

**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.

APPENDIX AA

This 16<sup>TH</sup> day of September 2021

Attest: (SEAL)

THE BOARD OF GOVERNORS OF THE  
UNIVERSITY OF NORTH CAROLINA

Pearl Purvis Floyd  
Secretary

By: [Signature]  
Chair