

# UNIVERSITY AFFAIRS COMMITTEE MANAGEMENT FLEXIBILITY 2020



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Interim Vice Chancellor, Division of Human Resources  
Presented to Board of Trustees  
04/24/20

# **FY2019 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 2018-19.
- 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 1 (con't): SAAO Tier II Salary Ranges (check one)**

<input checked="" type="checkbox"/>	Our institution used the UNC System Office published Senior Academic and Administrative Officer (SAAO) Tier II salary ranges in FY 18-19.
<input type="checkbox"/>	Our institution's SAAO Tier II salary ranges and methodology for FY 18-19 are attached.

**EHRA IRIT Salary Ranges (check one)**

<input checked="" type="checkbox"/>	Our institution used the UNC System Office published, recommended Institutional, Research and Information Technology (IRIT) salary ranges in FY 18-19.
<input type="checkbox"/>	In lieu of providing IRIT salary ranges, a disclosure on how individual ranges are derived is attached.

**Faculty Salary Ranges (check one)**

<input checked="" type="checkbox"/>	Our institution's faculty salary ranges and methodology for FY 18-19 are attached.
<input type="checkbox"/>	In lieu of providing faculty salary ranges, a disclosure on how individual ranges are derived is attached.

Attach your institution's faculty salary ranges and methodology or your institution's disclosure on how individual ranges are derived below (Cell B23). Please pay particular attention to the quality of your submission. We expect to see clear details on your methodology (including target market rate, and the size of the range spread) and primary/secondary data sources.

Insert your institution's document HERE.

Methodology for  
Individual Faculty

## Part II: Conferral of Tenure

*Confirmation of supplemental pay, interim appointments and/or secondary appointments:*

- 17 - Number of faculty reviewed for tenure
- 16 - Number of faculty granted tenure
- 4 - Number of new faculty 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 2: Conferral of Tenure		
17	Number of faculty reviewed for tenure	
16	Number of faculty granted tenure	
4	Number of new faculty hired with tenure	


PART 3: Institution Policies		
<p><b>Does your institution have a supplemental pay, interim appointments, and/or secondary appointments policy?</b>  <small>We understand that campus practices differ, and that, at times, we even see divergence in the interpretation of what constitutes "base pay" and "supplemental salary." We further understand that many of your HRIS systems are calibrated to gather information differently than other campuses, and that you may even have variances in policy amongst different college or business units. These questions represent an initial foray into gathering information on this subject, and you're welcome to provide whatever context you'd like. Please operate under basic definitions – such as base pay being all pay for the primary role, while everything else falls into the "supplemental" category, including long-term stipends, interim appointments, and other supplements. (It's okay to exclude things we've always excluded, including task-based compensation such as summer course payments and course overloads.) Please contact Keith Dupuis (kedupuis@northcarolina.edu) with any specific follow-up questions.</small></p>		
<input checked="" type="checkbox"/>	YES	Our institution's supplemental pay, interim appointments, and/or secondary appointments policy and/or procedures is attached. Date last reviewed: _____
<input type="checkbox"/>	NO	Our institution does not have a supplemental pay, interim appointments, and/or secondary appointments policy or procedures. Attached is the methodology used at our institution to review supplemental pay, interim appointments, and/or secondary appointments. Please be aware that an answer of "NO" should also be accompanied by an action plan for permanently establishing those procedures over the coming future.

Attach your institution's policy or procedures on supplemental pay, interim appointments, and/or secondary appointments OR attach your institution's methodology for reviewing supplemental pay, interim appointment and/or secondary appointments (Cell B41).


Insert your institution's document **HERE**.



Supplemental Compensation for Instructional



Faculty Supplemental Pay Guidance



Faculty Serving in Administrative

## 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 – 33
- External Hires – (Faculty 48, EHRA Non Faculty 64, Staff 129)

**PART 6: Report of Hiring Activity**

Report of Hiring Activity for Fiscal Year 2018-2019. Hiring activity should include competitive events and waivers of recruitment for **permanent positions only** (exclude temporary employees/appointments). Please note that WAIVERS are considered hires as well.

Employee Category	External Hire Count from Outside the UNC System	External Hire Count from Within the UNC System	Internal Hire Count
EHRA Faculty	48	0	4
EHRA Senior Academic and Administrative Officer Tier I	0	3	2
EHRA Senior Academic and Administrative Officer Tier II	5	1	3
EHRA IRIT			
All Other EHRA Non-Faculty Not Otherwise Categorized	51	4	4
SHRA Staff	108	21	20
<b>Grand Totals</b>	<b>212</b>	<b>29</b>	<b>33</b>

