



# **HUMAN RESOURCES UPDATE**

## **Talent Acquisition**

**August 11, 2025**

# Personnel “Cap”

- **Total permanent salary spending is capped at April levels for each campus.**
  - There is no distinction for funding source.
  - May continue to hire positions and change permanent compensation as needed following the current approval processes provided actions do not increase the overall total base salaries at institution.
  - Any extensions, renewals, or new contracts with a value over \$100,000 may only be entered into with prior approval from the chancellor or the designated CFO or COO.
- **Total administrative employee headcount is also capped at April levels.**
  - Administrative employees are determined by Job Category (JCAT) assigned to the employee’s primary position.
  - JCATs associated with faculty, instructors, public service/extension, law enforcement and public safety, student counseling, student advising, student career counseling, and patient care are not administrators and are not included in the administrative headcount cap.
  - The chancellor (or the CFO or COO if designated by the chancellor) is required to approve all new faculty and staff hires. Long-term costs of hires should be considered given realistic research, enrollment, and tuition levels.
- **Total base salaries for all permanent, active employees.**
  - Terminated, on-leave, temporary, and inactive employees are excluded from the personnel cap.
  - Vacant positions were not included in the cap calculation.

# SL 2025-34 – State Hiring Accessibility and Modernization

- **Section 1: Reduce Barriers to State Employment**
  - Directs Human Resources Commission (SHRC) to regularly assess classification requirements and update class specs to allow experience in addition to education
  - Aligns with Cooper Administration's EO 278
  - Report to GA Oversight Committee by October 2025
- **Section 2: Make Applying for a State Job Easier**
  - Directs OSHR to streamline the application process, allowing resumes or website profiles to be uploaded into the state job application
  - Allows specific info not typically on the state job application and not needed for screening to be collected later in the selection process
  - Implement new application process by 11-01-2025; report to Commission starting in 2026
- **Section 3: Make Job Postings Easier to Understand and Easier to Qualify**
  - Defines “essential qualifications as minimum education and experience”
  - Requires additional qualifications to be *used as management preferences*
  - Limits the number of management preference KSAs in a job posting to five (5)

# SL 2025-34 – State Hiring Accessibility and Modernization

- **Section 4: Allow Agencies to Create Continuous Posting without Outside Approval**
  - Authorizes agencies to approve their own continuous postings without OSHR approval
  - HR Director or designee must approve any addition to management preference for additional education or years of experience above the Minimum Education and Experience on the class specification.
  - OSHR encourages continuous posting when
    - There are more than three positions vacant at that classification at that agency, and
    - Vacancy rates for that classification at that agency is more than 20 percent
- **Section 5: Grant Employing Agency Flexibility in Hiring, Pay, and Classification**
  - Continues flexibility provided in S.L. 2023-134, Sec. 39.3
  - Offer applicants the option to be considered for future positions within the same or comparable classifications
  - Authorizes agencies to:
    - Hire applicants from job postings in a particular classification across all agencies
    - Classify/reclassify positions provided employees meet the minimum requirements
    - Set salaries within SHRC-determined salary ranges

# SL 2025-34 – State Hiring Accessibility and Modernization

- **Section 6: Permanent Hiring of Certain Employees/Specific Conditions**
  - Authorizes hiring temporaries into permanent positions under certain conditions
    - A permanent position must be vacant
    - The temporary employee must:
      - Have worked a minimum of six (6) months
      - Meet the minimum E&E requirements
      - Have been hired initially directly hired by an agency as a temporary
  - Exemption includes not having to complete the following:
    - Public posting of the position
    - Requiring a new application
    - Holding a new interview or new reference checks
    - Selecting applicants from the pool of most qualified persons
    - Following hiring priorities for certain types of applicants
- **[University will be establishing its own temporary employment policy and will include this provision]**

# SL 2025-34 – State Hiring Accessibility and Modernization

- **Section 7: Allow Agencies to Immediately Hire One of the Most Qualified Candidates from a Previous Posting**
  - Authorizes agencies to hire, without posting, into vacant positions when the following conditions are met:
    - The agency has previously posted a position that has the same or comparable classification (Class Title) as the newly vacant position.
    - The person being hired:
      - Applied for that previous vacancy
      - Was within the pool of the most qualified for the previous vacancy
      - Meets the minimum education and experience requirements for the classification and has a salary set within the vacant position's salary range
  - Exemption includes not having to complete the following:
    - Public posting of the position
    - Requiring a new application
    - Holding a new interview or new reference checks
    - Selecting applicants from the pool of most qualified persons
    - Following hiring priorities for certain types of applicants

# SL 2025-34 – State Hiring Accessibility and Modernization

- **Section 8: Build New Performance Management and Evaluation System**
  - Commission shall adopt new program by March 15, 2026.
- **Section 12: Modernize and Simplify the State Human Resources Act**
  - OSHR shall submit a report to General Assembly leadership with recommended changes to Chapter 126 to modernize, simplify, and align with contemporary HR best practices.
  - At a minimum, the report shall address legislative changes needed to:
    - Streamline hiring processes.
    - Enhance recruitment strategies and increase the attractiveness of State government employment.
    - Develop and maintain a high-quality, well-trained State workforce.
    - Improve State employee retention rates.
- **Section 13: Repeal or Amend Rules**
  - Charges SHRC to repeal or amend rules in the administrative code and policy as needed, including use of temporary rulemaking as needed.
  - In the meantime, institutions can move forward with the plain reading of the statutory changes while OSHR policies are being updated.

# SHRA Policy Updates

- [Recruitment and Posting of Vacancies Policy](#)
- **Section 4, Vacancy Announcements**
  - Recruitment range must be on posting
  - Moves the Knowledge, Skills and Abilities to be considered Management Preferences
  - Classifications to be used for continuous postings are approved at the agency level
- **Section 5, Minimum Qualifications**
  - Removed that KSAs are needed to be minimally qualified
- **Section 6, Management Preferences**
  - KSAs are now management preferences
  - No more than 5 KSAs unless approved by agency head or designee
  - Reminder: cannot add management preference for a degree/license or additional years of experience when the class spec has the equivalency statement



# SHRA Policy Updates

- **Section 7, Posting Period**
  - Posted for a minimum of 5 business days
  - Continuous postings no longer than 365 days
- **Section 6 & 7 Internal to Agency and Internal to State Government**
  - Temporary employees employed directly by the agency or through Temporary Solutions are considered Internal Candidates
  - No longer need to add language to posting
- **Section 8, Posting Requirements not Applicable**
  - Section 8.1 - To be filled by a temporary (temp-to-perm)
  - Section 8.2 - To be filled by an applicant within most qualified pool of a previous posting
- **Section 10, Application for Employment**
  - If eligible for veterans or National Guard Preference, must submit appropriate documentation during application process – does not have to be at time of application

# SHRA Policy Updates

- [NC OSHR: Selection of Applicants Policy](#)
- **Section 1, Policy**
  - Updated to reflect that the minimum qualifications for a position are the education and experience stated in the class specification, and any additional qualifications, knowledge, skills, or abilities added in the vacancy announcement are solely management preferences.
- **Future Policy Changes:**
  - Reference Check Policy
  - Employment Offers
  - Veteran and National Guard Policy
  - Recruitment and Posting of Vacancies (continued revisions)
- **Career Fairs (will be attached to materials sent to CHROs)**

# Other Updates

- **Hurricane Helene Disaster Recovery Revisions**
  - [SL 2025-26](#) - Extends the State of Emergency through October 1, 2025
  - Extends authority to retain temporary employees who are performing Hurricane Helene related work to continue employment without a break in service.
  - Extends authority for retirees under TSERS to return to state employment after one month of retirement rather than after six months.
- **Re-Entry into Workforce – [Executive Order 303](#) – University not subject EO**
  - Suggested Language for Postings: *“Our agency supports second-chance employment for individuals who were previously incarcerated, or justice involved. We invite all potential applicants to apply for positions for which they may be qualified.”*
  - Agencies are prohibited from considering the following:
    - Arrests not resulting in a conviction
    - Charges resulting in dismissal or not guilty
    - Charges or convictions that do not relate to the underlying employment matter
    - Expunged or pardoned convictions
  - Employment decisions not based on criminal history unless demonstrably relevant to job

# Temporary Employment

- **SL 2025-04 – Extended Exemption from NCGS 126 to temporary employment and student-oriented positions**
  - SECTION 2.2.(a) G.S. 126-5(c1)(8) reads as rewritten:
    - "(8) Employees of The University of North Carolina who are exempt from the minimum wage and overtime compensation provisions of the Fair Labor Standards Act, ~~including~~ instructional and research staff, student-oriented professionals, finance professionals, business office professionals, auditor professionals, information technology professionals, physicians, dentists, pilots, and the faculty of the North Carolina School of Science and Mathematics, and all temporary employees. The Board of Governors of The University of North Carolina shall have the authority to establish positions under this subdivision to be exempt from this Chapter without further review or approval by any other State agency."
  - SECTION 2.2.(b) This section becomes effective January 1, 2026.
- **UNC System HR currently working on a draft regulation**

# Colleges and Universities Fall Career Events

## Appalachian State University

- Construction, Design, and Renewable Energy Technology Career Fair – 9.30.25
- Internship & Job Fair – 10.1.25
- Walker Business Connections Fall 2025 – 10.2.25
- Education Career Fair – 10.24.25

## Barton College

- Nursing Career Day 2025 – 10.22.25

## Duke University

- Fall 2025 Duke Quantitative Sciences Graduate Career Fair (In-person) – 9.15.25 **(Free Event)**
- 2025 Duke Student Organization & Employer Mixer – 9.16.25
- Duke Engineering Fall 2025 TechConnect Fair (in Person) – 9.16.25
- Duke 2025 - Fall All-Industry Career Fair (In-person) – 9.17.25
- 2025 Fall Energy and Climate Career Fair – 9.26.25 **(Free Event)**
- DTech Career Fair - Virtual – 9.30.25
- Sanford School of Public Policy Virtual Fall Career Fair – 10.16.25 **(Free Event)**

## Duke University

- Duke 2025 Nic ECO: Exploring Career Options- Virtual – 10.24.25 **(Free Event)**
- North Carolina Virtual Neurodiversity College Career Summit 2025 – 11.7.25 **(Free Event)**

## Davidson College

- Fall 2025 Career Horizon – 10.21.25

## East Carolina University

- Part-Time Job Fair – 9.10.25
- Fall Job & Internship Fair – 9.24.25
- Fall Science, Engineering & Technology Fair – 9.24.25
- Health Careers Fair – 10.23.25

## Elon University

- Virtual Recruiting Fair – 8.19.25 **(Free Event)**
- Business Job and Internship Fair – 9.16.25
- STEM Meet and Greet – 9.30.25
- Virtual Recruiting Fair – 12.2.25 **(Free Event)**

# Colleges and Universities Fall Career Events

## Elizabeth City State University

- Fall 2025 Career Fair – 9.25.25

## High Point University

- Life Skills Career Summit – 9.23.25

## Johnson C. Smith University

- Fall 2025 Johnson C Smith University Career & Hiring Fair – 9.18.25

## Meredith College

- Fall 2025 Career Fest – 9.17.25

## North Carolina Agricultural and Technical State University

- Fall 2025 Resume and Mock Interview Drive (IN-PERSON) – 9.3–5.25 **(Free Event)**
- Fall 2025 (Virtual) Resume Drive – 9.3–5.25 **(Free Event)**
- Fall Career Awareness and Hiring Fair – 9.10.25
- Fall (VIRTUAL) Career Awareness & Hiring Event 2025 – 9.18.25

## North Carolina Central University

- Fall 2025 Career & Internship Fair – 9.16.25

## North Carolina State University

- Mechanical and Aerospace Engineering (MAE) Fall Career Fair – 9.3.25
- Civil, Construction, and Environmental Engineering (CCEE) Career Connections Fall 2025 – 9.9–10.25
- ASCEND Career Fair Fall 2025 – 9.15.25
- The NC State Engineering Career Fair - Fall 2025 – 9.17–18.25
- CVM Career Fair Fall 2025 – 9.25.25
- Poole College of Management Supply Chain and Analytics Career Fair - Fall 2025 – 9.25.25
- Poole College of Management Career & Internship Fair – Fall 2025 – 9.26.25
- Fall 2025 BTEC Biomanufacturing Career Fair – 10.3.25
- Wilson College of Textiles Fall 2025 Career Fair – 10.16.25
- Manufactured in NC: Manufacturing Career Fair (Fall 2025) – 10.24.25
- 2025 Ag, Sciences, and Natural Resources Career Fair – 9.30–10.1.25

## Pitt Community College

- Better Skills, Better Jobs Career Fair 2025 – 10.2.25 **(Free Event)**
- PCC Health Sciences Career Fair 2025 – 10.22.25 **(Free Event)**

# Colleges and Universities Fall Career Events

## Queens University of Charlotte

- Schmoozapalooza 2025: Business, Finance & Technology – 9.16.25 **(Free Event)**

## Salem College

- Salem College Fall Career Fair 2025 – 10.2.25

## Shaw University

- Fall 2025 Internship and Career Fair – 9.11.25

## Southwestern Community College

- Fall Job & Transfer Fair: PT and FT Jobs, internships, summer and seasonal work – 10.16.25 **(Free Event)**

## UNC Asheville

- Part-time job fair – 8.28.25
- Career & Internship Fair at UNC Asheville F25 – 9.25.25

## UNC Chapel Hill

- Economics Recruitment and Internship Fair – 9.3.25 **(Free Event)**
- Part-time job fair – 9.4.25

## UNC Chapel Hill

- UNC-CH Fall 2025 Student-Athlete Career Fair – 9.10.25 **(Free Event)**
- Job and Internship Career Fair – 9.10–11.25
- Kenan-Flagler MBA Connect – 9.18–19.25

## UNC Charlotte

- STEM (Fall 2025) – 9.11.25
- Fall Career and Internship Fair 2025 – 9.12.25
- Actuarial Science Career Fair 2025 – 9.26.25
- Financial Services Career Fair Fall 2025 – 9.30.25
- Part Time Job Fair (Fall 2025) – 10.1.25

## UNC Greensboro

- Fall 2025 Part Time Job Fair – 8.27.25
- Fall 2025 Career & Internship Fair – 10.1.25

## UNC Pembroke

- Part time job fair – 8.21.25 **(Free Event)**
- Fall 2025 Education Career Fair – 9.12.25
- Health and Human Services Career Fair – 9.17.25
- Fall 2025 Business and Government Career Fair – 10.22.25

# Colleges and Universities Fall Career Events

## UNC Wilmington

- UNCW On Campus Part Time Job Fair 2025 – 8.27.25 (**Free Event**)
- UNCW Fall Part-Time Job Fair 2025 – 9.3.25
- Healthcare Career Fair - Fall 2025 – 9.15.25
- Fall 2025 Career & Internship Fair – 9.24.25

## Wake Forest University

- Fall 2025 Career Fair – 9.17.25
- Fall 2025 Finance & Accounting Networking Night – 10.16.25
- 2025 NC Master's & Doctoral Virtual Career Fair – 11.6.25

## Wake Technical Community College

- Fall 2025 Part-Time Jobs Career Fair on North Campus – 9.24.25 (**Free Event**)
- Fall 2025 Part-Time Jobs Career Fair at South Campus – 10.15.25 (**Free Event**)

## Winston-Salem State

- Fall 2025 Career and Graduate School Expo- 9.9.25

## Western Carolina University

- Part time Employment fair – 8.20.25
- Construction Industries Fair – 9.30.25
- Career FairPlus Fall 2025 – 10.1.25





**Other Questions?**