



# 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 May 11 to June 30, 2022, and from the same period of 2021.<sup>1</sup> **Please note that the approvals below from 2021 took place during the pandemic and while the temporary pause was already in effect.**

<b><u>2021</u></b>		<b><u>2022</u></b>
2	Additional Duties	3
0	Labor Market, Equity, Other	10
38	Promotion to Entirely New Position	8
2	Retention	2
5	Temporary Additional Duties/Interim and Acting Appointments	8
<b>47</b>	<b>Total Requests Approved</b>	<b>31</b>

	<b>2021</b>	<b>2022</b>
<b>EHRA Faculty</b>	15	1
<b>EHRA Non-Faculty</b>	7	4
<b>SHRA</b>	25	26

	<b>2021</b>	<b>2022</b>
<b>State Funds Increase</b>	\$820,794	\$418,370
<b>Non-State Funds Increase</b>	\$559,615	\$214,139
<b>Total Increase Funds</b>	<b>\$1,380,409</b>	<b>\$632,509</b>

From May 11 through June 30, 2022, there were seven 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: 1
- Approved a reduced amount above delegated authority: 6

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: 55
- For the 2022 reporting period: 12

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