

MEMORANDUM

TO: NC State Faculty and Staff

FROM: W. Randolph Woodson, Chancellor
David M. DeFoor, Chair, Staff Senate

SUBJECT: Draft UNC Guiding Principles on Personnel Responsibility

DATE: March 7, 2012

Responsibility for personnel administration of UNC system employees is currently divided between two state-appointed boards, with the UNC Board of Governors (BOG) responsible for faculty and academic/research professionals, while support staff and other professionals fall under the State Personnel Commission (SPC). Staff members governed by the SPC are subject to the State Personnel Act (SPA), a collection of statutes some of which date from the 1930s.

The University of North Carolina system is the only educational system in the state – and one of the only public universities in the nation -- for which staff compensation structures and policies are determined not by campus leadership, nor even by the governing board of the educational system itself, but instead are controlled directly by a non-educational government commission.

Legislation was introduced in the N.C. Senate last year to consolidate administrative responsibility for all UNC personnel under the UNC Board of Governors. The BOG Personnel Authority proposal (SB 575) will come before the legislature in a few months. President Tom Ross and the chancellors of all the UNC institutions have endorsed this personnel consolidation initiative as they believe it allows the flexibility needed to enhance the rights and benefits for all university employees over the long-term.

Over the next few months you are sure to hear varying perspectives arguing whether the proposal might advantage or disadvantage staff members. The UNC General Administration understands that some staff members may be concerned a new structure will somehow diminish rights protected under the SPA. To help address these concerns, the UNC BOG has proposed an overarching set of guiding principles that will undergird a consolidated personnel structure, a fundamental philosophical and ethical framework within which the BOG intends to operate. **Those draft principles are attached – and feedback is welcome.**

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The UNC Staff Assembly (the 17-institution staff advisory body to the UNC President) and the NCSU Staff Senate (the staff advisory body to our Chancellor) are the official representative staff organizations, elected by campus staff members themselves, through which staff input is solicited and reflected. In those representative roles, the Staff Senate and Staff Assembly have been invited to gather and share feedback from staff members to ensure that concerns of employees are heard, considered, and addressed.

The Staff Senate, under chair David DeFoor and chair-elect Susan Colby, is gathering input from NCSU employees. Please review the Guiding Principles document, and then send your feedback to staff_senate@ncsu.edu. The Staff Senate will collect and share employees' general thoughts, concerns, and suggestions with the Chancellor and BOG to ensure that the outcomes of this proposed personnel transition reflect the best interests of both the University and its staff. Comments will not be attributed to individuals, but will be considered collectively.

We welcome and encourage your reactions to the draft principles by March 21, 2012. We have a great future at NC State University, one that recognizes the value of our great employees. Thank you for your continued hard work on our behalf.

Attachment