

**NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY  
Greensboro, North Carolina 27411**



**RESOLUTION**

**Delegate Expanded Authority to the Chancellor for Certain Salary Actions for Employees Exempt from the State Human Resources Act**

**WHEREAS**, pursuant to N.C.G.S. 116-11(2), the UNC Board of Governors is responsible for the general determination, control, supervision, management and governance of all affairs of the constituent institutions; and

**WHEREAS**, the UNC Board of Governors has adopted policies relevant to salary actions for employees exempt from the State Human Resources Act ("EHRA employees") that delegate certain actions to the president and/or boards of trustees, and on July 29, 2016, approved changes to Sections 200.6 and 600.3.4 of the UNC Policy Manual that raised the thresholds at which proposed salary increases for EHRA employees may be approved by the president and authorized the president to delegate all or a portion of such authorities to the boards of trustees consistent with its authority under N.C.G.S. 116-11(13), as necessary or prudent to enable the institution to function in a proper and expeditious manner ; and

**WHEREAS**, consistent with the UNC Board of Governors' authorization, the president has determined that it is necessary and prudent to delegate to the boards of trustees of the constituent institutions the authority to approve individual EHRA employee salary adjustments within the following limits:

- a) A temporary salary stipend or supplement with a specified end date that does not exceed 25% and \$25,000 of cumulative salary adjustments fiscal year to-date based on the employee's June 30 salary, up to 12-months in duration; and
- b) A temporary salary stipend or supplement without a specified end date that does not exceed 20% and \$15,000 of cumulative salary adjustments fiscal year to-date based on the employee's June 30 salary; and
- c) A permanent base salary adjustment that does not exceed 20% and \$15,000 of cumulative salary adjustments fiscal year to-date based on the employee's June 30 salary; and

**WHEREAS**, the president has authorized the board of trustees, at its option, to further delegate any or all of the above authorities to approve salary adjustments, with the exception of adjustments for Tier I Senior Academic and Administrative Officers, to the chancellor and the chancellor's permitted designees identified in the paragraph below, as deemed necessary for the proper and expeditious operation of the institution;

**THEREFORE BE IT RESOLVED**, after careful consideration, the North Carolina Agricultural and Technical State University's Board of Trustees hereby further delegates to the Chancellor and the Chancellor's permitted designees the authority to approve EHRA salary adjustments up to the aforementioned limits. This delegation shall remain in effect until modified or rescinded by the Board of Governors, President or Board of Trustees. For purposes of this Resolution, the Chancellor's permitted designees shall be the following senior officers of the institution: Provost, Vice Chancellor for Human Resources or Assistant Vice Chancellor for Human Resources. The Board of Trustees or University Affairs Committee shall receive an informational report quarterly at its regular meetings of all EHRA employee salary adjustments approved by the Chancellor and/or the Chancellor's permitted designees under this delegation.

This the 18th day of November 2016.

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Bertram E. Walls, Chairman

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Donna A. James, Secretary