



HR COUNCIL VIRTUAL MEETING

Wednesday, June 24, 2026

10:00 a.m.

AGENDA

Welcome and Introduction of Guest Speaker

Dr. Thomas Walker

Updates from the State Employees Association of North Carolina

Ardis Watkins
Executive Director, SEANC

Upcoming Change(s) to Regulations

Shelby Bass

Process Updates:

- EEICP Program Notifications and Timeline
- Confirmation of SAAO Actions

Dylan Morris and Raisa Dunton

Upcoming HRDM Enhancements

Suzanne Crockett

Announcements and Open Discussion

All

- Staff Assembly meets July 20-21 at Fayetteville State
- BOG meets July 23, virtually

Closing

Shelby Bass

State Employees Association of North Carolina

Message from Ardis Watkins, Executive Director



Upcoming Changes to Dual Employment for EHRA Employees

- Temporary Employment Agreements (new default model)
 - Employee remains employed by their primary institution.
 - Employee may enter directly into a temporary employment agreement with a second UNC institution or state agency.
 - Secondary institution hires and pays the employee directly.
 - Employee receives a separate W-2 from the secondary employer.
 - **No reimbursement, invoicing, or interagency payment process.**
 - **Appropriate outside employment and conflict-of-interest approvals still apply.**

Upcoming Changes to Dual Employment for EHRA Employees

UNC SYSTEM EMPLOYEE TYPE	SECONDARY EMPLOYER TYPE	WORK ARRANGEMENT	SHORT TERM / LONG TERM	FT OR PT	AGREEMENT TYPE	NOTES
EHRA	UNC System or State Agency	Extra Hours, continuing full time in original role <u>Typically</u> hourly or stipend-based pay	Short Term or Periodic	Part time	Temporary Employee Hire (No Agreement between Institutions)	Employee remains employed by primary institution. Receives separate paycheck and W2 from secondary institution. Appropriate outside employment and conflict-of-interest approvals from primary institution still apply. Examples: Adjunct instructors teaching a class at a sister institution; ticket collectors at athletics events; etc.
EHRA	UNC System or State Agency	Employee On Loan	Medium to Long Term	Full Time (or equivalent to employee's regular FTE) <i>or</i> Part Time taking over a portion of an employee's regular FTE hours	MOU between home institution and borrowing institution	Employee is paid fully by their home institution, which is reimbursed under terms of an agreed upon MOU between institutions. Primary institution remains the employer of record. Examples: Interim placements; shared leadership roles at 2 institutions; special projects
EHRA or SHRA	<u>NOT</u> UNC System or State Agency	Secondary Employment unrelated to specific skills or abilities of current position	Short Term or Long Term	Part time	N/A	Depending on the nature of the work, conflict-of-interest approval may be required. Examples: Moonlighting at a restaurant; Engaging in freelance editing work
SHRA	UNC System or State Agency	Extra Hours, continuing full time in original role	Short Term	Part time	CP30	SHRA employees must go through the formal dual employment process as dictated by OSHR.

EEICP Program Notifications and 2026 Timeline

- New participant EEICP Invitation letters sent to CHROs in May
- Moving forward:
 - EEICP Invitations for SAAOs being hired into their role and who the chancellor and president determine are candidates for EEICP – will receive invitations as part of their formal onboarding paperwork
 - EEICP Invitations for current SAAOs brought into the program – will receive invitations as soon as possible after approved request

EEICP Program Notifications and 2026 Timeline

For those SAAOs who are eligible for 2026 awards:

- Division of Strategy and Policy will calculate award year 25-26 institution-wide performance scores based on established metrics, following end of current fiscal year
 - Those with individually approved metrics will follow unique process, will work with impacted CHROs individually
- System Office will send memoranda for each participating SAAO to the respective chancellor (via CHROs), with institution-wide metrics analysis (anticipated in August or September)
- Chancellors provide their qualitative evaluations and make award recommendations to the president (anticipated in September)
- The president reviews all requests
- System Office will send individual letters with award information (early October)
- Institutions inform participating SAAO and disburse EEICP awards

Confirmation of SAAO Actions

Confirm all SAAO actions, by the last business day of the month when a request is approved.

1. PRISM: Dynamic View
2. Click on the request to open Details panel
3. Scroll all the way down
4. Select the status from the dropdown
 - Offer Accepted with Proposed Salary
 - Offer Accepted with Alternate Salary
 - Offer Rejected
5. Select Confirmed Action Start Date
 - Start date for new employees
 - Effective date for current employees
6. Confirmed Action Notes
 - Final accepted salary
 - Other notes, challenges, or helpful info

**Required for all SAAO actions, effective immediately.
Requested for Strategic Non-SAAO Actions.**

Confirmed Action Status

** To be updated for hires and promotions only after an offer has been accepted or rejected. **

Confirmed Action Start Date

** What date will the action become effective or new hire begin in their role? **

 

Confirmed Action Notes

** Include the final accepted starting salary. **

HR Data Mart Enhancements

- Campus testing of **July 2026 release** ends next week
- New HRDM enhancements include:
 - Collecting employee zip code, state, and country of residence; budget codes
 - Expanding population of employees counted as “Research” or “Public Service” for federal IPEDS reporting
 - New validations to catch incomplete compensation and benefits data
 - New fields added by dev team to ease querying data across time
 - Removal of redundant personnel data file (PDF) datasets
- Upcoming January 2027 release:
 - Wrapping up campus feedback; campus testing slated for September
 - New fields to flag secondary and placeholder positions for more accurate position counting; new validation on appointment subtype field

News and Announcements

- OSHR Paid Parental Leave Report due by July 10 for FY2026
- JCATs and Ranges updates
 - 140+ JCATs will deactivate after next week. Any current use must be reclassified ASAP.
 - Athletics Ranges are under final review.
 - Faculty Ranges are delayed due to a data integrity issue that impacted calculations and analysis.
 - All remaining active JCATs will receive grades in July.
 - All JCATs without definitions will be updated with current definitions.
 - CIOs and CHROs meet 7/30 to discuss IT classification improvements.
 - SO will begin work with LEO leadership on market analysis in July.

News and Announcements

Upcoming Meetings

- **Staff Assembly**
 - Summer meeting to be held July 20-21 at Fayetteville State
 - Fall meeting to be held Oct. 19-20 at Appalachian State
- **Board of Governors**
 - July one-day meeting, on Thurs., July 23, 2026
 - September standard meeting, on Wed.-Thurs., September 16-17, 2026
 - October one-day meeting, on Thurs., October 15, 2026
- **CHRO Fall Meeting**
 - In-person meeting for CHROs
 - Date TBA

Questions and Open Discussion



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NORTH CAROLINA SYSTEM**