

**Regulation on the Delegations of Authority and
Granting of Management Flexibility on Human Resources Matters**

- I. Purpose.
 - A. Pursuant to N.C.G.S. 116-11(13) and other North Carolina law as referenced in UNC Policy 600.3.4, and in an effort to enhance the administrative efficiency of the University, the Board of Governors has delegated to the president the authority to establish a human resources program and to approve management flexibility plans at constituent institutions for faculty and EHRA professional staff (those employees exempt from various provisions within Chapter 126 of the North Carolina General Statutes).
 - B. UNC Policy 600.3.4 sections II and III provide certain delegations of authority to the constituent institutions of the University of North Carolina, including delegations to the boards of trustees.
 - C. UNC Policy 600.3.4 section II.C provides that notwithstanding the delegations provided in sections II.A. and II.B., the president may modify, suspend, or limit one or more of the aforementioned delegations of authority at the president's discretion by administrative memorandum or duly authorized regulation.
 - D. UNC Policy 600.3.4 section III.C provides that notwithstanding the delegations provided in sections III.A. and III.B., the president may modify, suspend, or limit one or more of the aforementioned delegations of authority at their discretion by administrative memorandum or duly authorized regulation.
 - E. Pursuant to UNC Policy 600.3.4 sections II.C and III.C, the president hereby modifies the delegations provided in UNC Policy 600.3.4 sections II and III as follows.
- II. Authority Delegated to All Constituent Institutions (With or Without Management Flexibility).
 - A. The president delegates to the chancellors of the constituent institutions the authority to execute the following personnel actions for EHRA employees:
 - 1. Permanent and temporary appointments within the salary ranges established by the UNC System Office, excluding Senior Academic and Administrative Officers (SAAOs).
 - 2. Permanent non-promotional salary adjustments within the salary ranges established by the UNC System Office for Exempt Professional Staff (EPS), excluding head coaches, associate coaches, and assistant coaches, for which delegations are otherwise specified herein. The president retains authority to set further restrictions on this delegated authority on permanent non-promotional salary adjustments and for positions through regulation or other periodic guidance.

3. Non-promotional salary increases for head coaches, associate coaches, and assistant coaches that do not exceed 25 percent of the June 30 base salary as of the most recent fiscal year and do not exceed \$25,000.

4. Temporary salary actions for the duration of an appointment as an academic department chair or academic department head not greater than \$50,000 annually above the total compensation in effect at the end of the last fiscal year. For clinical department chair, clinical department head, or clinical division head appointments within a School of Medicine or Dentistry, this delegated authority is not greater than \$75,000 annually for the duration of such appointment.

5. All other temporary salary adjustments related to interim, acting, or other time limited assignments or appointments with a duration of up to 36 months or up to \$50,000 annually above the base salary in effect at the end of the last fiscal year, excluding such actions for SAAOs. This delegated authority does not permit exceeding the relevant salary range established by the UNC System Office for the position in which an individual is serving in an interim or acting capacity.

6. Faculty rank promotions but excluding conferral of tenure. All such faculty rank promotions must fall within the established salary range for the role.

7. Upon approval of the president (or designee), the chancellor may make all permanent and temporary appointments and non-salary compensation for all SAAOs, with the exclusion of the chancellor.

8. Upon approval of the president (or designee), the chancellor may make all permanent non-promotional salary adjustments for SAAOs, with the exclusion of the chancellor, that do not exceed 10 percent of the June 30 base salary as of the most recent fiscal year and do not exceed the 75th percentile of the salary range.

B. The president further authorizes the chancellor for the constituent institutions to delegate any of these actions to specific designees of the chancellor by title, as they deem appropriate, excluding actions for SAAOs.

III. Delegation of Authority to Institutions with Management Flexibility.

A. For constituent institutions with management flexibility, the board of trustees of that institution is delegated the authority to execute the following additional personnel actions, which shall not be delegated further unless the president or the Board of Governors shall permit:

1. The boards of trustees of institutions with management flexibility, consistent with the approved tenure policies and regulations of each institution and upon recommendation of the chancellor, confer permanent tenure.

B. Simultaneous with the president's authorization of an institution's management flexibility plan, the chancellor of that institution is also delegated the authority for the following personnel actions, which it may further delegate to specific designees of the chancellor by title, as they deem appropriate.

1. Appoint and fix the compensation for faculty awarded the designation of Distinguished Professors.

2. When authorized by the president or the president's designee, establish faculty salary ranges within different academic disciplines, based on relevant market data. These salary ranges shall be subject to review and approval by the UNC System Office upon request. Absent such an authorization by the president, the constituent institutions shall utilize faculty salary ranges established by the UNC System Office.

IV. Other Matters

A. Effective Date. The requirements of this regulation will be effective September 1, 2024.

B. Relation to State Laws. The foregoing regulation as adopted by the president is meant to supplement, and does not purport to supplant or modify, those statutory enactments, regulations, and policies which may govern the activities of public officials.