



# THE UNIVERSITY OF NORTH CAROLINA SYSTEM

## 2023 LEGISLATIVE PROPOSALS

### **Extend "County Operations Support Staff" designation to North Carolina Agricultural & Technical State University Cooperative Extension employees**

North Carolina A&T seeks authority to make certain employees of the North Carolina Cooperative Extension Service exempt from State Human Resources Act. The exceptional employment classification is referred to as County Operations Support Staff (COSS).

The unique COSS employment classification would help to maximize flexibility in talent recruitment and retention. It would provide unilateral flexibility and full campus authority to create and manage Cooperative Extension support and program staff positions to meet their program and operational needs. NC State University was granted this exemption in 2007.

### **Distinguished Professor Endowment Fund**

North Carolina School of Science and Mathematics seeks to be included in the Distinguished Professors Endowment Trust Fund.

NCSSM is increasingly challenged to hire and retain top teaching talent in "high market value" fields such as computer science, data science, mathematics and other disciplines that bolster their special purpose and mission. Thus, having access to State matching funds will accelerate their ability to flexibly meet these market demands in combination with recurring state appropriations and private fundraising. They seek this flexibility to access every available tool in order to maximize results and incentivize alumni to donate for this purpose.

<b>Area:</b>	<i>Personnel - Flexibility</i>
<b>Topic:</b>	<b>Extend "County Operations Support Staff" designation to N.C. A&amp;T Cooperative Extension employees</b>
<b>Governance:</b>	<p><a href="#">S.L. 2007-195</a></p> <p><b>§ 116-33.2. Cooperative Extension Service employees.</b></p> <p>The Board of Trustees of North Carolina State University shall adopt personnel policies governing the employment of the employees of the North Carolina Cooperative Extension Service who are exempted from certain provisions of Chapter 126 of the General Statutes pursuant to G.S. 126-5(c1)(9a). (2007-195, s. 2.)</p>
<b>Current Status:</b>	<p>On July 5, 2007, the North Carolina General Assembly enacted legislation to make certain employees of the N.C. State Cooperative Extension exempt from chapter 126 of the General Statutes. The exceptional employment classification is referred to as County Operations Support Staff (COSS). As one of two land-grant universities in the State of North Carolina, <a href="#">NCGS 116 (Higher Education)</a> only attributes this exceptional classification to NC State University Cooperative Extension employees and excludes North Carolina Agricultural &amp; Technical State University Cooperative Extension employees.</p> <p>The unique COSS employment classification provides NC State with unilateral flexibility and full campus authority to create and manage Cooperative Extension support and program staff positions to meet their program and operational needs. This involves county based administrative assistants and program assistants and technicians. North Carolina A&amp; T does not have administrative assistances at the county level, however they do have program assistants and technicians, neither of which are afforded the benefits of the COSS classification.</p> <p>North Carolina A&amp;T and NC State however, do apply jointly an internal promotion practice that includes Extension Agents, Program Assistants, and Program Associates. This promotional program is conducted annually and is reviewed by a joint committee of Cooperative Extension staff from both campuses. This review, based upon successful program outcomes over a period of time, results in in salary increases and adjustments in internal title designations.</p>
<b>Current Challenges:</b>	<p>The lack of flexibility in the use of the COSS classification impedes upon their ability to consider all available classifications of employment among our county operations support staff within the Cooperative Extension. The inability to utilize the COSS category of employment creates inequities among cooperative extension personnel between the only two land grant institutions within the State of North Carolina. The lack of this unique classification access contributes to challenges North Carolina A&amp;T faces within Cooperative Extension regarding employee recruitment and retention.</p>
<b>Proposed Action:</b>	<p>North Carolina A&amp;T seeks authority to permit their Board of Trustees to adopt personnel policies governing the employment of the employees of North Carolina A&amp;T State University Cooperative Extension Service who are exempted from certain provisions of Chapter 126 of the General Statutes pursuant to G.S. 126-5(c1)(9a).</p>

<b>Area:</b>	North Carolina School of Science and Mathematics faculty recruitment and retention
<b>Topic:</b>	<b>Include NCSSM in Distinguished Professors Endowment Trust Fund</b>
<b>Governance:</b>	<a href="#">NCGS Chapter 116, Article 1, Part 4A</a>
<b>Current Status:</b>	NCSSM is currently omitted from Distinguished Professors Endowment Trust Fund and there is no available administrative remedy.
<b>Current Challenges:</b>	<p>NCSSM is increasingly challenged to hire and retain top teaching talent in “high market value” fields such as computer science, data science, mathematics and other disciplines that undergird our special purpose and mission.</p> <p>Having access to State matching funds during the normal course of business for these specific purposes will accelerate our ability to flexibly meet these market demands in combination with recurring state appropriations and, especially, private fundraising. Although we are experiencing strong success with our private fundraising efforts, we need access to every available tool in order to maximize results and we know these matching funds will incentivize alumni to donate for this purpose.</p>
<b>Proposed Action:</b>	<p><b>Amend <a href="#">NCGS Chapter 116, Article 1, Part 4A</a>, Section 41.13, to include NCSSM as follows:</b></p> <p>The General Assembly of North Carolina recognizes that the public university system, inclusive of its constituent high school, would be greatly strengthened by the addition of distinguished scholars. It further recognizes that private as well as State support is preferred in helping to obtain distinguished scholars for UNC System constituent institutions and that private support will help strengthen the commitment of citizens and organizations in promoting excellence throughout all the system. It is the intent of the General Assembly to establish a trust fund to provide the opportunity to each constituent institution and to receive and match challenge grants to create endowments for selected distinguished professors to occupy chairs within the institution. The associated foundations that serve the constituent institutions shall solicit and receive gifts from private sources to provide for matching funds to the trust fund challenge grants for the establishment of endowments for chairs within constituent institutions. (1985, c. 757, s. 202.)</p> <p><b>Amend <a href="#">NCGS Chapter 116, Article 1, Part 4A</a>, Section 41.13A, Subsection 2 (Definitions) to include NCSSM as a special needs institution as follows:</b></p> <p>"Special needs institution" means the North Carolina School of the Arts, redesignated effective August 1, 2008, as the "University of North Carolina School of the Arts," The University of North Carolina at Asheville, and the North Carolina School of Science and Mathematics. (2003-293, s. 1; 2008-192, s. 6.)</p>