

TRANSMITTAL LETTER

Transmittal Number 143
February 28, 2022

Policy Manual Number	Title	Action
400.2.3[R]	Regulation on Mission Statements	Adopted 01/31/22
600.1.1	Policy on Design, Construction, and Financing of Capital Improvement Projects	Amended 02/24/22 <i>Redline version attached</i>
600.2.3	Policy on the Distinguished Professors Endowment Trust Fund	Amended 01/20/22 <i>Redline version attached</i>
600.2.3[R]	Regulation on the Distinguished Professors Endowment Trust Fund	Adopted 01/31/22
700.1.1	Policy on Minimum Eligibility Requirements for Undergraduate Admission for the University of North Carolina System	Amended 02/24/22 <i>Redline version attached</i>
1000.1.1	Policy on Tuition Rates	Amended 02/24/22 <i>Redline version attached</i>
Technical Corrections (see attached charts)		
200.6	Policy on Delegation of Authority to the President	Technical correction 01/13/22
300.2.1	Policy on Employees Exempt from the North Carolina Human Resources Act	Technical corrections 01/06/22
Appendix I , <i>The Code</i>	Delegations of Duty and Authority to Boards of Trustees	Technical corrections 01/27/22

The actions taken on the above policies and regulations were reviewed and approved by the Board and the president for inclusion in the UNC Policy Manual at the January 20, 2022, and February 24, 2022, Board of Governors meetings. The entire UNC Policy Manual is accessible at:
https://www.northcarolina.edu/apps/policy/index.php?tab=policy_manual#policy-tab

Policy on Design, Construction, and Financing of Capital Improvement Projects

I. Authority. G.S. 143C-8-12 provides the Board of Governors with authority to approve certain expenditures for capital improvement projects that will be funded and operated entirely from non-General Fund money, including expenditures to plan, construct, and change the scope of such projects.

Additionally, G.S. 116-31.11 delegates to the Board of Governors the authority for the administration of design, construction, or renovation of buildings, utilities, and other property developments requiring the estimated expenditure of public money of \$2,000,000 or less. The Board is also authorized to delegate that authority to constituent institutions and affiliated entities of the University of North Carolina if an institution or affiliated entity is qualified under guidelines developed in consultation with the director of the budget and the State Building Commission. Pursuant to this authority, guidelines entitled “The University of North Carolina Design and Construction Guidelines” were implemented to provide assistance to the constituent institutions in the administration of the design and construction of capital improvement projects. Copies of the guidelines may be obtained at the UNC System Office.

Pursuant to and consistent with its authority under the North Carolina General Statutes, including G.S. 116-11(13), the Board of Governors adopts the following policy regarding authority of the president and boards of trustees to approve and administer certain capital improvement projects.

II. Approval of Certain Capital Improvement Projects

A. General Delegations of Authority to the President and Boards of Trustees for Approval of Certain Capital Improvement Projects.

1. The Board of Governors delegates to the president and the boards of trustees the power to approve capital improvement projects that are funded entirely with non-General Fund money that are projected to cost less than \$750,000.¹ The president’s authority may be exercised on behalf of the UNC System Office, affiliated entities, or the constituent institutions in the president’s discretion.

2. The Board of Governors delegates to the president and the boards of trustees authority to approve advance planning of capital improvement projects, where the advance planning effort is to be funded entirely with non-General Fund money.²

3. The Board of Governors delegates to the president the authority to approve an increase of up to 10 percent of the cumulative value of an originally-awarded construction contract for a System Office, affiliated entity, or constituent institution capital improvement project previously authorized by the Board of Governors.

4. After the long-term financing of a capital improvement project has been approved in accordance with statutory requirements, the president may approve interim financing or bank loans as a means of short-term financing. The president shall report any such actions to the Committee on Budget and Finance at its next meeting.

B. Additional Delegations of Authority to the President and Boards of Trustees for Approval of Capital Improvement Projects.

1. The Board of Governors may delegate to the president additional authority to approve capital improvement projects funded entirely with non-General Fund money that are projected to cost less than \$1,000,000.³

2. Upon request by the board of trustees of a constituent institution or affiliated entity and with the recommendation of the president, the Board of Governors may delegate to the board of trustees of a constituent institution or affiliated entity additional authority to approve capital improvement projects funded entirely with non-General Fund money that are projected to cost less than \$1,000,000.⁴

3. Should the Board of Governors delegate additional authority to one or more boards of trustees or affiliated entities consistent with paragraph 2., above, the president shall automatically receive authority to approve capital improvement projects at a level equal to the highest level of authority delegated to a board of trustees or affiliated entity. The president's authority may be exercised on behalf of the UNC System Office, affiliated entities, or the constituent institutions in the president's discretion.

4. The senior vice president for finance and administration, in consultation with the senior vice president and general counsel, shall establish the process by which a constituent institution may request and maintain delegated authority consistent with G.S. 143C-8-12 and other relevant state law. The minimum criteria a constituent institution must meet to receive and maintain authorization from the Board of Governors shall include, but not be limited to, performance of a written, comprehensive self-assessment that demonstrates:

a. The constituent institution has performed a written, comprehensive self-assessment that demonstrates it has the administrative, technical, and support resources necessary to properly carry out the delegated authority.

b. The chancellor has certified in writing that the constituent institution has the administrative, technical, and support resources necessary to properly carry out the delegated authority.

c. The constituent institution has a properly constituted and active campus capital project review committee comprised of individuals with sufficient technical expertise, strategic perspective and executive authority to perform the duties required herein.

d. The constituent institution has an individual on staff with substantial experience in managing capital improvement projects and the chancellor has designated that individual as the campus capital project coordinator.

e. The constituent institution has appropriate and sufficient technical and professional staff with demonstrated capability in the planning, financing, and oversight of capital improvement projects.

f. An assessment team, assembled and led by the senior vice president for finance, has reviewed the constituent institution's self-assessment, has performed an on-site capabilities appraisal that confirms the institution's self-assessment, and has recommended delegation to the president.

Constituent institutions will be reviewed for re-authorization under this section on a periodic basis, to be established by the senior vice president for finance and administration.

5. Upon review in response to a request for re-authorization or in response to a report of noncompliance with this policy or its associated regulations, for good cause, and consistent with G.S. 143C-8-12 and other relevant state law, the president may revoke or suspend the authority of a constituent institution or take other remedial action as the president deems necessary and appropriate. Once authority has been revoked or suspended pursuant to this policy, all future capital improvement projects for the institution involved shall be completed in accordance with the General Statutes of North Carolina and the general delegations of authority provided for in section II of this policy.

III. Administration of Design and Construction of Certain Capital Improvement Projects. Delegations of the Board of Governors authority for the administration of design and construction of capital improvement projects requiring the estimated expenditure of public money of \$2,000,000 or less shall be in accordance with G.S. 116-31.11 and "The University of North Carolina Design and Construction Guidelines."

IV. Construction Delivery Method Reporting Requirement. In accordance with G.S. 143-133.1, constituent institutions that contract with a construction manager at risk, designer-builder, or private developer under a public-private partnership shall report to the System Office (in a manner prescribed by the president or the president's designee) the following information within 60 days of award for contracts utilizing such alternative delivery methods:

- A. A detailed explanation of the reason why the particular construction manager at risk, design-builder, or private developer was selected;
- B. The terms of the contract with the construction manager at risk, design-builder, or private developer;
- C. A list of all other firms considered but not selected as the construction manager at risk, design-builder, or private developer;
- D. A report on the form of bidding utilized by the construction manager at risk, design-builder, or private developer on the project; and
- E. A detailed explanation of why the particular delivery method was used in lieu of the delivery methods identified in G.S. 143-128(a1) subdivisions (1) through (3) and the anticipated benefits to the public entity from using the particular delivery method.

The information shall be collectively reported annually to the Board for all projects awarded during the fiscal year and submitted with the annual report of the Committee on Budget and Finance.

IV. Procedures and Reporting Requirements. The senior vice president for finance and administration shall have general authority to establish such procedures and reporting requirements for constituent institutions and affiliated entities as may be prudent to enable implementation of this policy and associated regulations.

VI. Other Matters

A. Effective Date. ~~The requirements of this policy shall be effective on July 1, 2019.~~ The requirements of this policy shall be effective on the date of adoption by the Board of Governors.

B. Relation to Other Laws. This policy is designed to supplement, and does not purport in any way to supplant or modify, those statutory enactments and rights which may govern capital improvement projects in the State of North Carolina.

C. Regulations and Guidelines. This policy shall be implemented and applied in accordance with such regulations and guidelines as may be adopted by the president.

¹This delegation of authority shall be interpreted consistent with G.S. 143C-8-12. See also Appendix 1 to *The Code* and Section 200.6 of the UNC Policy Manual.

²Unless otherwise indicated by the Board of Governors, this delegation of authority to boards of trustees to approve advance planning efforts shall not be further delegated.

³See endnote 1, above.

⁴See endnote, 1, above.

Adopted 10/11/85

Amended 11/10/95

Amended 07/12/02

Amended 09/12/03

Amended 11/11/05

Amended 06/08/07

Amended 10/17/08

Amended 01/20/22

Policy on the Distinguished Professors Endowment Trust Fund

I. **Purpose.** The Distinguished Professors Endowment Trust Fund was established in 1985 by the North Carolina General Assembly to enable each constituent institution of the University of North Carolina to receive and match challenge grants to create endowed ~~chairs~~professorships for selected distinguished professors ~~(Chapter 757 of the Session Laws of 1985, Sec. 202; N.C. ¹ G.S. §§116-41.13-41.19).~~

A. In 1995, the General Assembly amended the statute that authorized the trust fund, to make clear that distinguished professorships could be awarded to either current faculty or newly hired faculty ~~(Chapter 507 of the Session Laws of 1995, Sec. 15.12; N.C.G.S. §116-41.18).~~

² The original legislation provided for matching grants on the basis of one dollar in ~~State~~state money to be allocated from the trust fund for every two dollars in private funds. In 2003, the General Assembly amended the statute to change that ratio to a one-to-one basis for constituent institutions designated as “focused growth institutions” or as “special needs institutions.” ~~(Chapter 293 of the Session Laws of 2003; N.C.G.S. §116-41.13.1 et. seq.)³~~

~~The statutory amendment identified seven constituent institutions, i.e., Elizabeth City State University, Fayetteville State University, North Carolina Agricultural and Technical State University, North Carolina Central University, the University of North Carolina at Pembroke, Western Carolina University, and Winston-Salem State University, as focused growth institutions. Two others, the University of North Carolina at Asheville the University of North Carolina School of the Arts⁴, were identified as special needs institutions.~~

B. In 2005, the General Assembly amended the legislation to increase the possible amounts of challenge grants that could be received under the legislation by allowing a challenge grant of up to \$667,000 to be paid on a two-to-one basis for non-focused-growth and special needs institutions and ~~of~~ up to \$1,000,000 to be paid on a one-to-one basis for focused growth and special needs institutions for a maximum total award of \$2,000,000. ~~(Chapter 276 of the Session Laws of 2005, Sec. 9.21(a-c); N.C.G.S. §§116-41.15; 116-41.16; and N.C.G.S. §116-41.17)⁵~~

C. Consistent with the terms and conditions set out in the legislation, the Board of Governors ~~of the University of North Carolina hereby~~ adopts the following policy for administering the Board of ~~Governors’~~Governors Distinguished Professors Endowment Trust Fund ~~(hereafter~~ “the Trust Fund”).

II. Definitions. The following operational definitions apply to this policy:

A. “Focused Growth Institutions.” Refers to the following institutions, which have targeted support and development: Elizabeth City State University, Fayetteville State University, North Carolina Agricultural and Technical State University, North Carolina Central University, The University of North Carolina at Pembroke, Western Carolina University, and Winston-Salem State University.

B. “Private Gift” or “Private Contribution.” A donation from a private individual or entity (including any foundation or business entity). Federal grant funds do not meet the definition of a “private gift” or “private contribution.” Private contributions to institutional endowment funds must be given or pledged specifically for the purposes of the trust fund, and only contributions received after July 1, 1985, may be credited to the special endowment fund of the institution.

C. “Special Needs Institutions.” Refers to the following institutions, which have targeted missions and smaller enrollments: University of North Carolina School of the Arts and the University of North Carolina at Asheville.

III. General

1.

A. Appropriated Funds. All funds appropriated for the Trust Fund shall be held by the Board of Governors in accordance with ~~N.C.~~G.S. §116-36.1.

2.

B. Matching Funds. Matching funds shall be allocated by the ~~President~~president to the constituent institutions from appropriated funds and interest earnings in the ~~Trust Fund~~trust fund in accordance with the schedule set out in ~~Section H~~section IV., below, and subject to all requirements and conditions in ~~these regulations~~the policy and regulation being met by the institutions that apply for allocations.

IV.

1. Requirements for Private Contributions

A. Establishment of Distinguished Professors Endowment Fund. An institutional board of trustees, to be eligible for an allocation from the ~~President~~president under the schedule set forth herein, shall establish a Distinguished Professors Endowment Fund (hereafter “Endowment Fund”) to be administered in accordance with ~~N.C.~~G.S. §116-36, and private contributions received for this purpose shall be deposited to that Endowment Fund, together with the challenge grant from the Trust Fund. ~~Federal grant funds do not meet the definition of “private gift” or “private contribution.”~~

~~2. Private contributions to this Endowment Fund must be given or pledged specifically for the purposes of the Trust Fund, and only contributions received after July 1, 1985, may be credited to the special Endowment Fund of the institution.~~

3.

B. Levels of Endowed Professorships. The statutes provide for grants for endowments up to \$2,000,000. This policy provides for four levels of endowed professorships: an endowment of \$500,000, an endowment of \$1,000,000, an endowment of \$1,500,000, or an endowment of \$2,000,000.

C. Matching Requirements for an Institution other than Focused Growth or Special Needs Institution. For a constituent institution other than a focused growth or special needs institution, the institution must have ~~\$1,333,000 in donations and interest in its Endowment Fund to qualify~~

~~for \$667,000 in State matching funds to establish a \$2,000,000 endowment, must have \$1,000,000 in donations and interest to qualify for \$500,000 in State matching funds to establish a \$1,500,000 endowment, must have \$666,000 in donations and interest to qualify for \$334,000 in State matching funds to establish a \$1,000,000 endowment, and must have \$333,000 in donations and interest for \$167,000 in State matching funds to establish a \$500,000 endowment.~~the following amounts in private contributions in its Endowment Fund to qualify for the corresponding transfer of the state matching funds from the Board of Governors Trust Fund:

4. _____

<u>Private Contribution</u>	<u>State Matching Funds</u>	<u>Total Endowment</u>
<u>\$ 1,333,000</u>	<u>\$ 667,000</u>	<u>\$ 2,000,000</u>
<u>\$ 1,000,000</u>	<u>\$ 500,000</u>	<u>\$ 1,500,000</u>
<u>\$ 666,000</u>	<u>\$ 334,000</u>	<u>\$ 1,000,000</u>
<u>\$ 333,000</u>	<u>\$ 167,000</u>	<u>\$ 500,000</u>

E. Escrow Requirements for an Institution other than Focused Growth or Special Needs Institution. For constituent institutions other than focused growth and special needs institutions, the appropriate state challenge grant amount ~~(\$667,000, \$500,000, \$334,000, or \$167,000)~~ may be placed in escrow in the Trust Fund for an institution that ~~has in its Endowment Fund \$222,000, \$166,600, \$111,000, or \$55,500, respectively,~~meets the following thresholds of funds raised and ~~written pledges of additional private contributions in the amount of \$1,111,000, \$833,400, \$555,000, or \$277,500, as appropriate;~~committed, provided that each payment or aggregate payments on this balance shall be no less than the amount of the initial payment ~~or payments(s)~~ and shall be made on or before the anniversary date of the initial payment ~~or payments(s)~~, and the full amount shall be paid within five years of the initial payment ~~or payments(s)~~. When the full requisite amount ~~(\$1,333,000, \$1,000,000, \$666,000, or \$333,000)~~ is in the institution's Endowment Fund, the state challenge grant shall be paid from the Board of Governors Trust Fund.

5. _____

<u>Initial Private Contribution</u>	<u>Written Pledge Contribution</u>	<u>State Matching Funds</u>	<u>Total Endowment</u>
<u>\$ 222,000</u>	<u>\$ 1,111,000</u>	<u>\$ 667,000</u>	<u>\$ 2,000,000</u>
<u>\$ 166,600</u>	<u>\$ 833,400</u>	<u>\$ 500,000</u>	<u>\$ 1,500,000</u>
<u>\$ 111,000</u>	<u>\$ 555,000</u>	<u>\$ 334,000</u>	<u>\$ 1,000,000</u>
<u>\$ 55,500</u>	<u>\$ 277,500</u>	<u>\$ 167,000</u>	<u>\$ 500,000</u>

F. Matching Requirements for Focused Growth and Special Needs Institutions. For focused growth and special needs institutions, the institution must have ~~\$1,000,000~~the following amounts in ~~donations and interest~~private contributions in its Endowment Fund to qualify for ~~\$1,000,000 in State matching funds~~the corresponding transfer of the state match from the Board of Governors Trust Fund to ~~establish a \$2,000,000 endowment, must have \$750,000 in donations and interest to qualify for \$750,000 in State matching funds to establish a \$1,500,000 endowment, must have \$500,000 in donations and interest to qualify~~its Endowment Fund:

<u>Private Contribution</u>	<u>State Matching Funds</u>	<u>Total Endowment</u>
<u>\$ 1,000,000</u>	<u>\$ 1,000,000</u>	<u>\$ 2,000,000</u>
<u>\$ 750,000</u>	<u>\$ 750,000</u>	<u>\$ 1,500,000</u>
<u>\$ 500,000</u>	<u>\$ 500,000</u>	<u>\$ 1,000,000</u>
<u>\$ 250,000</u>	<u>\$ 250,000</u>	<u>\$ 500,000</u>

G. ~~Escrow Requirements~~ for \$500,000 in State matching funds to establish a \$1,000,000 endowment, and must have \$250,000 in donations and interest to qualify for \$250,000 in State matching funds to establish a \$500,000 endowment.

6. ~~Focused Growth and Special Needs Institutions.~~ For focused growth and special needs institutions, the appropriate state challenge grant amount ~~(\$1,000,000, \$750,000, \$500,000, or \$250,000)~~ may be placed in escrow in the Trust Fund for an institution that ~~has in its Endowment Fund \$166,600, \$125,000, \$83,300, or \$41,600, respectively, and written pledges of additional private contributions in the amount of \$833,400, \$625,000, \$416,700, or \$208,400, as appropriate;~~ meets the following thresholds of funds raised and committed, provided that each payment or aggregate payments on this balance shall be no less than the amount of the initial payment ~~or payments(s)~~ and shall be made on or before the anniversary date of the initial payment ~~or payments(s)~~, and the full amount shall be paid within five years of the initial payment ~~or payments(s)~~. When the full requisite amount ~~(\$1,000,000, \$750,000, \$500,000, or \$250,000)~~ is in the institution's Endowment Fund, the State challenge grant shall be paid from the Board of Governors Trust Fund.

III.

<u>Initial Private Contribution</u>	<u>Written Pledge Contribution</u>	<u>State Matching Funds</u>	<u>Total Endowment</u>
<u>\$ 166,600</u>	<u>\$ 833,400</u>	<u>\$ 1,000,000</u>	<u>\$ 2,000,000</u>
<u>\$ 125,000</u>	<u>\$ 625,000</u>	<u>\$ 750,000</u>	<u>\$ 1,500,000</u>
<u>\$ 83,300</u>	<u>\$ 416,700</u>	<u>\$ 500,000</u>	<u>\$ 1,000,000</u>
<u>\$ 41,600</u>	<u>\$ 208,400</u>	<u>\$ 250,000</u>	<u>\$ 500,000</u>

V. Procedures for Establishing Endowed ~~Chairs~~Professorships

1. ~~At the time~~

A. ~~A Plan for Establishment of the Endowment Fund.~~ After an institutional board of trustees establishes the Endowment Fund required in ~~Section II~~section IV., above, the chancellor shall prepare a plan for the establishment of ~~the all~~ endowed ~~chair or chairs~~professorships contemplated. This plan shall be submitted to the ~~President~~president for review and approval. No challenge grant shall be made in the absence of an approved plan. ~~The plan shall describe:~~

a. ~~the number~~

B. ~~Named Endowed Professorship. The board of chairs contemplated;~~

b. ~~the general level of salary and other benefits and perquisites, and the anticipated amounts to be supported annually from the Endowment Fund;~~

c. ~~the academic department or other unit to which it is anticipated that the chair or chairs will be assigned;~~

d. ~~whether the chair will be filled by an external or internal appointment or by either. Institutions are encouraged to consider plans for external appointments who will constitute distinguished additions to the faculty; and~~

e. ~~the expected benefits to the institution.~~

2. ~~The Board of Trustees~~trustees may name ~~the an~~ endowed ~~chair or chairs~~professorship in honor of a donor, benefactor, or other person or organization. ~~in consultation with the private~~

donor(s) and chancellor in accordance with applicable institutional or UNC System policies and state laws.

C. Recipient Title. For a full professor, the recipient of a Distinguished Professorship shall be called "Distinguished Professor;" for an associate professor, the recipient shall be called "Distinguished Scholar;" and for an assistant professor, the recipient shall be called "Distinguished Fellow."

D. Duration of the Distinguished Professorship. ~~G.S. 3~~ ~~N.C.G.S. §116-41.18~~ allows Distinguished Professorships for the duration of the full-time service of the distinguished professor as a faculty member, and it also allows time-limited appointments when authorized by the Board of Governors and the board of trustees at the institution when a Distinguished Professorship is originally established or when it is vacated. ~~For a full professor, the recipient of a Distinguished Professorship shall be called "Distinguished Professor;" for an associate professor, the recipient shall be called "Distinguished Scholar;" and for an assistant professor, the recipient shall be called "Distinguished Fellow."~~ The Distinguished Scholars and Distinguished Fellows shall be for a time-limited, renewable term during a faculty member's full-time service at the respective rank of associate or assistant professor. ~~The Board of Governors delegates the authority to designate a Distinguished Professorship, including Distinguished Scholar, and Distinguished Fellow, as time-limited to the boards of trustees of those constituent institutions designated as Special Responsibility Constituent Institutions~~ special responsibility constituent institutions with ~~Management Flexibility~~ management flexibility to ~~Appoint~~ appoint and ~~Fix Compensation~~ fix compensation.⁶

4. ~~The selection of each distinguished professor to hold an endowed chair shall be made in the following way:~~

- a. ~~The selection and appointment procedures followed shall be fully consistent with the institution's tenure policies and regulations and other applicable personnel policies;~~
- b. ~~The Distinguished Professor shall be appointed at the rank of full professor*, the Distinguished Scholar at the rank of associate professor, and the Distinguished Fellow at the rank of assistant professor, and the appointment shall be subject to approval by the Board of Governors at those institutions not designated as Special Responsibility Constituent Institutions with Management Flexibility to Appoint and Fix Compensation.~~
- c. ~~The academic discipline to which the person is appointed shall be one of major importance to the educational program of the institution; and~~
- d. ~~The person appointed shall have a record of outstanding accomplishment in that discipline or field as a teacher and scholar or practitioner.~~

5. ~~When a vacancy occurs in an endowed chair established with the Endowment Fund, the chancellor shall consult with the institutional board of trustees. The chancellor shall thereafter recommend to the President any amendments to the approved plan or shall recommend continuation of the plan without amendment. Upon approval of the plan by the President, selection and appointment of the new distinguished professor, including distinguished scholar and distinguished fellow, shall then proceed in accordance with these regulations.~~

*~~*At the University of North Carolina School of the Arts other appropriate rank shall be conferred.~~*

E. Visiting Professors. Except for visiting artists at the University of North Carolina School of the Arts, the endowment may not be used for visiting professors.

VI. Other Matters

A. Effective Date. The requirements of this policy shall be effective on the date of adoption of this policy by the Board of Governors.

B. Relation to Federal and State Laws. The foregoing policy as adopted by the Board of Governors is meant to supplement, and does not purport to supplant or modify, those statutory enactments which may govern or relate to the subject matter of this policy.

C. Regulations and Guidelines. This policy shall be implemented and applied in accordance with such regulations and guidelines as may be adopted from time to time by the president.

¹S.L. 1985-757, Sec. 202; G.S. 116-41.13-41.19.

²S.L. 1995-507, Sec. 15.12; G.S. 116-41.18.

³S.L. 2003-293; G.S. 116-41.13.1, et. seq.

⁴~~Name changed from North Carolina School of the Arts to University of North Carolina School of the Arts effective August 1, 2008.~~

⁵S.L. 2005-276, Sec. 9.21(a-c); G.S. 116-41.15; 116-41.16; and G.S. 116-41.17.

⁶See Sections 600.3.2 and 600.3.4 of the UNC Policy Manual.

**Policy on Minimum Eligibility Requirements for Undergraduate
Admission for the University of North Carolina System**

I. Purpose. The University of North Carolina (UNC) Board of Governors has, since 1988, established minimum requirements for undergraduate admission to any constituent institution. These requirements serve to provide a common set of minimum standards to be considered for admission as an undergraduate student. Exceptions and special considerations to these minimum eligibility requirements are provided in Sections 700.1.1.1[R], 700.1.1.2[R], 700.7.1, and 700.7.1[R] of the UNC Policy Manual. Any constituent institution may set admissions requirements that exceed the minimums established in this policy upon the approval of their board of trustees.

II. High School Diploma. All students should hold a high school diploma or its equivalent.

III. Minimum Course Requirements. The following courses must be completed at the high school level, although those courses may be completed at an earlier time (e.g., middle school).

A. English: four course units emphasizing grammar, composition, and literature.

B. Mathematics: four course units in any of the following combinations:¹

1. Algebra I, algebra II, geometry, and one unit beyond algebra II; or

2. Algebra I, algebra II, and two units beyond algebra II; or

3. Common core math I, II, and III, and one unit beyond common core math III; or

4. Integrated math I, II, III, and one unit beyond integrated math III; or

5. NC Math 1, 2, 3, and one unit beyond NC Math 3 identified as meeting the 4th level mathematics requirement for admission to UNC System institutions.

C. Science: three course units, including:

1. Life or biological science (e.g., biology); and

2. Physical science (e.g., chemistry, physical science, physics); and
3. One laboratory course.

D. Second Language: two course units of a language other than English.

E. Social Studies: two course units, including one unit in U.S. history.²

IV. High School Grade Point Average and Standardized Test Scores. Students must meet either the minimum high school grade point average (GPA) or standardized test score in order to be considered for admission. All applicants for admission, except those exempted by current UNC policy or regulation, must submit a standardized test score, even if they satisfy the minimum eligibility requirement through the high school GPA.

A. High School GPA: A minimum weighted GPA of 2.5; or

B. Standardized Test Scores: A composite ACT score of 19, or combined SAT (mathematics and evidence-based reading and writing) of 1010.

C. Chancellor's Exceptions: The maximum number of chancellor's exceptions is limited to one percent of the total number of applicants accepted as first-time undergraduates each year. A chancellor's exception may be applied to the SAT/ACT minimum requirement or the high school GPA minimum requirement.

V. Graduates of Cooperative Innovative High Schools (Early College). Each UNC constituent institution must offer to any student who graduated from a cooperative innovative high school program with an associate degree and who applies for admission to a constituent institution the option of being considered for admission as a first-time (freshman) or as a transfer student.

A. The constituent institution shall also provide written information to the student regarding the consequences that accompany each option and any other relevant information that may be helpful to the student when considering which option to select.

B. Beginning March 1, 2017, the Board of Governors shall report annually regarding the number of students who graduated from a cooperative innovative high school program with an associate degree and which option was chosen by those students when applying for admission to a constituent institution.

VI. Graduates of North Carolina School of Science and Mathematics (NCSSM). Each UNC constituent institution must offer first-time (freshman) admission to any applicant attending the residential program at NCSSM. Such offer of admission shall be contingent upon the applicant:

A. Successfully completing all NCSSM graduation requirements and remaining enrolled and in good standing at NCSSM through the time of the student's graduation. For the purposes of this policy, "in good standing" shall mean with no pending disciplinary charges or pending academic violations that could lead to dismissal as of the date of graduation;

- B. Meeting the academic program requirements as outlined in Section 700.1.1.3[R] of the UNC Policy Manual;
- C. Completing all application requirements established by the constituent institution by a standard public deadline; and
- D. Satisfying the provisions of Section 700.5.1[R] of the UNC Policy Manual.

This guaranteed offer of admission shall apply only to acceptance to the respective constituent institutions, and shall not apply to any specific school, major, or program of study within the constituent institutions.³

This section VI., shall be effective for all NCSSM students applying for first-time (freshman) admission at a constituent institution beginning with the 2022 fall semester.

VII. Notification of Stakeholders and Educational Policymakers. The president is directed to develop plans and further recommendations to inform key stakeholders and education policymakers of the changes in requirements.

VIII. Other Matters

- A. Effective Date. With the exception of section VI., above, the requirements of this policy shall be effective for all first-time students applying for admission at a constituent institution for any semester beginning with the 2020 fall semester through the ~~2022~~ 2025 fall semester (including students who attended the institution for the first time in the prior summer term).
- B. Relation to Federal and State Laws. The foregoing policy as adopted by the Board of Governors is meant to supplement, and does not purport to supplant or modify, those statutory enactments which may govern or relate to the subject matter of this policy.
- C. Regulations and Guidelines. This policy shall be implemented and applied in accordance with such regulations and guidelines as may be adopted from time to time by the president.

¹Students applying to the University of North Carolina School of the Arts must only complete three mathematics courses in order to be eligible for admission.

²An applicant who does not have the unit in U.S. history may be admitted on the condition that at least three semester hours in that subject be passed by the end of the sophomore (second) year.

³The provisions of this guarantee do not apply at the University of North Carolina School of the Arts, in which every applicant undergoes an audition or interview for acceptance directly into a specific major.

Policy on Tuition Rates

The General Assembly shall provide that the benefits of The University of North Carolina and other public institutions of higher education, as far as practicable, be extended to the people of the State free of expense. –North Carolina Constitution, Article IX, Section 9

I. Purpose. The North Carolina Constitution sets the parameters for establishing resident tuition rates at the constituent institutions of the University of North Carolina (UNC). The constitutional provisions for setting tuition are codified in North Carolina General Statutes (hereinafter G.S.) 116-11(7), which states, in part, "The Board [of Governors] shall set tuition and required fees at the institutions, not inconsistent with actions of the General Assembly." This statute governed the setting of tuition rates for both resident and nonresident students from 1971 through 1999, during which time the Board of Governors recommended no tuition increases except as required by session law. In November 1998, the Board adopted a tuition policy, as directed by the General Assembly, which allowed for the consideration of tuition increases as requested by the constituent institutions. These funds are subsequently appropriated by the General Assembly for use by the institution. This policy outlines the framework to be followed by the Board in establishing tuition levels for constituent institutions.² Tuition is charged to students enrolled in academic programs during regular terms, summer sessions, or through off-campus instruction, and is used to partially defray the costs of general academic and administrative operations of campuses, including academic programs and faculty and administrative salaries and benefits.

II. General Policy

A. Undergraduate Tuition. The appropriate tuition policy at the undergraduate level encourages students to pursue academic and intellectual interests without regard to program costs. Accordingly, no difference in tuition between undergraduate programs will occur within an institution, and there will be only minimal differences in undergraduate tuition among campuses in similar institutional categories as defined by the Board to reflect both varying missions and contrasting costs of education, or at the direction of the General Assembly, such as the NC Promise program. Deviation in undergraduate tuition among campuses in different institutional categories will be based upon institutional offerings and will be reasonable. Combined tuition and fee rates for undergraduate residents shall be in the bottom quartile of each respective institution's Board-approved public peers.

B. Graduate and Professional Tuition. The Board will apply Article IX, Section 9 of the North Carolina Constitution to graduate- and professional-level students but with the realization that the costs, sources of funds, and purposes of graduate and professional education are materially

different from undergraduate education. The application of what is “practicable” varies by level of instruction for a number of reasons, and those differences will be reflected in the tuition policies associated with each level. Tuition for graduate and professional students will be set with an understanding that tuition revenues may be needed to maintain and increase the excellence of the University’s graduate and professional programs. In setting tuition rates, the Board will consider the need to provide access to these programs for students irrespective of their financial capacity as well as the desire to attract and retain the best students to serve North Carolina’s needs in each field.

C. Nonresident Tuition.

1. Under G.S. 116-144, the Board of Governors is required to set tuition rates for nonresident students at levels “. . . higher than the rates charged residents of North Carolina and comparable to the rates charged nonresident students by comparable public institutions nationwide. . . .” In complying with the statute, the Board will set tuition for nonresident students after considering the results of a review of rates set by comparable public institutions nationwide. Each constituent institution should set a goal to keep its combined undergraduate nonresident tuition and fee rates at or above the third quartile of its respective Board-approved public peers. Nonresident tuition rates should be market driven and cover the full cost of providing a quality education. The Board will further consider the need for tuition remissions for nonresident graduate students when setting tuition rates and tuition remission policies.

2. Constituent institutions are authorized to award tuition remission to certain nonresident graduate students to reduce the tuition rate for these students to the in-state rate. This tuition remission may be given to nonresident graduate students who are awarded a graduate teaching or research assistantship and who are paid a stipend of at least \$2,000 per academic year. Individual institutions may also establish higher minimum stipend amounts or additional policies relating to eligibility for tuition remission. The following conditions apply:

- a. Each institution shall limit the granting of tuition remissions to conform with established budgetary limitations.
- b. Each institution may supplement this appropriation from other non-state sources.
- c. Institutions may not provide tuition remissions to all graduate students.
- d. The president shall adopt administrative procedures and regulations for the implementation of the tuition remission.

D. Tuition Rates for Part-time Students. Effective with the fall term of 2021, part-time resident students and part-time nonresident students taking courses within North Carolina are charged the regular-term tuition rates established by the Board and the tuition rates for these students are implemented on a per-credit-hour basis to be calculated as follows:

1. Part-time undergraduate students shall be charged tuition per credit hour, at a rate equal to the annual undergraduate tuition rate at their institution divided by 24. The per-credit rate shall be capped at 12 credits per semester for fall and spring semesters, meaning undergraduate students shall not be charged for additional credits beyond 12 in a fall or spring semester.

2. Part-time graduate students shall be charged tuition per credit hour, at a rate equal to the annual graduate tuition rate divided by 18. The per-credit rate shall be capped at nine credits for fall and spring semesters, meaning graduate students shall not be charged for additional credits beyond nine per semester in a fall or spring semester.

E. Other Tuition Rates

1. The authority to set tuition rates for nonresident students taking courses outside North Carolina and to approve tuition rates for self-supported summer enrollment is delegated to the president. The president may also grant exceptions to the method by which the tuition rate is implemented on a per-credit-hour basis, provided that the relevant course or program is receipt-supported.

2. Student Exchange Programs. The constituent institutions are authorized to enter into and extend or modify agreements with institutions in other countries to provide for a balanced exchange of students. A UNC student participating in such an exchange shall be charged tuition by the home UNC institution at a rate consistent with the residency status the student would otherwise have at the home institution and shall be counted in the official FTE of the home institution in that residency status. A foreign student participating in such an exchange agreement shall not be charged tuition by the host UNC institution and shall not be counted in the official FTE of the host UNC institution.

3. Project Kitty Hawk Programs. At the request of Project Kitty Hawk, Inc., on an annual basis the Board of Governors shall establish a maximum per-credit tuition rate for self-supported digital learning programs offered through a partnership with Project Kitty Hawk ("Maximum Tuition Rate"). In consultation with the participating constituent institutions and upon approval of the president, the Project Kitty Hawk, Inc., Board of Directors shall approve tuition rates for Project Kitty Hawk programs, provided the rates do not exceed the Maximum Tuition Rate.³ Project Kitty Hawk programs may request approval from the Board of Governors to exceed the Maximum Tuition Rate where the Project Kitty Hawk, Inc., Board of Directors and the president find that it is in the best interest of the program to do so. Notwithstanding, tuition rates established for nonresident students shall exceed the resident tuition rate charged for the applicable Project Kitty Hawk program.

¹Supersedes Section 1000.1.1 originally entitled, *Establishing Tuition and Fees*.

²Consistent with G.S. 116-143, no tuition or fees may be charged to students in the high school program at the North Carolina School of Science and Mathematics (NCSSM).

³Per G.S. 116-11(9)(e), digital learning student credit hours provided with the support of Project Kitty Hawk may not be included in the UNC System's enrollment change request.

Policy on Delegation of Authority to the President

I. Pursuant to N.C.G.S. § 116-11(13) (G.S.), and other North Carolina law as referenced herein, and notwithstanding *The Code* or any other Board of Governors policy,¹ the Board of Governors delegates the following authorities to the president of the University of North Carolina (UNC) System:

A. Human Resources

1. Authority to establish and administer a human resources program for employees exempt from the North Carolina Human Resources Act.²

a. "Human resources program" shall include such personnel actions related to the establishment of positions and the administration of salary ranges; recruitment, appointments, salaries, and salary adjustments; promotion and tenure; leave programs; performance management; non-faculty discontinuation, discipline, and discharge; and non-faculty grievance and appeals processes.³

b. The president may approve management flexibility plans for special responsibility constituent institutions and may delegate limited authority for human resources actions to constituent institutions that are not authorized as special responsibility constituent institutions.⁴

c. Notwithstanding the above provisions, unless otherwise delegated:

(1) The Board of Governors shall retain authority over the appointments and compensation for the president, for the chancellors of the constituent institutions except as provided in paragraph F., of this policy, for the chief executive officer of the UNC Health Care System, and for the UNC Center for Public Media director.⁵

(2) The Board of Governors shall retain authority over certain contract terms for athletic directors and head coaches of the constituent institutions.⁶

(3) The president shall consult with the Board's Committee on University Personnel on appointments and compensation for the senior officers of the UNC System Office who report directly to the president.

(4) The Board of Governors shall retain authority over adjustments to base salary for permanent faculty and for employees exempt from the State Human Resources Act when the proposed amount (1) exceeds the established salary range or (2) exceeds 25 percent and twenty-five thousand dollars (\$25,000) of the compensation in effect at the end of the last fiscal year.

2. Authority to approve all actions relating to the administration of the Optional Retirement Program⁷ and the Phased Retirement Program.⁸

3. The president shall report in writing on actions taken under the authority of these delegations to the appropriate committee of the Board of Governors no less than annually, or as otherwise requested by the chair of the Board of Governors or the chair of the Committee on University Personnel.

B. Governance

1. The authority to approve the initiation of a lawsuit in the name of the University if the action is for monetary relief and the amount in controversy is less than \$250,000.⁹

2. The authority to settle potential or pending litigation by or against a constituent institution or the University of North Carolina System, if the settlement is solely for monetary relief and the amount the University is to pay pursuant to the settlement is less than \$250,000 or, if the University is to receive a payment, the amount the University claimed is less than \$250,000.¹⁰

3. Authority to approve the political activities of employees of the UNC System who are candidates for or serving in public office.¹¹

C. Reports. The authority to approve and submit any report the UNC System or the Board of Governors is required to submit to the General Assembly, the State Board of Education, or any other state or federal agency or officer.

D. Real Property

1. The power to authorize acquisition or disposition of the following interests in real property without obtaining approval of the Board of Governors, subject to any necessary approvals from state officials and agencies:

a. Any interest in real property, other than a leasehold, with a value less than \$750,000; and

b. A leasehold interest in real property with annual value less than \$750,000 and a term of not more than 10 years.

The president's authority may be exercised on behalf of the UNC System Office, affiliated entities, or the constituent institutions in the president's discretion.¹²

2. Authority to approve capital improvement projects funded entirely with non-General Fund money¹³ that are projected to cost less than \$750,000.¹⁴

3. Authority to approve advance planning of capital improvement projects, where the advance planning effort is to be funded entirely with non-General Fund money.

E. Institutional Trust Funds. Authority to delegate to the chancellors management of institutional trust funds.¹⁵

F. Chancellors' Incentive Compensation Program

1. Authority to establish and implement an incentive compensation program to provide the president an opportunity to award performance-based compensation to the chancellors.

2. Authority to grant performance-based compensation awards to the chancellors as provided under the incentive compensation program. Awards granted under this authority shall be one-time payments per year, cannot exceed 20 percent of the chancellor's base salary, and are the responsibility of the constituent institution to fund.

3. Authority to modify the incentive compensation program as necessary to maintain alignment between performance goals established by the Board of Governors for the president and those established by the president for the chancellors.

II. The president will report all actions taken under the authority of the delegations in sections I.B., through I.F., above, to the appropriate committee of the Board of Governors either in writing before the next regular meeting of the Board of Governors or at the next regular meeting of the Board of Governors.

III. These delegations will remain in effect unless and until the Board of Governors rescinds them in whole or in part.

IV. Other Matters

A. Effective Date. The requirements of this policy shall be effective on the date of adoption of this policy by the Board of Governors.

B. Relation to State Laws. The foregoing policy as adopted by the Board of Governors is meant to supplement, and does not purport to supplant or modify, those statutory enactments which may govern or relate to the subject matter of this policy.

C. Regulations and Guidelines. This policy shall be implemented and applied in accordance with such regulations and guidelines as may be adopted from time to time by the president.

¹The secretary of the University is authorized to annotate the referenced policies and regulations to cross-reference these delegations.

²G.S., Chapter 126.

³Sections 300.1.1, 300.1.2, and 300.2 of the UNC Policy Manual.

⁴Section 600.3.4 of the UNC Policy Manual.

⁵Section 500 of *The Code*; Sections 300.1.1 and 1200.1 of the UNC Policy Manual; and G.S. 116-37(c) and 37.1(c).

⁶Section 1100.3 of the UNC Policy Manual.

⁷G.S.135-5.1

⁸Section 300.7.2 of the UNC Policy Manual.

⁹Section 200.5 of the UNC Policy Manual.

¹⁰Section 200.5 of the UNC Policy Manual.

¹¹ Sections 300.5.1 and 300.5.2 of the UNC Policy Manual.

¹²The Board of Governors may delegate additional authority to the president or boards of trustees for real property transactions consistent with Sections 600.1.3 and 600.1.3[R] of the UNC Policy Manual.

¹³This delegation shall be interpreted consistent with G.S. 143C-8-12.

¹⁴The Board of Governors may delegate additional authority to the president or boards of trustees for approval of capital improvement projects consistent with Section 600.1.1 of the UNC Policy Manual.

¹⁵Sections 600.2.4 and 600.2.4.1 of the UNC Policy Manual.

Report on Technical Corrections to *The Code* UNC Policy Manual

<i>The Code</i> /UNC Policy Manual	UNC Policy Manual - Chapter	Policy/ Regulation/ Guideline	Section(s)	Technical Correction(s)	Effective Date (Posted to Webpage)
UNC Policy Manual	Chapter 300, Personnel Policies	Policy	Section 300.2.1	Updates naming convention of title (adds "Policy on" to the beginning of title).	1/6/2022
			Corrections made throughout Section 300.2.1	Updates certain references to "University" or "UNC" and all references to "UNC General Administration" to "UNC System" or "UNC System Office."	1/6/2022
			Corrections made throughout Section 300.2.1	Updates paragraph outline structure and indention (I.A.1.a., etc.).	1/6/2022
			Corrections made throughout Section 300.2.1	Updates references to "State Personnel Act" to "North Carolina Human Resources Act."	1/6/2022
			Corrections made throughout Section 300.2.1	Updates references to general statutes with a standard format ("G.S.").	1/6/2022
			Corrections made throughout Section 300.2.1	Updates use of "section" and replaces with "paragraph" throughout.	1/6/2022
			Corrections made throughout Section 300.2.1	Updates use of "policies," "these policies," or "these regulations" and changes references to "policy" or "this policy."	1/6/2022
			Corrections made throughout Section 300.2.1	Updates standard format for citing sections of the UNC Policy Manual.	1/6/2022
			Corrections made throughout Section 300.2.1	Updates each paragraph title for standard format for capitalization.	1/6/2022
			Corrections made throughout Section 300.2.1	Updates capitalization consistency to lower-case for uses of "president" and "board of trustees."	1/6/2022
			Section 300.2.1 Paragraph I.A. and related endnotes	Updates list of employment categories covered by the policy to include "information technology professionals, commissioned police officers, finance professionals and business officers, and audit professionals" to align with statutory provisions that added these employment categories (Cf. S.L. 2017-57 Section 35.18C., S.L. 2020-56 Section 7, and S.L. 2021-80 Section 1.	1/6/2022

Report on Technical Corrections to *The Code* UNC Policy Manual

<i>The Code</i> /UNC Policy Manual	UNC Policy Manual - Chapter	Policy/ Regulation/ Guideline	Section(s)	Technical Correction(s)	Effective Date (Posted to Webpage)
			Section 300.2.1 Paragraph II.B.	Adds "or in a commissioned police officer role subject to disciplinary and discharge procedures as provided in this policy" to align with statutory requirements (Cf. 2020-56 Section 7).	1/6/2022
			Section 300.2.1 Paragraphs III.A. and III.D.	Adds "(excluding positions covered in paragraph III.E.)" to align with statutory requirements for commissioned police officers (Cf. 2020-56 Section 7).	1/6/2022
			Section 300.2.1 Paragraphs III.A., III.B. and III.D.	Adds "above" or "below" to internal paragraph references for clarity.	1/6/2022
			Section 300.2.1 Paragraphs III.C.	Adds a comma after "...bona fide institutional financial exigency."	1/6/2022
			Section 300.2.1 Paragraph IV.	Removes an outdated section of the policy on institutional discontinuation policies in effect before September 1, 2009.	1/6/2022
			Section 300.2.1 Paragraph VI.	Adds "(excluding positions covered in III.E.)" to align with statutory requirements for commissioned police officers (Cf. 2020-56 Section 7).	1/6/2022
			Section 300.2.1 Paragraph VII.B.1.	Adds a preceding "0" to cited decimals "(0.50-0.99 FTE)".	1/6/2022
			Section 300.2.1 Paragraph VII.C.	Adds "Paid Parental Leave" to list of available leave programs (Cf. Section 300.2.20[R] of the UNC Policy Manual).	1/6/2022
			Section 300.2.1 Paragraph VII.C.	Changes "twelve month" to "12-month."	1/6/2022
			Section 300.2.1 Paragraph VIII.A.	Adds a comma after "...G.S. 126 entitled,."	1/6/2022
			Section 300.2.1 Paragraph X	Add standard policy language.	1/6/2022
			Section 300.2.1 Endnotes	Updates for new endnotes adding for statutory references, updates use of "EPA" to "EHRA," and updates format for reference to Section 200.6 of the UNC Policy Manual.	1/6/2022
UNC Policy Manual	Chapter 200, Board of Governors Affairs	Policy	Endnote 11	Corrected to properly reference Sections 300.5.1 and 300.5.2.	1/13/2022

Policy on Employees Exempt from the ~~State Personnel~~—North Carolina Human Resources Act

I. Scope and Applicability of Employment Covered by ~~These Policies~~this Policy

A. Scope of ~~category~~Category. Employment positions with constituent institutions of the University System that are covered by ~~these policies~~this policy (hereinafter “covered positions”), are those positions that are not subject to the ~~State Personnel~~—North Carolina Human Resources Act (N.C. ~~G.S. Chapter~~Gen. Stat. 126 ~~–~~}[hereinafter G.S.]) and are not otherwise categorized. This category does not include: (1) faculty positions subject to institutional tenure regulations; (2) positions within administrative categories of employment subject to ~~N.C.~~G.S. §116-11(4), ~~N.C.~~G.S. §116-11(5), or ~~N.C.~~G.S. §116-14; (3) positions within the “physicians or dentists” category under ~~N.C.~~G.S. §126-5 with faculty appointments; and (4) University students who are employed incident to their status as students, as in graduate teaching assistantships, or work-study positions. Those areas of institutional activity (as identified in the Uniform Chart of Accounts) that may include covered positions are:

1. Instruction
2. Organized Research
3. Agricultural ~~Research~~Agricultural Research and Agricultural Extension ServicePublic Service Public Service
4. Academic Support
5. Student Services
6. Student Health Service Physicians (without faculty appointments)
7. Institutional Support
8. Area Health Education Centers
9. Library
10. Information Technology Professionals¹
11. Commissioned Police Officers²
12. Finance Professionals and Business Officers³
13. Audit Professionals²

A.B. Applicability of ~~Policies. These policies apply~~Policy. This policy applies to all permanent covered positions.

II. Appointments to Covered Positions

A. Every appointment to a covered position within a constituent institution shall be made by the chancellor by means of a letter of appointment that fulfills the requirements of this ~~Section~~ Section.⁴

B. Every letter of appointment to a covered position shall include: (1) the title of the position; (2) the initial salary; (3) provision for periodic review of compensation;⁵; (4) provision consistent with ~~Sections~~paragraphs II.C. and II.D., below, if contingencies based on availability of funding are applicable; (5) the annual leave entitlement of the employee; (6) notice that the employment conferred is either for a stated definite term ~~or~~ is an “employment at will” subject to continuation of discontinuation at the discretion of the chancellor, or in a commissioned police officer role subject to disciplinary and discharge procedures as provided in this policy; and (7) notice that the employment is subject to these policies (viz., institutional policies adopted pursuant to ~~Section~~paragraph IX of ~~these policies~~this policy), as originally adopted and as they may be periodically revised from time to time, and a copy of the institutional policies shall be attached to the letter of appointment.

C. When a covered position is funded in whole or substantial part from sources other than continuing state budget funds or permanent trust accounts, the letter of appointment shall state that continuation of the employee’s service in that position is contingent upon the continuing availability of funds from such other sources to support that position, shall specify the source of such funds, and shall state that the effect of such contingency may apply without the additional notice otherwise required by sections III.A., III.B., and III.C.; provided, that the affected employee shall be informed at the earliest practicable date of the occurrence of such a funding contingency.

1. When an employee is to serve simultaneously in both a covered position and a position of University employment not covered by these policies, with the result that two different prescriptions may appear to obtain with respect to a particular condition of employment or a right or responsibility of the employee, one position shall be designated the base position to determine the conditions of employment and the rights and responsibilities of the employee. If appointment to a covered position occurs subsequent to appointment to a position not covered by these policies, the letter of appointment to the covered position shall embody the required designation of base employment; conversely, if appointment to a covered position precedes appointment to the other category of University employment, the letter of appointment or contract establishing the second employment shall embody the required designation of base employment. In either case, the designation of base employment shall specifically describe the different rights, duties, and compensation for each position and the relationship, if any, between the two positions.

2. Any funding contingency of the type referred to in ~~Section~~paragraph II.C., shall be set forth separately for the covered position and for the other position, since the operation of any such contingencies may be independent.

3. When an appointment to a covered position is to be accompanied by appointment to a faculty position that is intended to be nominal or honorary, or to create a faculty affiliation not entailing significant duties or compensation, the term “adjunct,” or similar nomenclature, shall be used to identify the faculty appointment.

III. Discontinuations of Employment in Covered Positions

A. Discontinuation of ~~appointment~~Appointment with ~~notice~~Notice or ~~severance pay~~Severance Pay. Employment within a covered position (excluding positions covered in paragraph III.E.) that is established by the letter of appointment to be an employment at will is subject to discontinuation at any time at the discretion of the chancellor; provided, that such a discontinuation (as distinguished from discharge for cause, ~~Section-paragraph~~ III.D., ~~below~~), shall be subject to advance timely notice of discontinuation or the payment of severance pay, in calendar days, as follows: (1) during the first year of service, not less than 30 days' notice prior to discontinuation of employment or the payment of severance pay for 30 days; (2) during the second and third years of service, not less than 60 days' notice prior to discontinuation of employment or the payment of severance pay for 60 days; and (3) during the fourth and all subsequent years of continuous service, not less than 90 days' notice prior to discontinuation of employment or the payment of severance pay for 90 days.

The determination of whether the employee shall receive notice of discontinuation of the appointment or severance pay shall be in the sole discretion of the respective chancellor or the president.

B. Expiration of ~~term appointment~~Term Appointment. Employment within a covered position that is established by the letter of appointment to be for a stated definite term expires automatically at the conclusion of the stated term; such an appointment may be renewed or extended at the option of the employer, by written notice satisfying the requirements of ~~section-paragraph~~ II., above. If the employer intends not to renew or extend the term contract, (1) with respect to a term of one year or less, no notice of intent not to renew shall be required; (2) with respect to a term of more than one year but less than four years, notice of intent not to renew shall be transmitted in writing at least 60 days prior to this expiration date of the term; (3) with respect to a term of four years or more, notice of intent not to renew shall be transmitted in writing at least 90 days prior to the expiration date of the term. Failure to provide written notice as required in subsections (2) and (3) shall result in the automatic extension of employment for a period, respectively, of either 60 days or 90 days, beyond the scheduled expiration date of the term.

C. Termination of ~~employment because~~Employment Because of ~~financial exigency~~Financial Exigency or ~~program curtailment~~Program Curtailment or ~~elimination~~Elimination. Employment within a covered position that is established by the letter of appointment to be for a stated definite term may be terminated prior to expiration of the stated term because of (1) demonstrable, bona fide institutional financial exigency, or (2) major curtailment or elimination of a program. "Financial exigency" is defined to mean a significant decline in financial resources of the University that compels a reduction in the institution's budget. The determination of whether a condition of financial exigency exists or whether there shall be a major curtailment or an elimination of a program shall be made by the chancellor, with advance notice to and approval by the ~~President~~president and the Board of Governors. If the financial exigency or curtailment or elimination of a program is such that the contractual obligation to an employee within a covered position cannot be met, the employment of the individual may be terminated, subject to the following notice requirements: (1) during the first year of service, not less than 30 days' notice prior to termination; (2) during the second and third years of employment, not less than 60 days' notice prior to termination; and (3) during the fourth and all subsequent years of service, not less than 90 days' notice prior to termination.

[THIS SUBSECTION IS EFFECTIVE UNTIL SEPTEMBER 1, 2009]

D. Discharge for cause

Any employee occupying a covered position may be discharged for stated cause. Discharge for cause is to be distinguished from discontinuation with notice (Section III.A.), automatic expiration of term (Section III.B.) and termination (Section III.C.). Stated causes for discharge shall include, but not necessarily be limited to, incompetence, unsatisfactory performance, neglect of duty, or misconduct that interferes with the capacity of the employee to perform effectively the requirements of his or her employment. Discharge for cause is to be preceded by written notice of intent to discharge and is subject to invocation by the affected employee of the grievance procedures of Section IV. of these policies. When an employee occupying a covered position has been notified of the intention to discharge him for cause, the chancellor may suspend his employment at any time and continue the suspension until a final decision concerning discharge has been reached by the procedures prescribed herein; the power to suspend shall be invoked only in exceptional circumstances and such suspension shall be with full pay.

[THIS SUBSECTION IS EFFECTIVE FOR PERSONNEL ACTIONS TAKEN ON AND AFTER SEPTEMBER 1, 2009]

D. Discharge for ~~cause~~. Cause. Any employee occupying a covered position (excluding positions covered in paragraph III.E.) may be discharged for stated cause. Discharge for cause is to be distinguished from discontinuation with notice (Section-paragraph III.A.), automatic expiration of term (Section-paragraph III.B.) and termination (Section-paragraph III.C.). Stated causes for discharge shall include, but not necessarily be limited to, incompetence, unsatisfactory performance, neglect of duty, or misconduct that interferes with the capacity of the employee to perform effectively the requirements of his or her employment. Discharge for cause is to be preceded by written notice of intent to discharge and is subject to invocation by the affected employee of the review procedures of Section-paragraph IV., of these policies below. When an employee occupying a covered position has been notified of the intention to discharge him or her for cause, the president or chancellor may suspend the employment at any time and continue the suspension until the president or chancellor, as applicable, makes a decision concerning discharge; any suspension shall be with full pay. -If the final presidential or chancellor decision is to discharge the employee, then the employee may be discharged without further pay without regard to whether there is an appeal to a Board of Trustees or the Board of Governors in accordance with Section 611 of *The Code*. No provision of this Policy 300.2.1 policy shall be interpreted to extend an employee's right to pay beyond the expiration of the employee's term of appointment while an appeal is pending under this Policy policy.

[THIS SECTION IS EFFECTIVE UNTIL SEPTEMBER 1, 2009]

IV. Review of Employment Decisions and Grievances

Each constituent institution shall adopt and publicize procedures under which employees in covered positions may secure review of decisions concerning discharge for cause or other disciplinary action, or of grievances concerning the interpretation and application of any provision of these policies; provided, however, that grievances concerning discontinuations or terminations of employment with notice, pursuant to Sections III.A., III.B., or III.C., may be brought only upon allegations of violations of applicable notice requirements or violations of any provision of Section V. or VI. of these policies. Decisions reached pursuant to such grievance procedures concerning the discontinuation or termination of employment may be had in accordance with the provisions of Section 609 C of *The Code*.

[THIS SECTION IS EFFECTIVE FOR PERSONNEL ACTIONS TAKEN ON AND AFTER SEPTEMBER 1, 2009]

E. Disciplinary Action and Grievance Procedures for Commissioned Police Officers. Any employee occupying a covered commissioned police officer position shall be subject to the disciplinary and grievance procedures as prescribed in Article 8 of G.S. 126 for employees subject to the North Carolina Human Resources Act.

IV. Reviews

A. Each constituent institution and ~~General Administration~~ the UNC System Office shall adopt and publicize procedures under which employees in covered positions may secure review of decisions concerning discharge for cause or other disciplinary action, or review concerning the interpretation and application of any provision of this policy; provided, however, that reviews concerning discontinuations, expiration of term appointments, or terminations of employment with notice, pursuant to ~~Sections-paragraphs~~ III.A., III.B., or III.C., below, may be brought only upon allegations of violations of applicable notice requirements or violations of any provision of ~~Section-paragraphs~~ V. or VI. of ~~these policies~~ this policy.

B. Decisions reached pursuant to such review procedures concerning the discontinuation, expiration of term appointment, or termination of employment may be had in accordance with the provisions of Section 611 of *The Code*.

V. Equal Employment Opportunity. It is the policy and intention of the University of North Carolina that there be equal employment opportunity and freedom from unlawful discrimination in all employment within the University, as set out in Section 103 of *The Code*.⁶ Employment in covered positions shall be conducted in accordance with all provisions of state or federal law or regulation prohibiting any such discrimination, and in accordance with applicable affirmative action plans.

VI. Protected Activity. Employment in covered positions (excluding positions covered in III.E.) shall not be adversely affected by the exercise of rights guaranteed by the First Amendment to the United States Constitution or by Article I of the North Carolina Constitution; provided, that employees in covered positions shall be subject to any limitations on political activity established by Article 5 of ~~N.C.G.S. Chapter~~ 126. The Board of Governors' policies concerning political activity, Section 300.5 of the UNC Policy §300.5.1, et seq.,—Manual as they may be revised from time to time, shall apply to positions covered by those policies.

VII. Holiday and Leave Entitlement

A. Holidays. Employees in covered positions shall be subject to the same state-prescribed holidays given employees subject to the ~~State Personnel~~ North Carolina Human Resources Act.

B. Annual Leave⁷

1. Basic ~~Leave Policy~~ leave policy. The amount of annual leave to which a permanent full-time employee (1.00 FTE) in a position covered by these regulations shall be entitled to accrue is 24 workdays per year. Annual leave is accrued at a monthly rate and is adjusted proportionately for permanent part-time employees who work halftime or more ~~(.50 - .99 FTE)~~. The monthly earnings amount is equal to one-twelfth of the annual rate for each month the employee works or is on approved leave with pay. Monthly leave is earned when an employee works or is on approved leave with pay at least half the working days of a month. An employing institution shall define a year as either "fiscal year" (July 1 - June 30) or "calendar year" (January 1 - December 31). ~~(Note: Employing institutions that have previously defined a year as "contract year" may continue to do so.)~~ The scheduling of an employee's annual leave shall be subject to the approval of the employee's supervisor. With respect to an incumbent employee who is earning more than 24 days per year as of the date this policy becomes effective, such employee shall be entitled to continue to earn leave at the current rate.

The maximum number of unused days of annual leave that may be carried forward from one year to the next shall be 30 workdays. Annual leave in excess of 30 days will be automatically converted to sick leave at the end of the year.

2. Transfer of ~~Accrued Annual Leave~~ accrued annual leave. An employing institution must establish campus-wide uniform guidelines regarding the transfer of accrued annual leave from a UNC System constituent institution or state or local governmental agency whose leave is currently transferable in accordance with the policy prescribed for employees subject to the ~~State Personnel Act (See State Personnel Manual, Section 5-1)~~ North Carolina Human Resources Act. Upon discontinuation of employment from the employing institution, the employee may either elect a payout of accrued annual leave ~~{(see (4) below)}~~ or transfer the remaining balance of any unused annual leave to another state or local governmental agency, subject to the receiving agency's approval.

3. Advancement of ~~Annual Leave~~ annual leave. Subject to institutional policy and approval by the employee's supervisor, an employee may be advanced the amount of leave that can be accrued during the remainder of the year or during a ~~twelve~~ 12-month period. If an employee separates from the employing institution and has taken more annual leave than has been accrued, the employing institution must determine the amount of leave that the employee must repay to the institution and make deductions from the employee's final salary check accordingly.

4. Payout of ~~Accrued Annual Leave~~ accrued annual leave. An employee in a position covered by ~~these regulations~~ this policy who has accrued unused annual leave upon discontinuation of employment from the employing institution and who either does not elect or is not eligible to transfer such accrued leave to another state or local governmental agency, shall be paid for such unused annual leave. The amount paid to an employee who has been employed an aggregate of 24 months or less by one or more state or local governmental agencies is equal to one day for each month worked less the number of days

of annual leave taken during the employment period. An employee who has been employed for more than 24 months shall be paid subject to a maximum of 30 such days. Each institution shall establish guidelines for payout of leave if a change in employment status occurs and such employee is no longer covered by this policy.

C. Sick Leave, Family and Medical Leave, Paid Parental Leave, Family Illness Leave, Civil Leave, Military Leave, ~~and~~ Community Service Leave, and Special Annual Leave Bonus

. Employees in positions covered by ~~these regulations~~this policy shall be subject to the same policies concerning sick leave, family and medical leave, paid parental leave, family illness leave, civil leave, military leave, community service leave, and special annual leave bonus ~~(awarded to employees in leave-earning status on 9/30/02)~~ as may be prescribed for employees subject to the ~~State Personnel—~~North Carolina Human Resources Act. However, with respect to sick leave, subject to institutional policy and approval by the employee's supervisor, an employee may be advanced the amount of sick leave that can be accrued during the remainder of the year or during a ~~twelve~~12-month period.

D. Leave of Absence Without Pay. Employees in positions covered by ~~these regulations~~this policy may request a leave of absence without pay, subject to approval of such leave by the ~~President~~president or by the chancellor, as applicable.

E. Voluntary Shared Leave. Employees in positions covered by ~~these regulations~~this policy shall be subject to the same provisions concerning shared leave as are applicable to employees subject to the ~~State Personnel—~~North Carolina Human Resources Act with the exception that the donation and acceptance of such leave shall be computed on the basis of days rather than hours.

F. Educational Leave. Employees in covered positions are entitled to the same opportunities as other University employees to invoke the privilege of tuition waiver conferred by Section 1000.2.2 of the UNC Policy ~~1000.2.2—Manual~~.

VIII. Statutory and Other Rules of Employment

A. Privacy of Personnel Records. Employees in covered positions enjoy the protections of and are subject to the provisions of Article 7 of ~~N.C.~~G.S. 126 entitled, "The Privacy of State Employee Personnel Records."

B. Employment preference for veterans. Employees in covered positions enjoy the protections of and are subject to the provisions of ~~N.C.~~G.S. ~~§§~~ 128-15, which provide for preference in employment for veterans of United States military service and their spouses and widows or widowers.

C. Employment of Related Persons. Employees in covered positions are subject to the policy concerning employment of related persons as adopted by the Board of Governors on April 13, 1973, and as it may be revised from time to time.

D. Retirement. Employees in covered positions may retire in accordance with the provisions of ~~Chapter 135 of the North Carolina General Statutes~~G.S. 135.

IX. Implementation. The ~~Board~~board of ~~Trustees~~trustees of each constituent institution shall adopt for the institution personnel policies for covered positions within the institution that are consistent with all provisions of these policies. Any proposed provision in an institutional policy statement that in any manner adds to or modifies the provisions of these policies must be submitted for review and approved by the ~~President~~president prior to its adoption and implementation.

~~X. Effective Date. The effective date of institutional policies adopted pursuant to Section IX shall be September 1, 1981.~~

X. Other Matters

A. Effective Date. The requirements of this policy shall be effective on the date of adoption of this policy of the Board of Governors.

B. Relation to State Laws. The foregoing policy as adopted by the Board of Governors is meant to supplement and does not purport to supplant or modify, those statutory enactments which may govern or related to the subject matter of this policy.

C. Regulations and Guidelines. This policy shall be implemented and applied in accordance with such regulations and guidelines as may be adopted from time to time by the president.

¹Pursuant to G.S. 126-5(c1)(8). Cf. S.L. 2017-57 Section 35.18C.

²Pursuant to G.S. 126-5(c16). Cf. S.L. 2020-56 Section 7.

³Pursuant to G.S. 126-5(c1)(8). Cf. S.L. 2021-80 Section 1.

⁴Pursuant to ~~NCGS §~~G.S. 116-11(13), and notwithstanding *The Code* or any other Board of Governors policy, the Board of Governors has delegated the appointment of ~~EPA- EHRA~~ employees serving within the ~~General Administration UNC System Office~~ to the ~~President~~president. See Section 200.6 of the ~~University. See UNC~~ Policy ~~200.6, Delegation Authority to the President of the University, adopted 11/13/06~~ Manual.

⁵Subject to any compensation policies adopted by the Board of Governors or the ~~Board~~board of ~~Trustees~~trustees.

⁶Bona fide occupational qualifications or other exceptions to those general prohibitions, specifically provided for by ~~State~~state or ~~Federal~~federal law, may be applied to covered positions.

⁷Effective July 1, 2001.

Report on Technical Corrections to *The Code* UNC Policy Manual

<i>The Code</i> /UNC Policy Manual	UNC Policy Manual - Chapter	Policy/ Regulation/ Guideline	Section(s)	Technical Correction(s)	Effective Date (Posted to Webpage)
<i>The Code</i>	Appendix I	<i>The Code</i>	Opening paragraph; Section I.A., through C.; Section VIII.; and Section IX.E.	Update references to <i>The Code</i> , the North Carolina Human Resources Act, and the University of North Carolina System.	1/27/2022

THE CODE

Appendix 1 -

DELEGATIONS OF DUTY AND AUTHORITY TO BOARDS OF TRUSTEES

Pursuant to authority vested in it by the General Statutes (G.S.), and consistent with the provisions of *The Code of the University of North Carolina (The Code)*, the Board of Governors hereby delegates to the boards of trustees of the constituent institutions of the University of North Carolina System the following duties and powers:

I. ACADEMIC AND ADMINISTRATIVE PERSONNEL

A. Appointment and Compensation

1. Upon recommendation of the chancellor, the board of trustees of a special responsibility constituent institution with management flexibility for personnel appointments shall, for all positions exempt from the ~~State Human~~North Carolina Human Resources Act except the position of the chancellor, appoint, promote, and set the compensation for such employees consistent with the policies and salary ranges set by the Board of Governors and the regulations and guidelines established by the Office of the President.

2. Personnel actions at a constituent institution, other than a special responsibility constituent institution with management flexibility, shall be governed as follows:

a. With respect to all faculty positions with permanent tenure and all senior administrative positions, namely vice chancellors, provosts, deans and directors of major educational and public service activities, the chancellor, following consultation with the board of trustees, shall forward to the president recommendations with respect to such appointments, promotions, and compensation; if the president concurs in such recommendations, the president shall forward them to the Board of Governors for approval. Notwithstanding the requirements of this paragraph, a board of trustees may promote in rank a faculty member with permanent tenure, upon the recommendation of the chancellor, and without approval by the Board of Governors.

b. With respect to all faculty and administrative positions other than those identified in subparagraph 2.a., above, and other than those subject to the ~~State Personnel Act~~North Carolina Human Resources Act, the chancellor shall forward the chancellor's recommendations for appointment, promotion, and compensation to the board of trustees; subject to applicable provisions of ~~the University~~The *Code* and to such policies as may be established by the Board of Governors, the action of the board of trustees with respect to such personnel actions shall be final.

B. Discharge or Suspension

Subject to regulations of the board of trustees and consistent with applicable policies of the Board of Governors, all discharges or suspensions of faculty members and administrative personnel, other than those subject to the State-North Carolina Human Resources Act, shall be effected by the chancellor. A discharged or suspended employee shall have such rights of appeal from the action of the chancellor as may be prescribed by ~~the University~~ The Code, policies of the Board of Governors, or regulations of the board of trustees.

C. Personnel Policies

The board of trustees may adopt personnel policies not otherwise prescribed by state law, ~~the University~~ The Code, or policies of the Board of Governors, for personnel in all categories of university employment. Policies adopted by a board of trustees regarding academic tenure and promotion shall be effective upon review by the senior vice president for academic affairs and the vice president and general counsel, and approved by the president.

D. Chancellor Selection

In the event of a vacancy in the chancellorship, the board of trustees shall establish, in consultation with the president, a search committee composed of representatives of the board of trustees, the faculty, the student body, staff, the alumni, the local community, and other campus constituencies as may be appropriate. Upon the establishment of the search committee, the chair of the board of trustees, in consultation with the president shall establish a budget and identify staff for the committee.

The search committee, through the chair of the board of trustees, shall make a preliminary report to the president when the committee is preparing a schedule of initial interviews. At the completion of the campus interview process, the search committee shall recommend an unranked slate of no fewer than two candidates to the trustees for consideration.

The board of trustees, following receipt of the report of the search committee, shall, subject to the direction of the president, recommend an unranked slate of no fewer than two candidates for consideration by the president in designating a nominee for the chancellorship for approval by the Board of Governors.

II. ACADEMIC PROGRAM

The board of trustees shall be responsible for ensuring the institution's compliance with the educational, research, and public service roles assigned to it by the Board of Governors, either by express directive or by promulgated long-range plans of the Board of Governors.

III. ACADEMIC DEGREES AND GRADING

Subject to authorization by the Board of Governors of the nature and general content of specific degree programs which may be offered by an institution, each institution shall determine whether an individual student shall be entitled to receipt of a particular degree. Each institution also shall determine what grade a student will be assigned in a particular course. No appeal from any of these decisions or any other academic determination is allowable to the president or to the Board of Governors.

IV. HONORARY DEGREES, AWARDS AND DISTINCTIONS

The board of trustees shall be responsible for approving the names of all individuals on whom it is proposed that an honorary degree or other honorary or memorial distinction be conferred by the institution, subject to such policies as may be established by the Board of Governors.

V. BUDGET DEVELOPMENT AND ADMINISTRATION

On an annual basis, the board of trustees shall approve a comprehensive, "all-funds" budget of the constituent institution for the upcoming fiscal year. The budget shall reflect estimated General Fund, Institutional Trust Fund, and other revenues and expenditures as defined by and in a manner prescribed by the president or the president's designee. The board of trustees' approval of a constituent institution all-funds budget shall not be delegated and shall be made by the full board of trustees.

The board of trustees shall advise the chancellor with respect to the development, execution, and administration of the budget of the constituent institution, consistent with actions by the General Assembly and the Board of Governors.

VI. PROPERTY AND BUILDINGS

The board of trustees of a constituent institution shall be responsible, subject to policies of the Board of Governors and all legal requirements relative to the construction of state-owned buildings, for the following matters concerning campus capital construction projects which have been approved by the Board of Governors and authorized by the state of North Carolina: (1) the selection of architects or engineers for buildings and improvements requiring such professional services; (2) the approval of building sites; (3) the approval of plans and specifications; and (4) the final acceptance of all completed buildings and projects.¹

The board of trustees shall be responsible to the Board of Governors for preparing and maintaining a master plan for the physical development of the institution, consistent with the total academic and service mission of the institution as defined and approved by the Board of Governors.

Any proposal involving the acquisition or disposition by an institution of any interest in real property shall be recommended by the board of trustees to and shall be approved by the Board of Governors; provided, that:

(a) If a proposal involves acquisition or disposition of any interest in real property other than a leasehold, the board of trustees may authorize such a transaction with a value less than \$500,000, and the president may authorize such a transaction with a value less than \$750,000, without obtaining approval of the Board of Governors; and

(b) If a proposal involves acquisition or disposition of a leasehold interest in real property, the board of trustees may authorize such a transaction with an annual value less than \$500,000 and a term of not more than 10 years, and the president may authorize such a transaction with annual value less than \$750,000 and a term of not more than 10 years, without obtaining approval of the Board of Governors;² and

(c) If the president or a board of trustees of a constituent institution has been delegated additional authority by the Board of Governors to do so under Section 600.1.3 of the UNC Policy Manual, the president or board of trustees of a constituent institution may authorize acquisition or disposition of an interest in real property with a value greater than that listed in paragraphs (a)

and (b), above, without obtaining approval of the Board of Governors.

The Board of Governors, under circumstances which it considers appropriate and following notice from it to the board of trustees, may take action necessary to effect the acquisition or disposition of an interest in real property which is related to or which affects the institution, without receipt of a recommendation from the board of trustees.³

All delegations of authority in this section are subject to any necessary authorizations and approvals from state officials and agencies.

VII. ENDOWMENTS AND TRUST FUNDS

Subject to applicable provisions of state law and to such terms and conditions as may be prescribed from time to time by the Board of Governors, each board of trustees shall be responsible for the preservation, maintenance, and management of all properties, both real and personal, funds and other things of value which, either separately or in combination, constitute all or any part of the authorized endowment or trust funds, either currently in existence or to be established in the future, for the benefit of the individual constituent institution. [See G.S. 116-11(2); 116-12; 116-36; 116-36.1; 116-36.2]

VIII. ADMISSIONS

Subject to such enrollment levels and minimum general criteria for admission as may be established for a constituent institution by the Board of Governors, each constituent institution of the University of North Carolina **System** shall establish admissions policies and resolve individual admission questions for all schools and divisions within the institution. No appeal concerning an individual admission case shall lie beyond the institutional board of trustees.

IX. TUITION, FEES, AND DEPOSITS

A. General Authority of Boards of Trustees

The boards of trustees of the constituent institutions other than the board of the North Carolina School of Science and Mathematics shall cause to be collected from each student, at the beginning of each semester, quarter, or term, such tuition, fees, and other amounts necessary to pay other expenses for the term, as have been approved by the Board of Governors. [See G.S. 116-11(7) and G.S. 116-143]

B. Tuition and Fee Deposits

Each board of trustees shall require the payment of such advance deposits, at such times and under such conditions as it determines are appropriate or as may be required by state law or by the Board of Governors. [See G.S. 116-143]

C. Application Fee

Each board of trustees shall require the payment of such nonrefundable application fees, in connection with each application for admission, as may be required by state law or by the Board of Governors. [See G.S. 116-143]

D. Acceptance of Obligations in Lieu of Cash

Subject to policies prescribed by the Board of Governors, the boards of trustees shall establish regulations concerning the acceptance of obligations of students, together with such collateral or security as may be deemed necessary or proper, in lieu of cash, in payment of tuition and fees. [See G.S. 116-143]

E. Fee Recommendations

Subject to policies prescribed by the Board of Governors, each board of trustees, in consultation with the chancellor, shall recommend to the president the amounts to be charged at the constituent institution for application, athletics, health services, student activities, educational and technology, retirement of debt incurred for capital improvements projects authorized by the General Assembly, course, and special fees. In carrying out this responsibility, each board of trustees and the chancellor shall ascertain that the benefits of the activity or service are commensurate with the recommended fee which is required to support the activity or service. Recommended fees should be consistent with the philosophy set forth in the North Carolina Constitution which states that the benefits of the University of North Carolina System should be extended to the people of the state free of expense, as far as practicable.

X. STUDENT FINANCIAL AID

All scholarships and other forms of financial aid to students which are limited in their application to or are supported from sources generated by an individual campus shall be administered by the constituent institution pursuant to such regulations as may be prescribed by the board of trustees and subject to the terms of any applicable laws and to policies of the Board of Governors.

XI. STUDENT SERVICES

Each board of trustees, upon recommendation of the chancellor, shall determine the type, level, and extent of student services (such as health care, athletic programs, and counseling) to be maintained for the benefit of students at the institution, subject to general provisions concerning types and levels of student services as may be prescribed by the Board of Governors.

XII. STUDENT ACTIVITIES AND GOVERNMENT

Under such policies as may be prescribed by the Board of Governors and the board of trustees, the chancellor shall be responsible for the regulation and approval of organized, institutionally recognized student activities, the definition of roles and functions of any institutionally recognized system of student self-government and student participation in the governance of any aspect of the institutional programs and services. No appeal concerning such activities are allowable to the president or to the Board of Governors.

XIII. INTERCOLLEGIATE ATHLETICS

Subject to such policies as may be prescribed by the Board of Governors and the board of trustees, the chancellor shall be responsible for the establishment and supervision of the institution's program of intercollegiate athletics.

XIV. TRAFFIC AND PARKING REGULATIONS⁴

XV. CAMPUS SECURITY

Subject to applicable provisions of state law and such policies as may be adopted by the Board of Governors or the board of trustees, the chancellor shall be responsible for the maintenance of campus security.

XVI. AUXILIARY ENTERPRISES, UTILITIES, AND MISCELLANEOUS FACILITIES

Pursuant to applicable provisions of state law and policies of the Board of Governors, the boards of trustees of affected constituent institutions shall have authority and responsibility for the adoption of policies applicable to and the control and supervision of campus electric power plants and water and sewer systems, other utilities and facilities [G.S. 116-35], and child development centers [G.S. 116-38].

¹See Section 600.1.1 of the UNC Policy Manual for additional detail.

²The value of an interest in real property shall, with respect to a leasehold interest, be deemed the annual rental value thereof.

³Board of trustees are authorized to delegate to the respective chancellors the power to authorize for the institutions the acquisition or disposition of any interest in real property valued at less than \$50,000, subject to any necessary approval from state officials and agencies, in accordance with Section 600.1.3 of the UNC Policy Manual.

⁴Legislation adopted by the 1973 session of the General Assembly, on recommendation of the Board of Governors, gave the boards of trustees broad authority in this area and superseded the authority originally granted in this paragraph; hence it is omitted here. [See G.S. 116-44.3, *et. seq.*]