

	Position Type	Authority Delegated to All BOTs (may delegate to Chancellor)	Authority Delegated only to BOTs with Management Flexibility	Authority Delegated to the President	Authority Retained by Board of Governors
SAAO	<ul style="list-style-type: none"> <li>Chancellors</li> <li>CEO, UNC Health</li> <li>CEO, PBS NC</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li><b>All permanent and temporary</b> salary adjustments</li> </ul>
	<ul style="list-style-type: none"> <li>Provosts</li> <li>Vice Chancellors</li> <li>Deans</li> <li>Other SAAO</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li><b>All promotional</b> salary increases (cannot be delegated to the chancellor)</li> <li><b>Permanent non-promotional</b> salary actions that do not exceed <b>EITHER</b> 10% of the June 30 salary <b>OR</b> the 75<sup>th</sup> percentile of the range (cannot be delegated to the chancellor)</li> <li><b>Temporary</b> salary adjustments not to exceed a duration of up to 36 months <b>OR</b> up to \$50,000 annually above June 30 base salary (cannot be delegated to the chancellor)</li> </ul>	<ul style="list-style-type: none"> <li>For institutions <b>WITHOUT</b> management flexibility (actions must have formal endorsement from institution's BOT): <ul style="list-style-type: none"> <li><b>All promotional</b> salary increases</li> <li><b>Permanent non-promotional</b> salary increases that do not exceed both 10% of the June 30 salary <b>AND</b> the 75<sup>th</sup> percentile of the range</li> <li><b>Temporary</b> salary adjustments regardless of duration or amount</li> </ul> </li> <li>For institutions <b>WITH</b> management flexibility (actions must have formal endorsement from institution's BOT): <ul style="list-style-type: none"> <li><b>Permanent non-promotional</b> salary increases that exceed <b>EITHER</b> 10% of the June 30 salary <b>OR</b> the 75<sup>th</sup> percentile of the range, or both</li> <li><b>Temporary</b> salary adjustments with a duration exceeding 36 months <b>OR</b> over \$50,000 annually above June 30 base salary</li> </ul> </li> <li><b>Emergency retention</b> salary increases in consultation with CUP chair</li> <li>All requests to exceed the salary range</li> </ul>	<ul style="list-style-type: none"> <li><b>Permanent non-promotional</b> salary increases that exceed 10% of the June 30 base salary <b>AND</b> exceed the 75<sup>th</sup> percentile of the range (must have formal endorsement from institution's BOT)</li> <li><b>All other salary actions</b> not otherwise delegated to BOTs or to the president</li> </ul>
EPS	<ul style="list-style-type: none"> <li>Assoc./Asst. Provosts</li> <li>Assoc./Asst. VCs</li> <li>Vice Deans</li> <li>Assoc./Asst. Deans</li> <li>Athletic Directors</li> <li>Other EPS</li> </ul>	<ul style="list-style-type: none"> <li><b>All promotional</b> salary increases</li> <li><b>Permanent non-promotional</b> salary increases up to a new base salary of \$125,000 within the established salary range, and proposed salaries over \$125,000 that do not: <ol style="list-style-type: none"> <li>exceed 10% of the June 30 base salary or</li> <li>exceed the 75<sup>th</sup> percentile of the range, or both</li> </ol> </li> <li><b>Temporary</b> salary adjustments related to interim, acting, or other time-limited assignments or appointments not to exceed a duration of up to 36 months <b>OR</b> up to \$50,000 annually above June 30 base salary</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li><b>Permanent non-promotional</b> salary increases that exceed a new base salary of \$125,000 <b>AND</b> <ol style="list-style-type: none"> <li>exceed 10% of the June 30 salary or</li> <li>exceed the 75<sup>th</sup> percentile of the range, or both</li> </ol> </li> <li><b>Temporary</b> salary adjustments exceeding a duration of 36 months <b>OR</b> over \$50,000 annually above June 30 base salary</li> <li>All requests to exceed the salary range</li> </ul>	

	Position Type	Authority Delegated to All BOTs (may delegate to Chancellor)	Authority Delegated only to BOTs with Management Flexibility	Authority Delegated to the President	Authority Retained by Board of Governors
	<ul style="list-style-type: none"> <li>Head Coaches</li> <li>Assoc./Asst. Coaches</li> </ul>	<ul style="list-style-type: none"> <li><b>All promotional</b> salary increases</li> <li><b>Permanent non-promotional</b> salary increases that do not exceed 25% of the June 30 base salary <b>AND</b> do not exceed \$25,000</li> <li><b>Temporary</b> salary adjustments related to interim, acting, or other time-limited assignments or appointments not to exceed a duration of up to 36 months <b>OR</b> up to \$50,000 annually above June 30 base salary</li> </ul>	<ul style="list-style-type: none"> <li>n/a</li> </ul>	<ul style="list-style-type: none"> <li><b>Temporary</b> salary adjustments exceeding a duration of 36 months <b>OR</b> over \$50,000 annually above June 30 base salary</li> <li>All requests to exceed the salary range</li> </ul>	<ul style="list-style-type: none"> <li><b>Permanent non-promotional</b> salary increases that exceed 25% of the June 30 salary <b>AND</b> exceed \$25,000</li> </ul>
FACULTY		<ul style="list-style-type: none"> <li><b>All promotional</b> salary increases</li> <li><b>Permanent non-promotional</b> salary adjustments within established salary ranges</li> <li>Academic department chair or academic department head increases not greater than \$50,000 annually above June 30 total compensation</li> <li>Clinical department chair, clinical department head, or clinical division head appointments within a School of Medicine or Dentistry increases not greater than \$75,000 annually for the duration of such appointment</li> <li><b>Temporary</b> salary adjustments not to exceed a duration of up to 36 months <b>OR</b> up to \$50,000 annually above June 30 base salary</li> </ul>	<ul style="list-style-type: none"> <li><b>Permanent</b> salary increases for Distinguished Professorships (may be delegated to chancellor or designees)</li> </ul>	<ul style="list-style-type: none"> <li><b>Permanent</b> salary increases for Distinguished Professorships (for institutions without Management Flexibility)</li> <li>Academic department chair or academic department head increases greater than \$50,000 annually above June 30 total compensation</li> <li>Clinical department chair, clinical department head, or clinical division head appointments within a School of Medicine or Dentistry increases greater than \$75,000 annually for the duration of such appointment</li> <li><b>Temporary</b> salary adjustments exceeding a duration of 36 months <b>OR</b> over \$50,000 annually above June 30 base salary</li> <li>All requests to exceed the salary range</li> </ul>	

**NOTES**

- The term “appoint” means the initial appointment, reappointment, or an appointment that constitutes a formal promotion. “Promotion” includes externally and internally posted events with an application pool of 2 or more people; EHRA waivers approved by the campus EEO Officer; and Academic Rank Promotions.
- The term “non-promotional” means salary actions that do not relate to assuming an entirely new position but rather adjusting the salary of the existing position for reasons such as labor market, equity, retention, additional duties, reclassification, and other permitted miscellaneous reasons. This also includes sustained supplemental pay for secondary or administrative assignments (as opposed to temporary, acting, and interim appointments)
- Any listed delegated authority listed above does not permit exceeding the relevant salary range established by the UNC System Office for the position in which an individual is serving in an interim or acting capacity.

**Salary Pre-Authorization Requirements for Employees Subject to the NC Human Resources Act**

Salary Increase/ Adjustment Type	Authority Delegated to Institutions with Salary Authority	Authority Retained by UNC System HR
<ul style="list-style-type: none"> <li>• <b>Permanent Salary Adjustments</b> Internal and external hiring, reallocation, career progression, additional duties, reclassification, or other salary actions</li> </ul>	<ul style="list-style-type: none"> <li>• Not to exceed 15% above the market/reference rate (1.15 MI) or</li> <li>• Not to exceed the market rate of a higher competency level or the maximum of the range:               <ul style="list-style-type: none"> <li>○ For contributing-level positions, not to exceed the journey market rate.</li> <li>○ For journey-level positions, not to exceed the advance reference rate.</li> <li>○ For advance-level positions, not to exceed the maximum of the salary range.</li> <li>○ Salary increases cannot exceed the maximum of the salary range.</li> </ul> </li> <li>• For highly compensated employees as defined by the IRS (currently \$135,000), up to 5% above the market/reference rate (1.05 MI)</li> </ul>	<ul style="list-style-type: none"> <li>• Exceeds 15% above the market/reference rate (1.15 MI) or</li> <li>• Exceeds the market rate of a higher competency level or the maximum of the range:               <ul style="list-style-type: none"> <li>○ For contributing-level positions, exceed the journey market rate.</li> <li>○ For journey-level positions, exceed the advance reference rate.</li> <li>○ For advance-level positions, exceed the maximum of the salary range.</li> <li>○ Salary increases exceeding the maximum of the salary range.</li> </ul> </li> <li>• For highly compensated employees as defined by the IRS (currently \$135,000), more than 5% above the market/reference rate (1.05 MI)</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Temporary Salary Adjustments</b></li> <li>• <b>Supplemental Salary Adjustments</b></li> </ul>	<ul style="list-style-type: none"> <li>• Same as above</li> </ul>	<ul style="list-style-type: none"> <li>• Same as above</li> </ul>

\* Salary determination shall apply the defined career banding pay factors (financial resources, appropriate market rate, internal pay alignment [equity], and required competencies).

\* Temporary SHRA adjustments follow the same rules as permanent SHRA adjustments and should be no more than 12 months in length. All SHRA temporary actions and extensions longer than 12 months require System Office approval.