**ANALYSIS TOOL FOR NON-FACULTY EHRA STATUS**

*Last Updated: February 22, 2019*

**GENERAL OVERVIEW**

As a State entity, the University of North Carolina (UNC) system is subject to the State Human Resources Act. University positions are administered in accordance with the provisions and requirements of that Act. Positions covered by the Act are referred to as “SHRA” positions.

However, four categories of positions have been largely exempted from coverage under the Act. Positions considered “EHRA” (Exempt from the Personnel Act) fall in these categories:

* ***Instructional*** positions
* ***Research*** positions
* ***Information Technology*** positions
* ***Senior Academic & Administrative Officer*** (“SAAO”) positions

Agreements between UNC-System Office (UNC-SO) and the Office of State Human Resources (OSHR) allow the delegation of authority for establishing ***Instructional***, ***Research***, and ***Information Technology*** positions to certain campuses, and University of North Carolina at Charlotte has been granted that delegated authority.

Such EHRA non**-**faculty ***Instructional, Research,*** and ***Information Technology (IRIT)*** positions deliver the core-mission activities of the University: creating and disseminating knowledge through direct instruction, research, and information technology; or performing professional-level duties that are integral to, and uniquely supportive of, that work. Such positions must be substantially engaged in the regular academic, educational, research, public-service/extension, or information technology activities of the University. Such positions require the exercise of professional expertise and discretion in determining the nature and content of the instructional-, educational-, research-, or information technology- related activities, and in evaluating the effectiveness of such activities, and/or involve significant and independent interaction with participants in the University's instructional, educational, research, or information technology programs.

Authority has **not** been delegated to individual campuses for positions in the fourth category (**SAAO**). In order for a position to be established or reclassified as SAAO, a request must be submitted by a campus Chancellor (or the chief HR officer, if authorized as the Chancellor’s designee) to the EHRA HR Advisory Board to the President, or **HRAB-EHRA**. Upon recommendation of HRAB-EHRA, the **UNC System President** makes the final determination of all SAAO designations and issues a formal notification.

This tool may be helpful in gauging whether a case for EHRA status can be supported through HRAB-EHRA committee to the UNC President.

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| **If the position is best categorized as:** | **PLEASE COMPLETE:** |
| Instructional, Research or Information Technology | Section A |
| Senior Academic & Administrative Officer (SAAO) | Section B |
| A Combination the Above | Both Sections |

**SECTION A: INSTRUCTIONAL, RESEARCH & INFORMATION TECHNOLOGY (IRIT)**

If YES, briefly describe the primary role:

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| **BASIC RESPONSIBILITIES** | | |  | | |
| 1a. Are the ongoing job responsibilities of this position directly engaged in, or uniquely supportive of, instruction, student success, or the direction or coordination of education or academic-supportive activities? | NO | YES |  | | |
| 1b. Are the ongoing job responsibilities of this position directly engaged in, or uniquely supportive of, original scholarship, creativity, or scientific research efforts and the dissemination of such research/ scholarship results. The ongoing responsibilities must be involved with independent research, implementation of research procedures, analysis of data, interpretation of research results, and/or dissemination of results through publication or public service/extension. | NO | YES |  | | |
| 1c. Does the position serve as a staff physician or staff veterinarian (without faculty rank), providing clinical healthcare services to human or animal populations? | NO | YES |  | | |
| **ACADEMIC CREDENTIALS REQUIRED** | | |  | | |
| 2a. Does the position require post- baccalaureate credentials (e.g., Master’s degree or higher)? | NO | YES | Typical discipline(s) of appropriate degree major for this position: | | |
| 2b. If no to 2a, does the position require a Bachelor’s degree plus alternative or equivalent professional training and experience that may be substituted for the advanced degree? (NOTE: It is recognized that in some areas such as information technology, admissions, financial aid, and athletics coaching and athletics management, appropriate qualified candidates may hold baccalaureate rather than advanced degrees.) | NO | YES | N/A  If yes to 2a. | Typical disciplines(s) of appropriate degree major for this position: | |
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| **PRIMARY PURPOSE(S) OF POSITION** | | | **BRIEF DETAILS:** |  |
| 1. Is this an **Academic Advising or Academic Assessment** position whose primary purpose is to advise students on academic matters such as selection of a major area of study, course selection, and academic performance, or to provide student testing and assessment as part of the academic advising process? | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 01** |  |  |  |
| 2. Is this an **Academic Preparation and Enhancement** position whose primary purpose is to improve academic preparation through such means as tutoring and supplemental instruction, or to direct programs designed to enhance the educational experience of enrolled students or of targeted secondary school students to help prepare them for post- secondary education? This includes positions focused on enhancing the academic preparation of “at risk” student populations. | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 02** |  |  |  |
| 3. Is this an **Academic Standards** position, whose primary purpose is to develop and/or administer academic standards, curricula, and degree requirements for degree-granting programs? | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 03** |  |  |  |
| 4. Is this an **Academic / Research IT Management** position, whose primary purpose is to direct staff in providing information technology services that directly support the institution’s academic or research missions? These are typically individuals at the Director- level within a school-wide, college-wide, or campus-wide role, as well as positions in large, specialized research or clinical centers. Note: This category is not intended for individuals who direct staff members who provide generalized or administrative information technology support that is not directly tied to an academic or research activity of the campus. | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 04** |  |  |  |

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| 5. Is this an **Athletics Coaching or Athletics Management** position whose primary purpose is to coach student athletes for teams sponsored by the institution, to serve as trainers to student athletes, or to serve as a senior-level professional with institutional responsibility for student-athlete programs in areas of compliance or major sports operations? NOTE: Does not include sports equipment or facilities managers, or positions ancillary to an athletics program. | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 05** |  |  |  |
| 6. Is this a **Clinical Academic Department Administrator** (CADA) or a **Research Academic Department Administrator** (RADA) whose primary purpose is to serve as the chief (non-faculty) administrator of a high- complexity academic health center or a research-focused academic department/center that is engaged in substantial externally-funded research and that feature complex, cross- disciplinary research collaborations and partnership? Supervises the human resources, finance & budget, and sponsored research administration & compliance functions for the center/ department. (NOTE: Requires advanced degree and 5-7 years of management-level experience in the full range of administrative/ financial functions in higher ed, research, or healthcare settings. HRAB- EHRA review & approval is required even for campuses with delegated authority for other IRIT categories.) |  | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY**: IRIT 06** |  |  |
| 7. Is this a **Continuing Education** position whose primary purpose is to design and deliver courses, seminars, etc., that extend the institution’s regular academic and research activities to non-degree-seeking participants through targeted programs and short courses? (NOTE: This classification is used for instructors of non-credit courses only.) | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 07** |  |  |  |

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| 8. Is this a **Cooperative Education** position whose primary purpose is to develop co- operative or internship education experiences for students with employers, monitoring student progress and learning, and evaluating student performance? Such positions either have direct impact on grade assignment or are featured as an integral component of the institution’s student career services activities.  UNC-GA CATEGORY: **IRIT 08** | NO | YES |  | If YES,  % of FTE |
| 9. Is this a **Counselor** position requiring a professional credential whose primary purpose is to provide clinical and developmental counseling or psychological services to students to enhance their psychological growth, emotional well-being, and learning potential?  UNC-GA CATEGORY: **IRIT 09** | NO | YES | (Also indicate credential required, e.g., licensure as clinical psychologist or clinical social worker) | If YES,  % of FTE |
| 10. Is this an **Institutional Research** or **Assessment Management** position whose primary purpose is to direct and manage institution-wide data, metrics, and management information about the institution’s student, faculty and staff, enrollment and academic programs, facilities, and related items as required for federal, state, and UNC system reporting? Such positions must directly support the institution’s planning and assessment processes. It may be used for campus-wide roles or for those who direct institutional research and assessment within a large School or College. NOTE: This is not intended for analysts or other institutional research roles that do not have Director-level responsibility. | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 10** |  |  |  |
| 11. Is this a direct **Instruction** position whose primary purpose is to determine course content, teach, and evaluate enrolled students in courses for academic credit? | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY **IRIT 11** |  |  |  |

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| 12. Is this an **Instructional Consulting / Instructional Technology** position, whose primary purpose is to assist, to advise, and to critique faculty and other instructional staff on instructional matters such as course content, curriculum structure, and instructional technique, or whose primary purpose is to plan, design, or implement information technology and/or multimedia approaches that directly support instructional delivery? This includes positions involved in transitioning coursework from traditional ‘face-to-face’ delivery to online ‘distance learning’ formats. It is not to be used for individuals who provide routine IT support within the instructional enterprise.  UNC-GA CATEGORY: **IRIT 12** | NO | YES |  | If YES,  % of FTE |
| 13. Is this a **Laboratory Management** position whose primary purpose is to manage research or experiential laboratories and participate in design and selection of experiments, protocols, and procedures that best support the instructional or research goals and in evaluating progress towards those goals?  UNC-GA CATEGORY: **IRIT 13** | NO | YES |  | If YES,  % of FTE |
| 14. Is this a **Professional Librarian** position whose primary purpose is to support the institution’s instructional and research activities by advising students and faculty on the selection and effective use of library resource materials and by working with faculty on instructional and research matters such as collection development? (NOTE: This is used for professional librarians without faculty rank.)  UNC-GA CATEGORY: **IRIT 14** | NO | YES |  | If YES,  % of FTE |

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| 15. Is this a **Public Service/Extension** position whose primary purpose is to provide the direct delivery of scholarship and research to public audiences and clients and/or to direct staff or programs in the development and administration of such programs, which focus or extend the academic resources and/or research products of the institution on addressing community and regional issues and incorporate community needs in the institution’s academic and research programs, including agricultural extension and industrial extension.  UNC-GA CATEGORY: **IRIT 15** | NO | YES |  | If YES,  % of FTE |
| 16. Is this a **Research Administration** or **Research Compliance** position whose primary purpose is to direct and administer the programs and staff of major externally-funded research projects; serve as the chief administrative manager and compliance officer for a large academic department or research center with substantial administrative and financial complexity and which derives a significant portion of its operating budget from sponsored research funding sources; or a position that provides executive leadership of sponsored research activities either campus- wide or within a School/College Dean’s office. The latter includes individuals who manage project proposals in compliance with the institution’s academic and research policy, provide substantive professional advice on the development of project proposals, and negotiate with sponsoring agencies with regard to the terms and conditions that govern the conduct of sponsored research. NOTE: These positions do not include first-level contract and grants developers, grant writers, or administrative support.  UNC-GA CATEGORY: **IRIT 16** | NO | YES |  | If YES,  % of FTE |

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| 17. Is this a **Research** or **Clinical Professional** position whose primary purpose is to serve as non-faculty principal investigators, research project managers, research scholars, research scientists, or research assistants/associates for primary or secondary research projects that may advance or enhance a field of academic learning; or is it a licensed clinician who delivers research demonstration outcomes or who provides direct clinical services to clients in an academic healthcare environment. These positions function with substantial independence and creativity in discovering new or emerging technologies may also be considered for this category as distinguished from individuals who are operating or supporting existing, well established information technologies. NOTE: These positions do not include operational or support related positions.  *Education and Experience*: Relevant post- Baccalaureate degree required; for candidates demonstrating comparable independent research productivity, will accept a relevant undergraduate degree and 3 or more years of relevant experience in substitution. May require terminal degree and licensure.  UNC-GA CATEGORY: **IRIT 17** | NO | YES |  | If YES,  % of FTE |
| 18. Is this a **Student Support Services** position whose primary purpose is to develop, direct and administer services for students and/or faculty that have a direct impact on the quality of students’ educational experiences and/or campus life (e.g., student career services; student life/student housing; student honors programs, student diversity support programs, student conduct; student registration and records)? This category also includes student admission and financial aid positions that exercise decision-making authority on behalf of the institution (e.g., admissions officers, financial aid officers) and professional staff who design and deliver programs and instruction that involve direct interaction with students and enhance their academic and learning experiences outside the classroom setting. NOTE: These positions do not include operational or facility maintenance functions.  UNC-GA CATEGORY: **IRIT 18** | NO | YES |  | If YES,  % of FTE |

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| 19. Is this a **Technology Transfer** position whose primary purpose is to manage the flow of research and technology innovation, disclosures, patents, trademarks, copyrights and other aspects of technology transfer. These positions include professional staff members who assess disclosures for technical and commercialization merits; develop relationships with industry or government clients; negotiate business transactions for the exchange of intellectual property rights; collaborate with regional and state economic development agencies; and/or engage in other aspects of technology transfer such as negotiating licensing or equity agreements. These positions also provide outreach services such as training and education to university faculty and students in related activities. | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 19** |  |  |  |
| 20. Is this a **Physician** or **Dentist** position? While defined separately under NC General Statute 126-5(cl)(8), positions whose required qualifications meeting the licensing standards for Physicians and Dentists in the State of North Carolina will be classified as IRIT. | NO | YES |  | If YES,  % of FTE |
| UNC-GA CATEGORY: **IRIT 20** |  |  |  |
| 22. Is this an **IT Professional** position?  As part of the 2017 Appropriations Act, the North Carolina General Assembly expanded the exemptions under the North Carolina Human Resource Act (EHRA non-Faculty) to include University information technology professional positions.  UNC-GA CATEGORY: **IRIT 22** |  |  |  |  |
| **SUPERVISORY RESPONSIBILITIES** | | | |  |
| Does this position direct subordinate positions that qualify as **EHRA IRIT** under the criteria above? | NO | YES | Describe subordinate positions briefly: | |

**SECTION B: SENIOR ACADEMIC & ADMINISTRATIVE OFFICERS**

In January 1998, the UNC Board of Governors established a policy regarding “senior academic and administrative officers” that are exempted from the State Personnel Act, either by –

* Express statutory reference: **President**, **Vice Presidents**, **Chancellors**, and **Vice Chancellors**, *or*
* Action of the Board of Governors pursuant to generic statutory reference exempting the **President’s “professional staff members”** and “**senior academic and administrative officers**” of the constituent institutions.

The Board of Governors has defined **“senior academic and administrative officers”** to include **--**

# vice chancellors, provosts, deans, and directors of major educational and public service activities

(July 7, 1990);

* **associate and assistant vice chancellors** and **associate and assistant deans** (October 12, 1990); and,
* **Other positions as may be designated by the President**, subject to confirmation by the Board (October 12, 1990).

The “**other**” officers of the University having significant administrative responsibilities and duties” shall include:

**Category A**: Members of the **chancellor’s professional staff** (e.g., assistant to the chancellor, legal staff, secretary of the university).

**Category B**: Those responsible for the administrative direction -- the **administrative directors** -- **of separately designated divisions** or departments of institutional activity\* (i.e., responsibilities with institution-wide scope) commonly associated with institutions of higher education (e.g., Director of Administrative Computing, Director of Alumni Affairs, Director of Human Resources, Director of Development, Controller, etc.).

**Category C**: Those positions whose **primary** responsibility is to **attract external funds and/or to market** the University.

**Category D**: Other officers holding positions characterized by:

* active, continuing involvement in formulating, interpreting, and implementing **institutional policy** (i.e., policy with institution-wide scope) as it relates to the respective areas of responsibility; and
* the exercise of substantial independence of administrative **authority** and discretion in areas such as

# program planning and design and allocation of resources.

In most cases, persons occupying such positions will function as the **director** of a specific division or department of institutional\* activity, reporting at the level of a vice chancellor or dean. However, where circumstances warrant (e.g., in the case of a **large and complex department or division**), persons functioning as an **associate or assistant director** may be found to have “significant administrative responsibilities and duties,” as defined by the characteristics listed above. In such cases, the position must have substantial responsibility for assisting the primary officer (e.g., director) in formulating, interpreting, and implementing policy within the jurisdiction of the primary officer and must function in a confidential and direct support relationship to the primary officer or have direct responsibility for a specific sphere of operations within the unit.

*\*”Institutional Activity” is interpreted by the UNC-GSO President & HRAB as “institution-wide” or “”cross-divisional” in scope*

**SAAO POSITION – BASIC RESPONSIBILITIES**

If YES, describe:

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| 1. Is this position a vice chancellor, provost, dean, or director of major educational and public service activities? | NO | YES |  |
| 2. Is this position an associate or assistant vice chancellor, or an associate or assistant dean – or a vice provost, associate provost, associate vice provost, or assistant provost, or assistant vice provost? | NO | YES |  |
| 3. Is this position a member of the chancellor’s professional staff (e.g., assistant to the chancellor, legal staff, secretary of the university)? | NO | YES |  |
| 4. Is this position responsible for the administrative direction of a separately designated division or department, the scope of which involves institution-wide activity commonly associated with institutions of higher education (e.g., the institution’s Director of Administrative Computing, Director of Alumni Affairs, Director of Human Resources, Director of Development, Controller/Comptroller, etc.)? | NO | YES |  |
| 5. Is this a position whose primary responsibility is to attract external funds and/or to market the university? | NO | YES |  |
| 6. Is this position a director of a specific division or department responsible for institution-wide activity, reporting to a vice chancellor or dean, that has both  ---- Active, continuing involvement in formulating, interpreting, and implementing institutional policy as it relates to the respective areas of responsibility; and  ----The exercise of substantial independence of administrative authority and discretion in areas such as program planning and design and allocation of resources. | NO | YES |  |

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| 7a. Is this position an associate or assistant director of a large & complex department or division responsible for institution-wide activity, with significant administrative responsibilities and duties involving both  ---- Active, continuing involvement in formulating, interpreting, and implementing institutional policy as it relates to the respective areas of responsibility; and  ----The exercise of substantial independence of administrative authority and discretion in areas such as program planning and design and allocation of resources. | NO | YES |  |
| 7b. If yes to 7a, does it also have substantial responsibility for assisting the primary officer (e.g., director) in formulating, interpreting, and implementing policy within the jurisdiction of the primary officer? | NO | YES |  |
| 7c. If yes to 7b, does it also function in a confidential and direct support relationship to the primary officer or have direct responsibility for a specific sphere of operations within the unit? | NO | YES |  |