

FAQ - Continuing Budget Authority FY 2023-24

1. Are we allowed to move forward with new non-state-funded actions not covered in last year's budget?

No. Restrictions apply regardless of funding. There may be an exception for certain actions that are mandated by specific grant contract language. Such language will be reviewed by Human Resources for staff positions and Faculty Personnel Services for faculty positions to determine if an exception is justified. Actions may need approval from the UNC System Office to proceed.

2. How long will this be in effect?

This will be in effect until we have received notification by the UNC System Office that the Continuing Resolution (pause) has been lifted. This will require an agreement on the budget being reached and a new budget for FY 2023-24 being approved.

3. Will actions submitted prior to July 1 be affected by this pause?

Yes, if the action(s) is subject to the pause, it will not be approved until the pause is lifted. Provided the action has otherwise been approved (i.e., dual approval, hr approval, etc.), we will continue to accept and work on actions and hold them in the HR queue until we receive approval to proceed with the action.

4. Will actions be retroactive?

We are hoping to get approval for actions to be effective on the date they are approved by Human Resources/Faculty Personnel Services. However, this is largely dependent on how long we operate under a Continuing Resolution and on the legislative language as authorized in the enacted budget.

5. We are reorganizing and creating a new position using funding from an existing vacant position. Can we proceed?

Yes, if a new position is being created from an existing FY 2022-23 funding source the action can proceed. Normally these are processed as position modifications and not as entirely new positions. However, if you are creating an entirely new position using funds from a currently budgeted vacant position, please indicate the position funding you are using in the reason for the action when submitting it in SpartanTalent. Any new, unbudgeted positions dependent on FY2023-24 funding should not be created at this time.

6. If a request for a reallocation/reclassification, competency level change, increase for additional duties and/or labor market/equity increase has already been submitted, will it be subject to this pause?

Yes, the above actions are subject to this pause if they require a change in salary. Requests may still be submitted but may not be approved until this pause is lifted. Please see related Q2 and Q3.

7. Are FTE changes or appointment conversions able to continue?

Yes, as long as the total budgeted salary is covered by the previous fiscal year's budget.

8. We want to reallocate a vacant position prior to posting. Can we still do so?

Yes, as long as any additional funding required is from a current FY 2022-23 funding source.

9. For faculty that are being paid for summer work, will the pause affect their pay for July or August, etc.?

No, payments should continue as planned.

10. Are newly assigned faculty stipends/special payments paused as well? (These are not interim assignments or additional duties for vacant positions. These are duties related to administrative assignments.)

No, you may fill any existing, vacant secondary administrative assignments. Please use the utmost discretion. We should not be creating any new secondary roles during the time the pause is in effect.

11. Can faculty rank promotion salary increases be implemented?

Yes. Approved academic rank promotions for faculty are permitted for existing, budgeted roles.

12. Can supplemental payments for individuals serving as Staff/Faculty Chairs for the upcoming year continue?

Yes, assuming it's allotted by prior agreement. This is considered a contractual obligation and can continue at the amount that was previously agreed upon.

13. Can faculty/staff receive additional pay for teaching courses outside of their normal workload in the Fall semester?

Yes, course overload payments, for essential courses during the Fall semester, can continue for faculty and staff.

14. Can we continue with job postings for vacant positions?

Yes, we will continue to post positions, extend offers, and onboard new hires, as long as the vacancy is based on current funding and not on expected FY 2023-24 funding.

15. Can we hire new students and/or increase student wages?

The restrictions apply to all permanent and non-permanent roles and all fund sources. This includes students. You should not raise student wages or hire student workers into new roles that weren't previously covered by an FY 2022-23 budget. You may hire students into vacant roles budgeted in FY2022-23.

16. We just hired someone. Will we need to delay their start date?

No, as long as the position they are filling is funded from current funding sources, you will not need to delay the start date. If the position is based on FY 2023-24 funding, please contact the Human Resources Department at hrcomp@uncg.edu for staff or Faculty Personnel Services for faculty.

17. Can employees still receive promotional increases?

Yes, promotional increases, including those for interim promotions, are allowable during this period.

18. Is this a UNCG pause or does this affect other campuses?

Response: This pause affects all campuses.

19. Is dual approval still required?

Yes, the dual approval process (approval from both the Provost and VC for Finance and Administration) to determine if an action is mission critical and/or essential is still in effect.