



NORTH CAROLINA AGRICULTURAL
AND TECHNICAL STATE UNIVERSITY

MANAGEMENT FLEXIBILITY 2018

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Vice Chancellor for Human Resources

April 27, 2018
Board of Trustees | University Affairs Committee

AGGIES **DO**

2018 NCAT Management Flexibility Report

Full Board Approval Requested

Pursuant to [Section 600.3.4.III.D of the UNC Policy Manual](#), NCAT's Board of Trustees is required to provide to General Administration an annual summary of the human resources activities covered by the institutional management flexibility agreement. This agreement covers:

- EHRA Faculty and EHRA Non-Faculty salary ranges
- Conferral of Tenure
- Salary Equity
- Institutional Policies related to recruitment and compensation

****Approval required by full Board****

Part I: List of Confirmations – SAAO I, SAAO II, IRPS, & EHRA Faculty

- Confirmation of Senior Academic and Administrative Officers (SAAO) Tier I Non-Salary Compensation FY 2016-17.
- Confirmation that UNC Systems Office salary ranges were used for SAAO Tier II positions.
- Confirmation that UNC Systems Office salary ranges were used for EHRA Instructional, Research, and Public service (IRPS) positions.
- Confirmation of A&T's method for faculty salaries.
- Confirmation of number of faculty reviewed, granted and hired with tenure

Part II: Conferral of Tenure

- Confirmation of number of faculty reviewed, granted and hired with tenure.

Part III: Institutional Policies

- Confirmation of supplemental pay, interim appointments and/or secondary appointments.

Part IV: EHRA IRPS Position Actions

- Confirmation that all requests for new or reclassified IRPS positions be sent to UNC System for approval.

Part V: List of Harassment Complaints

- Affirmation that A&T has measures in place to track harassment complaints and can provide information upon request.

Part VI: Report of Hiring Activity

- Internal Hires – 61
- External Hires – 223 (31 Faculty, 51 EHRA Non Faculty, 141 staff)

