

DRAFT for discussion purposes and campus and affiliated entities feedback

February 9, 2012

Please note. The purpose of this document is to provide draft principles for a unified UNC personnel system. These principles, when approved, would be followed in the implementation of a unified personnel system if authorized by legislation.

The University of North Carolina Guiding Principles for the Development of a Unified University Personnel System for all University Employees

The University of North Carolina (UNC), including its 17 campuses and affiliated entities, is committed to being the best public university system in the country. The University's success depends on its ability to attract and retain exceptionally talented faculty and staff, and to support and manage its workforce in a cost-effective manner.

UNC currently employs approximately 47,000 individuals whose personnel policies and procedures are developed and managed by two separate systems with differing rules and regulations. One group is managed and directed by the Office of State Personnel (for positions subject to the State Personnel Act) and the other group (for faculty and other positions exempt from the Act) is under the authority of the UNC Board of Governors. As requested by the Board of Governors, members of the General Assembly have introduced legislation that would enable the development of a single consolidated personnel system for UNC, administered by the Board of Governors. The General Assembly has previously enacted similar successful personnel consolidation measures for the Community College System, the UNC Healthcare System, the General Assembly, ECU Clinical Support Services, and other entities.

If the legislation is enacted, new personnel rules and regulations will need to be developed. The University is committed to giving employees a voice and a seat at the table in the process of accomplishing this system. Further, the University will follow these principles in the development of the new system:

1. The University will develop the new unified system in accordance with best practices in public higher education.
2. University employees will have substantive input in the development of the new unified system through their peer-elected representatives in the UNC Staff and Faculty Assemblies.
3. The University will adopt policies and procedures that maintain and strengthen the existing practice for the fair evaluation and treatment of employees in all areas of employment, including employee development and performance.
4. The unified system will not eliminate any existing property rights that employees have, including ensuring "just cause" protections for career status employees.
5. Adverse employment actions will be subject to due process and reviewable through structured procedures that provide for fair notice and the opportunity for the employee to be heard.

6. UNC will use compensation policies and procedures that recognize the contribution, experience, and service of UNC employees.

7. UNC employees will continue to have access to State of North Carolina benefits (retirement, health insurance, and the like) as authorized by the General Assembly.

8. UNC will continue to refine policies, procedures, and practices in ways that will enhance its ability to be an employer of choice.