




**MEMORANDUM**

**DATE:** July 9, 2018

**TO:** Chief Human Resources Officers  
Academic Human Resources Leads

**FROM:** Matthew S. Brody, Vice President for Human Resources 

**SUBJECT:** Implementing EHRA Terminology Change from Instructional, Research, and Public Service (IRPS) to Instructional, Research, and Information Technology (IRIT)

As discussed during our last Human Resources Council meeting, based on legislative changes and a recent directive from the Office of State Human Resources (OSHR), we need to promptly implement a terminology change regarding the EHRA position category presently referred to as instructional, research, and public service (IRPS).

This change results from two separate developments. The first is that the General Assembly granted the University authority to classify information technology (IT) professional positions as exempt from the North Carolina Human Resources Act. The second is that OSHR made a technical ruling affirming that our hierarchy of EHRA classification categories must be consistent with the statutory references to job groups under N.C.G.S. § 126-5(c1)(8). OSHR's ruling will require us to rescind our use of the term "public service" in our EHRA classification hierarchy because that description is not among the statutory groups.

To address both of these issues, the EHRA non-faculty classification category presently referred to as IRPS will instead be referred to as instructional, research, and information technology (IRIT) professionals. This change in terminology should be reflected in your institution-level policies, procedures, and forms no later than December 31, 2018, and we will be making conforming changes in system-wide policies, procedures, and forms as well.

**I want to emphasize that the change described above has no impact on the ability to classify positions with EHRA status when a position's principal duties involve "public service," and we will still capture these positions under a reporting subcategory referred to as "Public Service & Extension." This is simply a terminology change in how we refer to our major classification categories of EHRA positions.**

If you or your team have any questions regarding any of these changes, please contact Jessica Moore or Keith Dupuis in the UNC System Office Employment, Classification, and Compensation unit.

cc: President Margaret Spellings  
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Chief Legal Officers  
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