



UNIVERSITY AFFAIRS COMMITTEE MANAGEMENT FLEXIBILITY 2019

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Interim Vice Chancellor, Division of Human Resources
Board of Trustees University Affairs Committee
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2019 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 2017-18.
- 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 – 47
- External Hires –181 (31 Faculty, 46 EHRA Non Faculty, 104 staff)

