

UNCW Board of Trustees

Human Resources Update



October 27, 2016



UNIVERSITY *of* NORTH CAROLINA WILMINGTON

UNIVERSITY OF NORTH CAROLINA WILMINGTON**Board of Trustees****Report/Recommendation**

Title: Delegation of Expanded Authority to the Chancellor for EHRA Salary Actions

Summary:

In accordance with UNCW's Management Flexibility to Appoint and Fix Compensation agreement as approved by the UNC Board of Governors in 2004, the approval authority for EHRA salary delegations are granted to the Board of Trustees, who in turn have the authority to further delegate EHRA salary increases to the Chancellor for the proper and expeditious operation of the institution, except SAAO Tier I actions per Board of Governors requirement.

On September 13, 2016, UNC General Administration President Margaret Spellings increased the baseline delegation of authority to UNC Wilmington for most EHRA salary actions up to 20% and \$15,000.

Action Item:

Enclosed as an action item for approval is a resolution delegating this additional authority to Chancellor Sartarelli.

**Resolution of the UNCW Board of Trustees to 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 boards of trustees, at their 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;

NOW THEREFORE, after careful consideration, the UNCW 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 may be the following senior officers of the institution: provost, chief financial/business officer, chief human resources officer, or chief of staff. The UNCW Board of Trustees shall receive an informational report at each of its regular quarterly meetings of all salary adjustments approved under this delegation.

BE IT SO RESOLVED.

October 28, 2016

APPROVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF NORTH CAROLINA AT WILMINGTON

By: _____
Chair, Board of Trustees

Assistant Secretary, Board of Trustees