

	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 TIER I	<ul style="list-style-type: none"> Chancellors CEO, UNC Health CEO, PBS NC 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> All permanent and temporary salary adjustments
	<ul style="list-style-type: none"> Provosts Vice Chancellors Deans Other SAAO Tier I 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> All promotional salary increases (cannot be delegated to the chancellor) Permanent non-promotional salary actions that do not exceed <u>EITHER</u> 10% of the June 30 salary <u>OR</u> the 75th percentile of the range (cannot be delegated to the chancellor) Temporary salary adjustments with a duration up to 36 months <u>OR</u> up to \$50,000 annually above June 30 base salary (cannot be delegated to the chancellor) 	<ul style="list-style-type: none"> For institutions <u>WITHOUT</u> management flexibility (actions must have formal endorsement from institution's BOT): <ul style="list-style-type: none"> All promotional salary increases Permanent non-promotional salary increases up to both 10% of the June 30 salary <u>AND</u> the 75th percentile of the range Temporary salary adjustments regardless of duration or amount For institutions <u>WITH</u> management flexibility (actions must have formal endorsement from institution's BOT): <ul style="list-style-type: none"> Permanent non-promotional salary increases that exceed <u>EITHER</u> 10% of the June 30 salary <u>OR</u> the 75th percentile of the range Temporary salary adjustments with a duration over 36 months <u>AND/OR</u> over \$50,000 annually above June 30 base salary Emergency retention salary increases in consultation with CUP chair 	<ul style="list-style-type: none"> Non-promotional salary increases that exceed 10% of the June 30 base salary <u>AND</u> exceed the 75th percentile of the range (must have formal endorsement from institution's BOT) All other salary actions not otherwise delegated to BOTs or to the president
SAAO TIER II	<ul style="list-style-type: none"> Assoc./Asst. Provosts Assoc./Asst. VCs Vice Deans Assoc./Asst. Deans Athletic Directors Other SAAO Tier II 	<ul style="list-style-type: none"> All promotional salary increases Permanent non-promotional salary increases up to a new base salary of \$125,000 <u>that do not</u> (1) exceed 10% of the June 30 base salary or (2) exceed the 75th percentile of the range, or both Temporary salary adjustments related to interim, acting, or other time-limited assignments or appointments with a duration of up to 36 months <u>OR</u> up to \$50,000 annually above June 30 base salary 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Permanent non-promotional salary increases that <u>both</u> exceed a new base salary of \$125,000 <u>AND EITHER</u> (1) exceed 10% of the June 30 salary or (2) exceed the 75th percentile of the range, or both Temporary salary adjustments with a duration over 36 months <u>AND</u> \$50,000 annually above June 30 base salary 	

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IRIT	<ul style="list-style-type: none"> Instructional Research Information Technology Other IRIT 	<ul style="list-style-type: none"> All promotional salary increases Permanent non-promotional salary adjustments within established salary ranges Temporary salary adjustments related to interim, acting, or other time-limited assignments or appointments with a duration of up to 36 months OR up to \$50,000 annually above June 30 base salary 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Temporary salary adjustments with a duration over 36 months AND \$50,000 annually above June 30 base salary 	
	<ul style="list-style-type: none"> Head Coaches Assoc./Asst. Coaches 	<ul style="list-style-type: none"> All promotional salary increases Permanent non-promotional salary increases that do not exceed 25% of the June 30 base salary AND do not exceed \$25,000 Temporary salary adjustments related to interim, acting, or other time-limited assignments or appointments with a duration of up to 36 months OR up to \$50,000 annually above June 30 base salary 	<ul style="list-style-type: none"> n/a 	<ul style="list-style-type: none"> Temporary salary adjustments with a duration over 36 months AND exceed \$50,000 annually above June 30 base salary 	<ul style="list-style-type: none"> Permanent non-promotional salary increases that exceed 25% of the June 30 salary AND exceed \$25,000
FACULTY		<ul style="list-style-type: none"> All promotional salary increases Permanent non-promotional salary adjustments within established salary ranges Academic department chair or academic department head increases not greater than \$50,000 annually above June 30 total compensation 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 Temporary salary adjustments with a duration of up to 36 months OR up to \$50,000 annually above June 30 base salary 	<ul style="list-style-type: none"> Permanent salary increases for Distinguished Professorships (may be delegated to chancellor or designees) 	<ul style="list-style-type: none"> Permanent salary increases for Distinguished Professorships (for institutions without Management Flexibility) Academic department chair or academic department head increases greater than \$50,000 annually above June 30 total compensation 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 Temporary salary adjustments with a duration over 36 months AND \$50,000 annually above June 30 base salary 	

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.