

UNCG Simplified Matrix of Position and Salary Action Approval

Position Type	UNCG Campus Approval	UNC General Administration or BOG Approval
SHRA	<ul style="list-style-type: none"> • Permanent salary adjustment not to exceed 20% cumulative salary adjustments fiscal year to-date for salaries remaining below \$100,000 • Temporary salary adjustment not to exceed 20% cumulative salary adjustments fiscal year to-date or 12 months duration • Permanent/temporary adjustment of <i>less than</i> 5% for salaries that are \$100,000 or greater • Establish new position budgeted below \$70,000 	<ul style="list-style-type: none"> • Permanent salary adjustment in excess of 20% cumulative salary adjustments fiscal year to-date(GA) • Temporary salary adjustment in excess of 20% cumulative salary adjustments fiscal year to-date or 12 months duration • Permanent/temporary salary adjustment of 5% or <i>more</i> for salaries that are \$100,000 or greater* • Establish new position budgeted \$70,000 and above*
EHRA Non-Faculty	<ul style="list-style-type: none"> • Permanent salary adjustment (internally and externally posted, retention) not to exceed 20% and \$15,000 of cumulative salary adjustments fiscal year-to-date, for salaries below \$100,000 • Permanent salary adjustment (reclassification, equity, labor market, additional duties) not to exceed 20% and \$15,000 of cumulative salary adjustments fiscal year-to-date, for salaries below \$100,000 • Temporary/Interim salary adjustment not to exceed 25% and \$25,000 of cumulative salary adjustments fiscal year to-date up to 12 months in duration, for salaries below \$100,000 • Permanent/temporary adjustment of <i>less than</i> 5% for salaries that are \$100,000 or greater • Establish new position budgeted below \$70,000 	<ul style="list-style-type: none"> • Permanent salary adjustment (internally posted) Not to exceed 25% and \$25,000 of cumulative salary adjustments fiscal year to-date (GA); Exceeds (BOG) • Permanent salary adjustment (externally posted) Exceeds 20% and \$15,000 of cumulative salary adjustments fiscal year to-date (GA) • Retention Not to exceed 30% and \$25,000 of cumulative salary adjustments fiscal year to-date (GA); Exceeds (BOG) • Permanent salary adjustment (reclassification, equity, labor market, additional duties) not to exceed 25% and \$25,000 of cumulative salary adjustments fiscal year to-date (GA); Exceeds (BOG) • Temporary/Interim salary adjustment not to exceed 30% of cumulative salary adjustments fiscal year to-date and 13 months in duration (GA); Exceeds (BOG) • Permanent/temporary salary adjustment of 5% or more for salaries that are \$100,000 or greater* • Establish new position budgeted \$70,000 and above*

Additional Notes:

- This is a simplified matrix for UNCG. All position and salary actions should be carried out with consultation from Human Resources.
- Actions exceeding the authority of General Administration (GA) requires full BOG Promotion & Tenure approval.
- *Falls under the *BOG Monitoring and Consultation Process* requiring submission to GA; reviewed by BOG twice per month.