# Academic Budget and Personnel Website

[https://provost.charlotte.edu/academic-budget-personnel/academic-budget-and-personnel](https://provost.charlotte.edu/academic-budget-personnel/academic-budget-and-personnel)

## Academic Budget and Personnel

The Office of Academic Affairs Budget and Personnel (AABP) operates within the Office of Academic Affairs and supports the Provost. AABP develops a comprehensive budget and personnel model to help align resources with strategic objectives of the division and University. The office works in close coordination with campus partners to guide, refine, and implement major policies and process areas that have significant impact on the division to promote student success, efficiency, accountability, and appropriate cost and procedural controls.

AABP is also responsible for developing the divisional budget and related annual budget out process, providing integrated resource planning and analysis, and ensuring data capabilities that support leadership decision-making and reporting requirements.

AABP manages the personnel processes for faculty including recruitment, hiring and retention; leave and re-assignment of duties; requests; salary administration and special pays; and the faculty re-appointment, promotion, and tenure process. The office ensures that faculty personnel files are maintained to the compliance standards set forth by the Southern Association of Colleges and Schools (SACS), our institution's accreditation body.

AABP trains and develops divisional leaders, business officers, and their teams regarding resource management that supports institutional imperatives, budget and personnel best practices, and related business administration timelines, workflows, and approval steps.

### ACADEMIC BUDGET & PERSONNEL

**Academic Budget and Personnel Procedures Handbook**

**Deadlines**

**Forms**

**Checklists**

**Training**

**Useful Links**

**Contact Information**
Faculty Recruiting Forms Checklist and Reminders

All new Adjunct / Part-Time faculty hires, or those who have had more than a 12-month break in service, must apply in NinerTalent.

Documents and Forms to be sent to Academic Affairs:

☑ Accepted Offer of Appointment (AA-15 Faculty), signed by the Department Chair, the Candidate and the Dean
☑ Official Transcript or foreign credential evaluation (WES, etc), if foreign earned degree, with highest degree earned, must be mailed directly to the University
☑ Verification of Credentials Form (AA-34) with letters of recommendation or other documentation as appropriate
☑ Submit EPAF
☑ Faculty Qualifications Report (AA-21), if candidate does not hold the appropriate terminal degree for the discipline
☑ Summary of Part-Time Appointment (AA-16) submitted in electronic format as an Excel File

New Part-Time Faculty Reminders:

- Criminal background checks must be done pre-employment; email faculty-recruit@charlotte.edu to initiate the background screening process.
- Part-time faculty members are paid twice a month, on the 15th and the last working day of each month and receive either eight or ten checks depending on the semester.
- On or before the new Faculty members first day of work they must visit Human Resources to complete the I-9 process and to fill out new employee paperwork. The new faculty member should bring signed Offer of Appointment (AA-15) with them to HR.
- Federal regulations require the I-9 to be completed on or before the first day of work.
- New Faculty members must bring the following items to Human Resources:
  - Documents of verification & employment eligibility for I-9
  - Bank information for Direct Deposit.
  - The University strongly recommends each employee present his/her original Social Security Card or official proof of application.
Fall & Spring Hiring Process Checklist

Employment Process for Adjunct / Part-Time Faculty Checklist

Preparation for the Recruitment

- Hiring Authority (Dean, Chair, Director, etc)
- Part-time faculty appointments comprise a category of the Special Faculty Appointments that are made in accordance with Section 3.4 of the Tenure Document.
- The Deans have complete administrative authority to make part-time faculty appointments.

Recruitment Process

1. Authorize recruitment
   - Dean, Department or Dean's Office
2. Submit Adjunct / Part-Time posting in Ninetalent for approval and posting to the jobs.uncc.edu website
   - As applicants apply for position, an automated e-mail is sent to them provided they included their e-mail address

Screening Process

1. Guest user account for our on-line application website is assigned
   - Academic Affairs
2. Conduct initial screening of applications to identify applicants who do meet the minimum criteria advertised for the position and who may be considered further
   - Department Chair
3. Choose top applicants who will be hired as Adjunct / Part-Time faculty
   - Department Chair

Appointment Process

1. Once candidates to be hired are identified by changing their status to recommended for hire in Ninetalent, send an email to faculty-recruit@charlotte.edu to initiate the background screening
   - Department Chair
2. Complete Foreign Visitor Information Form for each non-resident alien to be hired, if applicable
   - Department Chair
3. Contact the International Student/Scholar Office (ISSO) immediately if hiring a foreign national instructor. For more information about the steps to take, the types of visas that are acceptable for employment and new hire packets for foreign nationals, along with links to ISSO and the Tax Office go to:
   - [https://hr.charlotte.edu/managers/hiring/employment-process-foreign-nationals](https://hr.charlotte.edu/managers/hiring/employment-process-foreign-nationals)
Summer Hiring Process Checklist

Summer Adjunct / Part-Time Faculty Employment Process

- Adjunct / Part-time faculty paid through the Summer School office and their budget does not require a Summary (AA-16) or contracts (AA-15) to be submitted to AA. Instead, the Summer School office will send a hire letter to faculty being paid by the Summer School office. They will also submit the EPAF for payment. Academic Affairs may need additional hiring paperwork (see checklists, below).
- If the Adjunct / Part-Time faculty hire will be paid using Departmental or College funding an EPAF contract (AA-15) and summary (AA-16) must be submitted in electronic format as an Excel File.
  - Hiring documents are to be sent to Academic Affairs.
  - On or before the new Adjunct / Part-time faculty members first day of work they must visit Human Resources to complete the I-9 process (per a federal requirement) and fill out new employee paperwork.

New Summer Adjunct / Part-Time Faculty Hire

- EPA Profile: All new summer Adjunct / Part-time faculty hires must apply for a new summer job posting in NinerTalent.
- Criminal Background Check - Must be completed pre-employment and Email faculty-recruit@charlotte.edu to initiate background screening.
- Vita.
- Official Transcript for the highest degree earned must be mailed directly to the University, not to the faculty applicant. If the applicant holds a foreign / international highest earned degree, the transcript must have a credential evaluation (WES, etc) completed.
- Verification of Credentials Form (AA-34), with letters of recommendation or other documentation, as appropriate.
- Faculty Qualifications Report (AA-21), if candidate does not hold the appropriate terminal degree for the discipline.

Returning Summer Part-Time Faculty Hires (with more than a year break in service)

- EPA Profile: Any summer Adjunct / Part-time faculty hires who have more than a year break in service must apply for a new summer job posting in NinerTalent.
- Must complete a Criminal Background Check - Must be completed pre-employment. Email faculty-recruit@charlotte.edu to initiate background screening.
- Faculty Qualifications Report (AA-21), if candidate does not hold the appropriate terminal degree for the discipline.

Returning Summer Part-Time Faculty Hires (with less than a year break in service)

- Faculty Qualifications Report (AA-21), if candidate does not hold the appropriate terminal degree for the discipline.

College Fund Supported PT Faculty Payments will need an AA-16 Summary for Summer.

Payment questions for TLC Summer should be addressed to that office.
Begin Recruitment (NinerTalent Advertisement)

- Department or College places advertisements

- In NinerTalent (https://jobs.charlotte.edu/hr/) submit the Temp Hire posting for approval

- Ad must include the following statement and the criminal background check statement
  
  - “All finalists will be required to provide an official transcript.”
  - “All finalists will be subject to a criminal background check.”
Faculty Assignments have built in Breaks.

Duration of Employment

For temporary staff employees, the duration of employment assignment is governed by the State Personnel Commission as a means of controlling discrimination with regard to leave, medical, and/or retirement benefit entitlements. Temporary staff employees have no benefit entitlements.

<table>
<thead>
<tr>
<th>Employment Status *</th>
<th>Duration</th>
<th>Benefit Eligibility</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 or less hours</td>
<td>12 months at a time</td>
<td>None</td>
</tr>
<tr>
<td>intermittent</td>
<td>12 months at a time</td>
<td>None</td>
</tr>
<tr>
<td>20 to 29 hours</td>
<td>11 months</td>
<td>None</td>
</tr>
<tr>
<td>30 to 40 hours</td>
<td>11 months</td>
<td>Eligible for ACA high deductible plan</td>
</tr>
</tbody>
</table>

1. Temporary employees who are hired to work a regular schedule of 19 hours or less per week may be employed for a period of up to 12 months. Such employment may be renewed annually for additional periods of up to 12 months.

2. Temporary employees who are hired to work an irregular or intermittent schedule may be employed for periods of up to 12 months. The hours worked may not exceed 988 hours during any 12 month period. Such employment may be renewed annually for additional periods of up to 12 months.

3. Temporary employees who are hired to work a regular schedule of 20 to 29 hours a week may be employed for up to eleven months. It is imperative that departments ensure that the employee does not work more than 29 hours a week or average less than 130 hours monthly.

4. Temporary employees who are hired to work a regular schedule of 20-40 hours per week may be employed for up to eleven months. When sufficiently justified, an extension of the employment period for an additional month (total employment period of 12 months) may be requested and is subject to prior approval by Human Resources. However, in no case shall the period of temporary employment at 20-40 hours per week exceed a total of 12 months.
   a. Once a temporary employee has worked eleven or twelve consecutive months they must take a 31 day break in service from the University before they can return for another temporary work assignment, or
   b. They can have their employment converted to a part-time or intermittent schedule, as long as the hours worked do not exceed 988 hours during any 12 month period. The employee is ineligible to work more than 19 hours a week, until a 31 day break of service is taken.

5. Departments are encouraged to establish time-limited position for a temporary assignment that can last more than one year, with a maximum employment time of three years. These positions are benefits eligible. (See PIM-56, Establishing SHRA Positions under Career Banding for guidance.)
MEMORANDUM

To: Academic Affairs Budget Office Personnel
From: Research and Economic Development Staff on behalf of Bob Wilhelm
Date: May 2, 2014
Re: Guidance on the Issue of Postdoctoral Fellows Teaching Classes

The question has arisen recently about whether Postdoctoral Fellows should be allowed to teach courses in addition to their fulltime research duties paid for by grant funds. Vice Chancellor Wilhelm has determined that Postdoctoral Fellows are subject to University Policy 101.15, “Additional Compensation for Professional Services to the University,” just as any other EPA staff member would be. Provost Lorden has determined that University Policy 102.10, “Employment of Postdoctoral Fellows,” does not need to be revised; rather this issue will be handled by internal memorandum, and Research and Economic Development guidance is provided herein.

This guidance is for Postdoctoral Fellows who want to teach a course as permitted by University Policy 101.15. Postdoctoral Fellows may teach a course (limited to one course per semester) in addition to their regular duties. The payment for teaching a course will be treated as incidental compensation for work in excess of normal duties. Grant funds may not be used to pay for such teaching assignments.

Please note that this guidance does not cover cases where units want to split fund a Postdoctoral Fellow for different projects from different fund sources. Those instances will be handled by the Vice Chancellor for Research and Economic Development on a case-by-case basis as a normal part of the Postdoc’s employment process.
Criminal Background Check

Submitted Pre-Employment

- **When is a criminal background check needed?**
  - New hire
  - A returning faculty member who has not had one run previously
  - A returning faculty member who has had a one year (12+ months) or more break in service

Email the information below to faculty-recruit@charlotte.edu to begin the process:

- Faculty Applicant: Legal Name of the Final Candidate
- Faculty Type: Position Type (Full-time Faculty, Part-time Faculty, Post Doc)
- Department:
- Department Contact Name: (if different from person sending the email)

**These items are Important too:**

- Department Org Code:
- Previous 800#
- Start Date or Semester they will begin Work for 800# activation

[https://provost.charlotte.edu/sites/provost.charlotte.edu/files/media/Criminal%20Background%20Check%20Instructions.docx](https://provost.charlotte.edu/sites/provost.charlotte.edu/files/media/Criminal%20Background%20Check%20Instructions.docx)
Creation of Adjunct / Part-time Faculty UNCC ID

- After Criminal Background Check Results have been reported to the Department, Academic Affairs will create the UNCC ID (800#) and email either the Department Staff or the Business Manager.

- Notification will arrive through email, to the contact who submitted the Background Check
Prior to the New Faculty Member’s First Day

- All new hires should complete their I-9 before their first work day.

- Complete the I-9 Process by sending the Adjunct/Part-time Faculty member to Human Resources (King 222 or 704-687-0669) https://www.uscis.gov/i-9-central/acceptable-documents/list-documents/form-i-9-acceptable-documents

- [https://hr.charlotte.edu/employees/new-employees/before-you-start](https://hr.charlotte.edu/employees/new-employees/before-you-start)

- Schedule an in-person appointment to present your I-9 verification documents.

- Please bring all necessary forms of identification to complete this task

- If the chosen candidate is a non-resident, contact the Director of the International Student/Scholar Office. (ext. 7-7744)

- visit the New Employees webpage from Human Resources
Collecting Hiring Paperwork

- Summary (AA-16) with all names (submitted to the College and the Faculty Recruit Email) in electronic Excel file format faculty-recruit@charlotte.edu
- All new Adjunct/Part-Time faculty hires must apply in NinerTalent (re-hires with more than 1yr break in service must re-apply in NinerTalent)
- Response from Academic Affairs that the Criminal Background Check meets company standards.
- Part Time Faculty Contract (AA-15 Powerform from the AABP Forms Page) ([https://na3.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=bb4c007c-1c18-4bee-82f8-ba87a67ee3fc&env=na3&acct=ee04da26-1433-4cfc-9888-fd1b5e8e0c60&v=2](https://na3.docusign.net/Member/PowerFormSigning.aspx?PowerFormId=bb4c007c-1c18-4bee-82f8-ba87a67ee3fc&env=na3&acct=ee04da26-1433-4cfc-9888-fd1b5e8e0c60&v=2))
- Vita/Resume should be in NinerTalent (no need to send it to Academic Affairs)
- Verification of Credentials (AA-34), verifying Previous work experience
- Letters of Recommendation (if required by College or Referenced in AA-34)
- Official Transcripts (Must be original, sent directly to the University)
  - If highest earned degree is foreign - Foreign Degree Evaluation (WES/Trustforte)
- (AA-21) is only required if the faculty member does not have a degree in the field they are teaching or a terminal degree (see SACS 6.2.a) [https://imaging.uncc.edu/imagenowforms/fs?form=Faculty_Qualifications_Form](https://imaging.uncc.edu/imagenowforms/fs?form=Faculty_Qualifications_Form)
- Electronic (NinerWorks Action for Payment) [https://ninerworks.charlotte.edu/](https://ninerworks.charlotte.edu/)
What is in an AA-34 Verification of Credential Form?

The AA-34 is a way to verify prior work experience for a new faculty hire.

- **Section I: Educational Data necessary for teaching a course**
- **Section II: Review of the Transcript, Foreign Degree Evaluation or an AA-21 has been completed for Faculty with out a degree in the field being taught**
- **Section III: Note in the box how you verified the Prior work or job experience and use the paperclip to attach reference forms (who spoke to when and what did they say)**

Complete Data in the Contract

- Faculty member first name and last name
- 800# ID
- Check 1 box in Section I
- Check 1 box in Section II
- Check the box in Section III, fill in the box on how you are verifying the prior work experience and attach the Letters, emails or phone reference check forms on the paperclip
- Have all the appropriate signature authorities sign this form and click finish
- Once the form is complete it will route to AA Personnel’s Image Now work flow queue for review
Part-Time Faculty Contract (AA-15 Powerform)

What is in a Contract?

- Reasons To terminate
- Direct Deposit
- Criminal Background Check Statement
- I-9 Requirement
- Chair Responsible for PT Faculty Member Orientation

Complete Data in the Contract

- 800# ID
- Title
- Hiring Department
- Salary
- Date the form is completed
- The Year or Term of Appointment or if Other Dates Apply
- All of the course prefixes numbers and sections being taught
- Attach any documentation needed
FAQ Page

https://spaces.charlotte.edu/

Link to sign in to DocuSign using Niner Credentials

https://docusign.uncc.edu/

1) Click the upload button or Drag and Drop the files to be loaded

2) Type in all the recipients needed and choose needs to sign or CC and pick the order with checking the signing order button

3) Click the Next gold button
Placing Signatures in DocuSign and Sending

1) Click the signature and drag to the line where it needs to be placed
2) Grab the Date Signed and drop on the signature line
3) After placing the second signature the recipient box will show up and choose the correct name and blue color from the drop down for both the signature and date
4) Hit the send button when all signatures are added
SACS 6.2.a Comprehensive Standard

FACULTY CREDENTIALS

- Guidelines -

Standard 6.2.a (Faculty qualifications) of the Principles of Accreditation reads as follows:

For each of its educational programs, the institution justifies and documents the qualifications of its faculty members.

When an institution defines faculty qualifications using faculty credentials, institutions should use the following as credential guidelines:

a. Faculty teaching general education courses at the undergraduate level: doctorate or master’s degree in the teaching discipline or master’s degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).

b. Faculty teaching associate degree courses designed for transfer to a baccalaureate degree: doctorate or master’s degree in the teaching discipline or master’s degree with a concentration in the teaching discipline (a minimum of 18 graduate semester hours in the teaching discipline).

c. Faculty teaching associate degree courses not designed for transfer to the baccalaureate degree: bachelor’s degree in the teaching discipline, or associate’s degree and demonstrated competencies in the teaching discipline.

d. Faculty teaching baccalaureate courses: doctorate or master’s degree in the teaching discipline or master’s degree with a concentration in the teaching discipline (minimum of 18 graduate semester hours in the teaching discipline).

e. Faculty teaching graduate and post-baccalaureate course work: earned doctorate/terminal degree in the teaching discipline or a related discipline.

f. Graduate teaching assistants: master’s in the teaching discipline or 18 graduate semester hours in the teaching discipline, direct supervision by a faculty member experienced in the teaching discipline, regular in-service training, and planned and periodic evaluations.

Approved: College Delegate Assembly, December 2006
Updated for Revised Principles: April 2018
AA-21 – Exceptions to the Criteria for Accreditation Sample

- Must use the correct 800# (form populates other data from Banner)
- Must use the drop down for Semester and Year to populate the course the Faculty Member is teaching (form choices in drop down come from schedules keyed in Banner)
- Free Fill Education and Course Objectives along with the (Other Qualifications to Qualify the hire to teach that course)
- Catalog Description will auto populate
- Authorizations (Use either 800# or Last Name, First Name to Populate field)
- Last 2 approvals should be Franci and Dr. Lee Gray
Technical Issues with the AA-21 or the AA-15 Form

AA-21 (Exceptions to the Criteria for Accreditation of the Commission on Colleges of the Southern Association of Colleges and Schools)

- Image Now Help - imagenowhelp@charlotte.edu

AA-15 Contract Powerform

- Image Now Help - imagenowhelp@charlotte.edu
Foreign Degree Evaluation

Transcripts should be Official and Original
(Not Issued to Student)

TO: All Deans
FROM: Ramiah Carle, Associate Provost
DATE: 5/26/19
RE: SACS and faculty credentials

I wanted to alert you to a problem that has surfaced with our SACS requirement for original transcripts for our faculty. I know you, your staff and any staff in Academic Personnel have worked hard to make sure we have original transcripts from our faculty, and appreciate that effort. We also started using DegreeVerify about 2 years ago to get a second independent verification of our faculty members’ academic degrees.

Recently, we are now being told that SACS will not accept the original transcript if it is marked “student copy.” This can happen if the faculty member orders the transcript but has it mailed directly to them instead of being sent directly to the University. In spot checking our files, we have a number of these on file.

I have discussed this with the Provost, and she wanted me to advise you that starting immediately we need to inform our newly hired faculty that their transcripts must be sent directly to the University. I will leave it up to you to decide whether those transcripts should be sent to the Chair or the Dean’s office. We will make this change in all of our written procedures and I will discuss this at our June Business Manager’s meeting.

Thank you for your help in making this revision to our hiring process.

cc: College Business Manager
Jay Raja, Senior Associate Provost
Steve Copada, SACS Liaison
Provost Loden

TO: College Deans
FROM: Lori McMahon, Associate Provost for Academic Budget and Personnel
DATE: October 17, 2018
RE: SACS and Faculty Educational Credential Requirements

This is a reminder from our accrediting agency, the Southern Association of Colleges and Schools (SACS) of the requirement that pertains to obtaining original transcripts for faculty at the University of North Carolina at Charlotte. In 2010, Academic Affairs was notified by SACS that we would no longer accept “Issued to Student” transcripts. This change required that official transcripts be mailed directly to the University. We were notified at that time that SACS would not accept the original transcript if it is marked as issued to student.

Please remind staff and faculty when hiring E-HRA Faculty that transcripts should continue to be issued directly to the University. It remains up to each College to decide who the contact is for receiving new faculty transcripts. These transcripts may come electronically or in the mail as a paper original, but must be issued directly to the University.

Thank you for your continued persistence in meeting transcript compliance requirements.

cc: College Business Officers
LM/IFN
The link to order transcripts for UNC Charlotte Faculty.
https://ninercentral.charlotte.edu/grades-transcripts-graduation/order-transcripts

Email
Transcripts@charlotte.edu
If you have issues with ordering transcripts
Electronic Transcripts

- Forward emails related to the electronic transcript to the College Business Manager, who will forward the emails to Academic Affairs faculty-recruit@charlotte.edu
- These may be sent in 2 separate emails (one may be a link and the other may be the passcode).
- *Keep in mind there may be a limited number of times this document can be accessed.*
- An official electronic transcript should be transmitted directly from the issuing institution to the hiring department.
# AA-16 Summary

Always use the most recent version

Send to: faculty-recruit@charlotte.edu

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## Summary of Part-Time Faculty Appointments

<table>
<thead>
<tr>
<th>College</th>
<th>Department</th>
<th>Program and Concentration</th>
<th>Status</th>
<th>Year</th>
<th>Salary (Fall)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health</td>
<td>Epidemiology and Nutrition</td>
<td></td>
<td></td>
<td>2021</td>
<td>$4,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNC Charlotte ID</th>
<th>Last Name</th>
<th>First Name</th>
<th>Highest Degree Earned</th>
<th>Course No.</th>
<th>Section No.</th>
<th>Course Credit Hours</th>
<th>Contact Hours</th>
<th>F.T./P.T.</th>
<th>Fund</th>
</tr>
</thead>
<tbody>
<tr>
<td>000000000</td>
<td>Smith</td>
<td>John</td>
<td>Bachelor of Science</td>
<td>101</td>
<td>1</td>
<td>3.00</td>
<td>1.00</td>
<td>Full</td>
<td>$4,000</td>
</tr>
<tr>
<td>000000000</td>
<td>Johnson</td>
<td>Jane</td>
<td>Master of Science</td>
<td>202</td>
<td>1</td>
<td>2.00</td>
<td>1.00</td>
<td>Part</td>
<td>$3,000</td>
</tr>
</tbody>
</table>

### Notes:
- If the part-time faculty appointee does not have at least a Masters degree, then a Faculty Qualifications Report (Form AA-2G) must be completed and attached to this summary.
Banner - SIAASGN Screen
Shows all classes and Credit Hours for AA-16 Summaries
## AA-16 Summary

### FTE/Credit Hour Conversion Chart

<table>
<thead>
<tr>
<th>Credit Hrs Taught</th>
<th>Hrs/Wk as Effort EQUIV</th>
<th>Associated FTE</th>
<th>% of FT</th>
<th>ACA Eligibility Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>3</td>
<td>0.075</td>
<td>7.5%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
<td>2</td>
<td>6</td>
<td>0.150</td>
<td>15%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
<td>3</td>
<td>9</td>
<td>0.225</td>
<td>22.5%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
<td>4</td>
<td>12</td>
<td>0.300</td>
<td>30%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
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<td>15</td>
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<td>37.5%</td>
<td>Not ACA Eligible</td>
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<tr>
<td>6</td>
<td>18</td>
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<td>45%</td>
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<tr>
<td>7</td>
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<td>0.525</td>
<td>52.5%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
<td>8</td>
<td>24</td>
<td>0.600</td>
<td>60%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
<td>9</td>
<td>27</td>
<td>0.675</td>
<td>67.5%</td>
<td>Not ACA Eligible</td>
</tr>
<tr>
<td>10</td>
<td>30</td>
<td>0.750</td>
<td>75%</td>
<td>ACA ELIGIBLE</td>
</tr>
<tr>
<td>11</td>
<td>33</td>
<td>0.825</td>
<td>82.5%</td>
<td>ACA ELIGIBLE</td>
</tr>
<tr>
<td>12</td>
<td>36</td>
<td>0.900</td>
<td>90%</td>
<td>ACA ELIGIBLE</td>
</tr>
<tr>
<td>13</td>
<td>39</td>
<td>0.975</td>
<td>97.5%</td>
<td>ACA ELIGIBLE</td>
</tr>
<tr>
<td>&gt;13</td>
<td>40</td>
<td>1.000</td>
<td>100%</td>
<td>ACA ELIGIBLE</td>
</tr>
</tbody>
</table>
Payments for Adjunct/Part-time Hiring

- Create a NinerWorks Action [https://ninerworks.charlotte.edu/](https://ninerworks.charlotte.edu/) once the Part-Time Faculty Contract (AA-15) and Summaries (AA-16 submitted electronically in Excel file format to your Business Officer and the faculty recruitment email) are complete.

  The NinerWorks Action is the payroll form.

- NinerWorks Action - Initial payment only
- PD7 - Revisions
- Pre-set dates are set shortly before each semester begins
- Query Dates are Behind the scenes and Calculated based upon the date a payment is received as to the beginning of the pay period as either the 1st or the 16th

- NinerWorks Access through the Learning and Development Portal [FAQ on NinerWorks Training](#) and [Learning and Organizational Development Page](#) for training on NinerWorks
Adjunct / Part-time Payment

Changes / Superseding

• Updated AA-16 summary (submitted electronically in Excel file format) is required to show changes

• Revised Faculty Contract (AA-15) is required with all original signatures

• Superseding PD7 is required to change dates, salary, or to resign
  • On Pink Paper referencing the previous EPAF Transaction and Position Number

• If resigning, include email or letter stating reason for resignation
Superseding Instructions

Guidelines for Creating a Superseding PD7 and updated contract for Adjunct/Part-time

- Use the new hire’s legal name
- Include Department Name
- Contract Date will be the day the semester starts (refer to the 5 year Academic Calendar). If you have questions regarding the contract start date, check with your College Business Officer.
- When completing Section 3 of the PD7 for part-time faculty hires, the salary will always be an agreed upon amount paid over the pay periods listed either by semester or over the academic year.
Payroll Distribution Form (PD7)

Sample superseding PD-7 for Adjunct/Part-Time Faculty Appointment Change

<table>
<thead>
<tr>
<th>Put in the Organization Code for the Hiring Department for Records Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Put in the Reason for Change, Supervisor and 800# and the Total FTE for this Assignment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Legal Last Name</th>
<th>Legal First Name</th>
<th>Middle Initial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Joe</td>
<td>A</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNC Charlotte ID</th>
<th>Department</th>
<th>SSN (New Emp)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8900-000000</td>
<td>Biological Science</td>
<td>18223</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contract Dates From</th>
<th>To</th>
<th>Effective Payroll Dates From</th>
<th>To</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/1/2018</td>
<td></td>
<td>1/1/2018</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual Salary Amount</th>
<th>If split funded, enter %</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3,600.00</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Account Code</th>
<th>Index/Fund #</th>
</tr>
</thead>
<tbody>
<tr>
<td>912300</td>
<td>101000</td>
</tr>
</tbody>
</table>

**Notes:**
- Complete sections as required.
- Use the appropriate fields for additional information.
- Ensure all required fields are filled out accurately.
- Dates should be filled in for start and end of contracts.
- Salary amounts need to be accurately reflected.
Adjunct/Part-time appointment PD7s should be signed in the requested block, by the Dean of the College and send to faculty-recruit@charlotte.edu. Academic Affairs will sign off as HR and have the Provost’s Delegated Authority sign in the Provost slot.

- Dr. Jennifer Troyer is the Interim Provost

**Do not send your PD7’s to the Provost after Dean’s signature**

(These Must go to faculty-recruit@charlotte.edu and for Part Time Faculty Franci will Sign as HR and Send to the Provost’s Signature authority for these actions)
Things to Remember from Today’s Workshop

- Always use the most current forms from the Academic Affairs website
- If the chosen candidate is a non-resident, contact the Director of the International Student/Scholar Office (ext. 7-7744)
- Each Department should have an updated AA-16 summary submitted electronically in Excel file format each time a change is made
- Official Transcripts must be sent directly to the University or through Official UNCC Email and not Issued to the New Hire Directly
- PD7 is used to make a change to dates or salary and it must have a corresponding contract with changes, along with an Updated AA-16 Summary (submitted electronically).
Please feel free to ask questions now or contact your College Business Officer.

Franci Hamilton – Academic Affairs
University Program Specialist and Part Time Faculty Coordinator
frhamilt@charlotte.edu, x75776