Subject: FORMAL NOTICE: UNC System Personnel Flexibility Proposal

To: All Employees

From: Brenda Richardson Malone, Vice Chancellor for Human Resources

Earlier this year, the General Assembly asked UNC General Administration (GA) to look at ways to increase operational effectiveness and efficiency across the University system. General Administration developed several proposals that met this criterion and presented those to legislative leaders.

One of those proposals is to consolidate all University system employees under the authority of the UNC System Board of Governors (BOG). This would be a departure from the current system, where SPA employees are under the authority of the State Personnel Act as overseen by the State Personnel Commission and Office of State Personnel, while EPA employees (both faculty and non-faculty) are under BOG authority.

The intent of this proposal is to simplify personnel administration for all of the UNC campuses by providing consolidated authority for personnel matters under a single body, the BOG, and to provide the university system with the ability to tailor its personnel programs in a way that better responds to the unique needs of higher education, which would benefit both employees and the individual campuses.

Although the details of this proposal have not been finalized, I thought it would be helpful to provide you with the information that GA has shared with various parties, including the Governor, legislative leaders, the system-wide Faculty Senate, and system-wide Staff Assembly leaders. This information has also been shared with the Employee Forum.

This document is available on the Office of Human Resources website at http://hr.unc.edu/faculty-and-staff/personnelflexibility/index.htm.

I understand that you will have many questions about this proposal. Please note that no legislation has been written or introduced, so there are no further details at this time. As we get additional information from GA, and as legislation is considered, we will continue to keep you informed and add new details to the link above. In addition, we are currently working on a Frequently Asked Questions (FAQ) document that we hope to provide in the next several days.

If you have questions about this proposal, you can submit them to hr-personnel-flexibility@unc.edu. Please note that we will not directly answer each submitted question; however, all questions will be considered for addition to our FAQ document, as the information becomes available.

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