

1. NEW! How were the allocations decided, and what should the priority of expenditures be?

Money was allocated to campuses based on nursing student credit hours taught by each campus.

- Per legislation, the first focus should be increasing the starting pay for all nursing faculty positions (including adjuncts) by a minimum of 10%.
- The second focus should be adjusting the salaries of any filled nursing faculty positions, by up to 15%, for the purpose of improving retention.

Remember, these funds are recurring and can be used to supplement the budgeted salary for future hiring of vacant positions. These funds are intended to improve the recruitment and retention of nursing faculty. Questions about allocations should be directed to the System Office for review.

2. NEW! Is the cost of benefits included?

Yes. Funds were allocated to cover the salary increase and associated benefits. However, if your campus has budget available to cover associated benefits, you may use all funds for salary increases. No additional benefit funds are available.

3. Can the nursing raises be retro to July 1? If so, is the % based on the June 30 pay or the new salary after LSI is applied?

Yes, they can be retro, and they should be based on the LSI-adjusted June 30 salary.

4. Do you have any guidance around how “Nursing Faculty Starting Pay” is defined for the purposes of this allocation? Does that simply mean that all vacant/open nursing positions must be increased by 10%? Campuses will then have the discretion to increase existing Nursing faculty (anyone currently employed by the University irrespective of start date) up to 15% above current base salary?

You are correct. The minimum budgeted hiring salary for vacant roles should increase by at least 10% (no more than 15%); and campuses have the discretion to increase existing nursing faculty by up to 15% above the LSI-adjusted June 30 base salary. This is all based on funding availability.

5. Does the Nursing Salary Adjustment initiative apply to everyone classified as faculty in the School of Nursing or to only those who are nurses? We have two statisticians who are not nurses but are on faculty. In addition, are Nursing administrators, such as Associate Dean's, excluded from the process?

The funding was designed for faculty members who teach nurses—either under a nursing CIP code, or within a nursing school. If you feel you have a valid exception, please contact Keith Dupuis (kedupuis@northcarolina.edu).

6. What about nursing research faculty who don't directly teach? Are they included?

As with Question #3, the fund was designed for nursing faculty members who teach nurses. If you feel you have a valid exception, please contact Keith Dupuis for further discussion.

7. Are temps eligible?

Nursing adjuncts who teach nurses are eligible, even if the campus categorizes the adjunct as a non-permanent employee. At this point, we don't see any other category of non-permanent employee as being eligible, but contact Keith Dupuis if you feel you have a valid exception.

8. Can we use the Fund for administrators who teach courses? For instance, a Dean who teaches a single course?

We strongly encourage you to prioritize faculty members or adjuncts who devote 50% or more of their time to teaching nursing students. In cases where you believe you should allocate funds to a non-faculty administrator who also teaches, contact Keith Dupuis at the System Office. Please be aware he'll want to review your complete scope of allocations as part of this review process and may ask campuses to submit the non-faculty administrator exceptions through the database.

9. UPDATED! Can we use campus funds to exceed the 15% limit?

You may use campus funds to augment this process, but anything above and beyond 15% should be a separate personnel action that's tied to a permissible salary code (such as market or equity) and follows the Systemwide salary pre-approval rules and may not be retroactive.