



MEETING OF THE BOARD OF GOVERNORS
Committee on University Personnel
May 25, 2022

Additional Informational Reports



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 March 17 to May 10, 2022, and from the same period of 2021.¹ **Please note that the approvals below from 2021 took place during the pandemic and while the temporary pause was already in effect.**

<u>2021</u>		<u>2022</u>
0	Additional Duties	16
6	Labor Market, Equity, Other	30
19	Promotion to Entirely New Position	133
1	Retention	5
1	Temporary Additional Duties/Interim and Acting Appointments	10
27	Total Requests Approved	194

	2021	2022
EHRA Faculty	4	18
EHRA Non-Faculty	12	43
SHRA	11	133

	2021	2022
State Funds Increase	\$ 307,728	\$ 2,671,265
Non-State Funds Increase	\$ 526,018	\$ 939,479
Total Increase Funds	\$ 833,746	\$ 3,610,744

From March 17 through May 10, 2022, there were 10 salary increases either returned to campuses with instructions to keep the increase within their delegated authority, or approved at a reduced amount still exceeding their delegated authority:

- Returned to campus to stay within delegated authority: 0
- Approved a reduced amount above delegated authority: 10

Extensions of previously approved temporary salary adjustments, such as active interim and acting appointments, are not included in the above counts. Extensions were processed by the System Office under the president's delegated authority as follows:

- For the 2021 reporting period: 23
- For the 2022 reporting period: 50

¹ Post-docs and fellows hired into permanent positions are treated as external hires and thereby excluded from these figures.

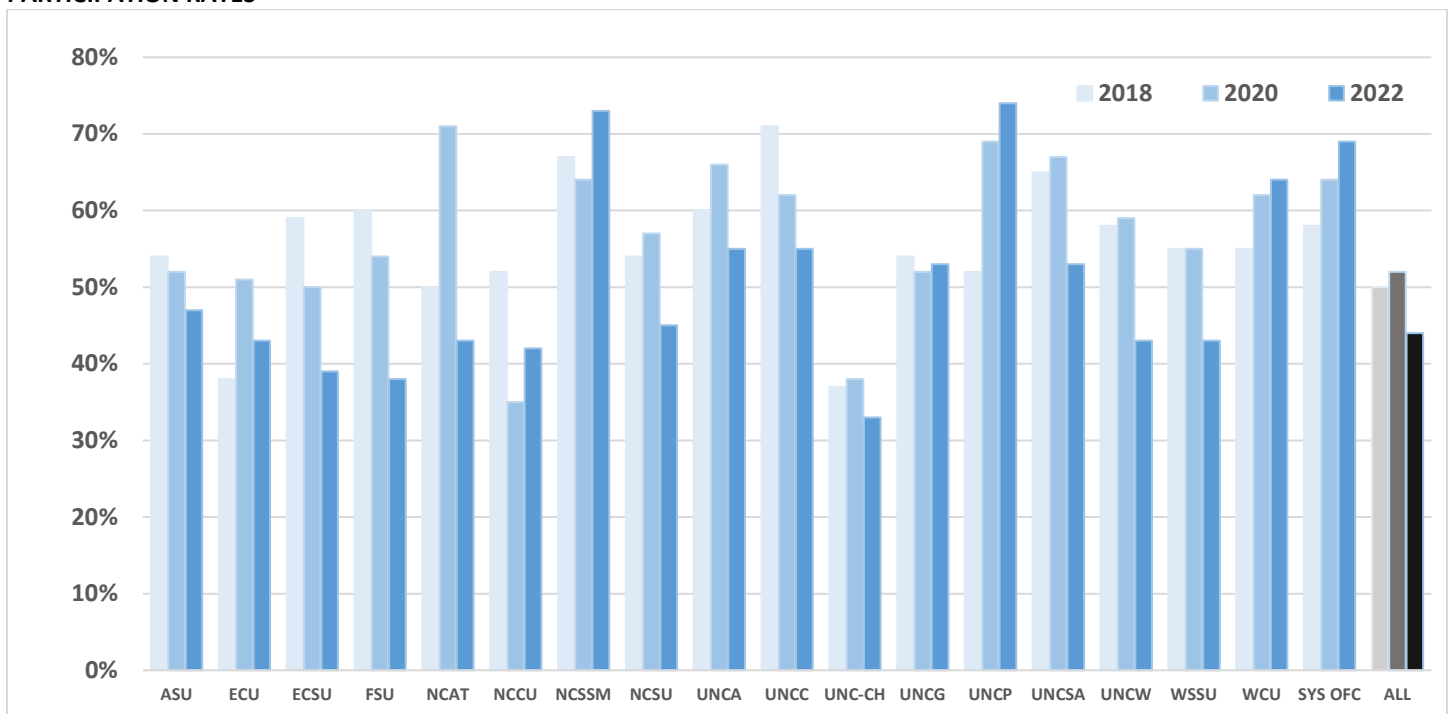
UNC SYSTEM EMPLOYEE ENGAGEMENT SURVEY - PARTICIPATION RATES*

Institution	2018 Final	2020 Final	2022 Prelim
Appalachian State	54%	52%	47%
East Carolina	38%	51%	43%
Elizabeth City State	59%	50%	39%
Fayetteville State	60%	54%	38%
NC A&T	50%	71%	43%
NCCU	52%	35%	42%
NCSSM	67%	64%	73%
NC State	54%	57%	45%
UNC Asheville	60%	66%	55%
UNC Charlotte	71%	62%	55%
UNC-Chapel Hill	37%	38%	33%
UNC Greensboro	54%	52%	53%
UNC Pembroke	52%	69%	74%
UNC School of the Arts	65%	67%	53%
UNC Wilmington	58%	59%	43%
Winston-Salem State	55%	55%	43%
Western Carolina	55%	62%	64%
UNC System Office	58%	64%	69%
System-wide Average	50%	52%	44%

- The third iteration of the UNC System Employee Engagement Survey was completed in April 2022. Previous surveys were held in 2018 and 2020 (prior to the COVID-19 pandemic).
- The 2022 survey truncated the 60-question survey down to 30 and included statements addressing the COVID-19 pandemic response.
- Preliminary data:
 - Participation went down for 12 institutions and up for 6 institutions compared to 2020. System-wide, it is expected to be 44% compared to 52% in 2020 and 50% in 2018.
 - The overall positive response (Agree or Strongly Agree on a 5-pt scale) is expected to have gone up to 65% system-wide compared to 61% in 2020 and 63% in 2018.
 - The majority of institutions are expected to see an increase in their positive response.
- ModernThink, the survey administrator, will validate the data over the summer. Full survey results will be available this fall.

* Final Participation Rate includes core survey populations only (permanent, benefits-eligible, faculty and staff).

PARTICIPATION RATES



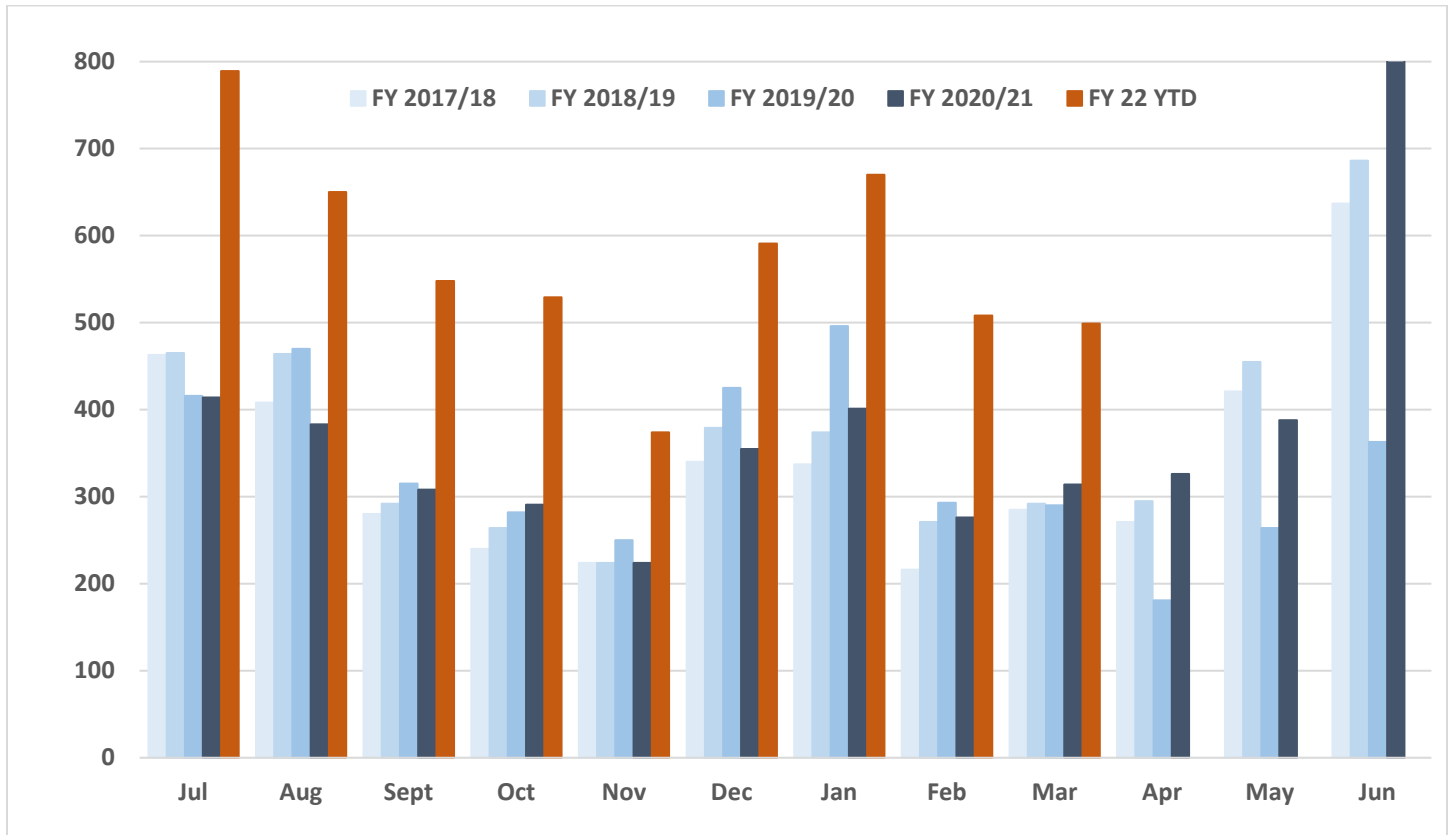
UNC SYSTEM SEPARATIONS - TOTAL COUNT SYSTEM-WIDE BY MONTH OF FISCAL YEAR *(excluding involuntary separations)*

SEPARATIONS

	FY17-18	FY18-19	FY19-20	FY20-21	FY22 YTD
Jul	463	465	496	414	789
Aug	408	464	470	383	650
Sept	280	292	315	308	548
Oct	240	264	282	291	529
Nov	224	224	250	224	374
Dec	340	379	425	355	591
Jan	337	374	496	401	670
Feb	216	271	293	276	508
Mar	285	292	290	314	499
Apr	271	295	181	326	
May	421	455	264	388	
Jun	637	686	363	827	
Year	4,122	4,461	4,045	4,507	5,158

- For fiscal year 2021-22, turnover has remained elevated compared to turnover in previous fiscal years. The separations for March 2022 (499) system-wide is in line with monthly turnover so far this fiscal year.
- If this trending continues for the remaining three months of the fiscal year (April-June), then the expected turnover rate for voluntary separations and retirements for the current fiscal year would be around 15.5% compared to an expected 8.9% in previous fiscal years.
- To increase competitive advantage, the Office of State Human Resources has implemented a new sign-on and retention bonus program effective June 1 that will be available for university SHRA recruitments, and the UNC System Office is proposing a similar program for EHRA employees.

MONTHLY TURNOVER



UNC SYSTEM NEW HIRES - TOTAL COUNT SYSTEM-WIDE BY MONTH OF FISCAL YEAR

HIRE RATES

	FY17-18	FY18-19	FY19-20	FY20-21	FY22 YTD
Jul	717	752	650	385	536
Aug	891	1,076	947	679	908
Sept	717	452	543	239	481
Oct	418	407	411	208	441
Nov	349	332	280	209	420
Dec	210	226	284	157	272
Jan	465	494	420	275	562
Feb	298	348	328	199	394
Mar	281	311	351	271	459
Apr	353	377	185	202	
May	271	320	134	230	
Jun	365	375	185	330	
Year	5,133	5,470	4,718	3,384	4,473

- Hiring in fiscal year 2020-21 was reduced due to a pause on non-essential recruitments and a freeze in state-wide employment actions through the finalization of the state budget last fall. Hiring in March 2022 (459) system-wide is in line with monthly hiring so far this fiscal year.
- Once these limitations were lifted late last year, and since October 2021, hiring activity has strongly rebounded and is currently running at rates higher than in previous fiscal years, with an expectation that by the end of the current fiscal year in June, new hires will have returned to pre-COVID levels.
- In addition, the policy changes approved last month on delegations for salary pre-approval should greatly enhance the ability of the UNC institutions to move more swiftly in making employment offers for both SHRA and EHRA positions.

MONTHLY NEW HIRES

