



THE UNIVERSITY OF NORTH CAROLINA SYSTEM

DARRYL BASS

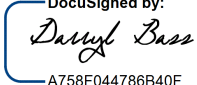
VICE PRESIDENT AND CHIEF HUMAN RESOURCES OFFICER

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MEMORANDUM

TO: Chief Human Resources Officers and Academic Human Resources Leads

FROM: Darryl Bass 
Vice President for Human Resources & Chief Human Resources Officer

DATE: October 18, 2023

SUBJECT: ***Nursing Faculty Salary Adjustment***

House Bill 259 (the 2023 Appropriations Act) provided the UNC System with \$8,511,549 in recurring state-appropriated funding to support increased salaries and corresponding benefits for Nursing Faculty. These funds will be allocated to each campus as a part of the October Board of Governors' budget allocations. This funding is in addition to the 4% across-the-board legislative salary increases.

Further, per the Act, all Nursing Faculty starting pay, including adjunct and fixed-term faculty, shall be increased by at least 10%. Campuses may make salary increase adjustments to existing Nursing Faculty, including adjunct and fixed-term faculty, up to an additional 15% on top of the LI adjusted base salary. Campuses may also supplement the funding allocation with other campus resources. No additional salary pre-approval is needed for actions following the parameters established by the Nursing Faculty Salary Adjustment Fund, including related increases that place employees above the Maximum of their range.

All funds allocated for nursing faculty salary adjustments must be used for this purpose, consistent with the parameters required by the Act. Funds may not be used for any other purpose.

Campuses must increase the starting salary of all open Nursing positions by 10% per the Act regardless of the amount of funding allocated to the campus.

These adjustments must be implemented by 1/31/2024, and all adjustments shall be reported to the System Office via email to kedupuis@northcarolina.edu by 2/28/2024 using the attached template.

Nursing Faculty Salary Adjustment

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Please know that each campus will receive its own allocation of this funding from our UNC System Office Budget and Finance Team.

If you have any questions relative to funding, please do not hesitate to contact your Chief Financial Officer at your institution. For HR questions, please contact Keith Dupuis, Senior Classification and Compensation Director, via email at kedupuis@northcarolina.edu.

Make it a great day!

cc: System Office Senior Leadership Team
 Chancellors
 Chief Financial Officers
 Chief Academic Officers
 Chiefs of Staff
 File