

North Carolina A&T State University
SUMMARIES OF PROPOSED SIGNIFICANT CHANGES TO POLICIES

*** REGULATIONS ON ACADEMIC FREEDOM, TENURE AND DUE PROCESS**

This Policy was substantially revised at the last BOT meeting. The proposal is to change Sec. 3.B.2. to provide for delegation of certain promotion and tenure decisions by the BOG to the BOT, allowing for immediate implementation of management flexibility when authorized by the BOG, rather than having to amend this policy afterwards. Also, it deletes materials added at the end about EPA non-faculty employees, which has been moved to the EPA non-faculty employee policy discussed below.

***REGULATIONS ON FACULTY GRIEVANCE**

The proposal is to change when a new administrator is removed from this committee, to comply with BOG Code 607, which requires that no administrator serve on this committee. Materials on the selection of the committee are moved to consolidate them under the proper topic heading. Conflicts of committee are broadened, to take into account faculty concerns. Clarification is provided as to what is grievable to the committee, and to permit significant issues to be heard despite a faculty member no longer working at A & T. The process to appeal to the committee, mediation procedures, hearing procedures, the committee recommendation, and appeal to the BOT are set out in much greater detail. The UNC Code section will be replaced by a link to the section on the web.

*** INSTITUTIONAL PLAN OF MANAGEMENT FLEXIBILITY TO APPOINT AND FIX COMPENSATION**

The prior version is being revised to respond to concerns/problems noted during review and to make this application for management flexibility much stronger. Many are technical corrections/changes or updates. Where policies cannot be revised quickly, the need for change is noted, which generally is acceptable to General Administration.

***CHART OF DELEGATED AUTHORITY**

This is being brought to the BOT for clarity of duties under management flexibility, and to secure BOT approval of proposed delegated authority to the Chancellor. Minor revisions are made at the bottom of the chart.

*** EMPLOYMENT POLICIES FOR EPA NON-FACULTY**

The proposed changes are updates to comply with UNC Code and Policy changes, technical and/or intended to make the policy clearer and to note differences between the three types of EPA non-faculty appointments. Changes in Section 4 are to consolidate the hearing process into one section, and to comply with new UNC Code Section 611. Newly renumbered Section 5 provides more detail on hearing procedures.

*** NON-SALARY AND DEFERRED COMPENSATION POLICY**

Changes bring this policy into compliance with the BOG policy.

*** SUPPLEMENTAL COMPENSATION FOR PROFESSIONAL SERVICES TO THE UNIVERSITY**

The proposed changes comply with BOG policy requirement, seek to provide clarify, and to correct prior error.