increased, while overall positive survey responses reduced slightly compared to the survey conducted in 2018. The next employee engagement survey is anticipated to be administrated in early 2022.

Policy on Title IX Sexual Harassment: In September 2020, the Board voted to add Section 1300.11 of the UNC Policy Manual, Policy on Title IX Sexual Harassment. This required constituent institutions to adopt policies and/or procedures for adjudicating claims of sex discrimination by student and employees that comply with Title IX of the Education Amendments of 1972.

Salary Increase Metrics: Given the COVID-19 event and the implementation of a related pause on non-essential human resources actions by the president, the committee was provided frequent informational reports on all salary increase activity subject to approval by the president. These reports compared activity approved under the president's delegated authority each period compared to the equivalent timeframe of the year before. The reports demonstrated a substantial decrease in salary increase activity due to the president's pause on non-essential human resources actions.

Turnover Metrics: In November 2020, the committee was presented with three years of detailed System-wide turnover data. In general, voluntary turnover has reduced or held steady at most institutions. Almost 70 percent of hiring activity across the System is for external candidates.

Tutorials: The committee was presented with periodic tutorials on matters such as athletic contracts, Carnegie classifications, the constituent institution peer setting process, and employee compensation.

Workforce Job Categories (JCAT) Briefing: The committee was presented with a tutorial on the University's Job Category (JCAT) classification structure. This was intended to provide background information for a subsequent briefing on five-year workforce trends that was jointly presented to the committees on personnel and tenure and budget and finance. These committees are expected to receive additional briefings on this topic in the months ahead.

Academic Affairs Actions

Academic Tenure for Special Faculty: In July 2020, Sections 603 and 610 of *The Code* of the University of North Carolina were amended to clarify the conditions under which UNC System institutions are able to end fixed term faculty appointments due to such items as unavailability of funds and enrollment declines.

Faculty Recruitment and Retention Fund: This fund was established by the General Assembly in 2006 to be used to recruit and retain key tenured and tenure-track faculty. At committee meetings throughout the year, Dr. Kimberly van Noort apprised committee members on the status and utilization of this fund.

Performance Review of Tenured Faculty: The committee received the Performance Review of Tenured Faculty from fiscal year 2019-2020. Of the 644 tenured faculty reviewed, 24 were deemed deficient.

Tenure Conferrals: Academic Affairs reported on 33 tenure conferrals or promotions from campuses that lack management flexibility.

AGENDA ITEM

A-7. Delegated Authority to Develop and Implement
Early Retirement Incentive Program (ERIP)..... Matthew Brody

Situation: Pursuant to Session Law 2021-80, the Board of Governors has received legislative authority to authorize the adoption of an early retirement incentive program ("ERIP"), effective through December 31, 2022, to provide long-term cost-savings and improved operational efficiencies for the University. This was one of the System's legislative priorities.

Background: The statute provides that to be eligible to receive an offer and participate in the University's ERIP, faculty and staff must satisfy all the following criteria:

- a) Be currently employed as a permanent, benefits eligible employee of the University with a full-time equivalent (FTE) of .75 percent or greater.
- b) Be eligible for early or full-service retirement in the Teachers' and State Employees' Retirement System of North Carolina (TSERS) or must be at least age 55 and vested in the Optional Retirement Program (ORP).
- c) Not be subject to any pending or in-process personnel or benefits action prior to the date of the ERIP offer or agreement that would otherwise result in end of employment with the University.

Faculty and staff will be eligible for a payment based on total years of state service as a permanent employee. Under no circumstances may any awarded severance payment be less than one month or more than six months of annual base salary.

Assessment: The attached resolution delegates to the President of the University of North Carolina the authority to establish the ERIP, as well as guidelines and regulations for its implementation, including eligibility criteria. The resolution requires that as part of this program, constituent institutions will fund severance incentive payments to qualifying participating faculty and staff members from any non-state source, consistent with applicable state and federal law and policy.

Action: This item requires a vote by the committee and a vote by the full Board of Governors.

**RESOLUTION OF THE BOARD OF GOVERNORS
OF THE UNIVERSITY OF NORTH CAROLINA
AUTHORIZING THE PRESIDENT TO ESTABLISH AND IMPLEMENT
AN EARLY RETIREMENT INCENTIVE PROGRAM**

WHEREAS, the North Carolina General Assembly has authorized the Board of Governors of the University of North Carolina to authorize the adoption of an early retirement incentive program to provide long-term cost-savings to the University of North Carolina and improved operational efficiencies; and

WHEREAS, the General Assembly has directed the University of North Carolina System Office to develop policies and regulations for the early retirement incentive program; and

WHEREAS, the University must take all reasonable steps to identify and implement measures to address cost savings through position abolishment, position reclassification, or organizational restructuring while preserving academic quality and student access to higher education;

NOW, THEREFORE, in consideration of the matters described above, and pursuant to Session Law 2021-80, and notwithstanding *The Code* or any other Board of Governors policy, the Board of Governors resolves to delegate to the President of the University of North Carolina the authority to:

1. Establish and implement an Early Retirement Incentive Program to encourage faculty and staff of the constituent institutions of The University of North Carolina to separate voluntarily from full-time employment.
2. Establish guidelines and regulations for the implementation of an Early Retirement Incentive Program for the University of North Carolina, including eligibility criteria, consistent with applicable state and federal law.
3. Require that as part of this Program, constituent institutions will fund severance incentive payments to qualifying faculty and staff members participating in the Early Retirement Incentive Program from any non-state source, consistent with applicable state and federal law and policy.

The President will report actions taken under the authority of this delegation to the University Personnel Committee of the Board of Governors.

This delegation will remain in effect unless and until the Board of Governors rescinds it in whole or in part.

DRAFT: 08/11/2021

This _____ day of September 2021

Attest: (SEAL)

THE BOARD OF GOVERNORS OF THE
UNIVERSITY OF NORTH CAROLINA

Secretary

By: _____
Chair