

Frequently Asked Questions (FAQs)

UNIVERSITY HOLIDAYS & CLOSINGS 2008-2012

Who determines the holiday/closing schedule for the University?

The Chancellor approves the University holidays and closing schedule, based on input from the executive officers, as well as human resources, facilities, and academic affairs. HR typically drafts various options and recommendations for consideration. For this cycle, HR consulted with a number of stakeholders, including the Executive Committee of the Staff Senate in forming its recommendations.

How many holidays are provided each year?

Just like other employees of the State, University employees receive either 11 or 12 holidays each year, depending on what day of the week Christmas falls.

This practice started in 1995. Before that, State employees received 11 holidays each year. But in 1995, when the State legislators provided only a “minimal” (2%) salary increase for state employees, they also added an extra holiday in certain years. So now, in years when Christmas falls on a Tuesday, Wednesday, or Thursday, employees receive 12 holidays. (If Christmas falls on a Sunday, Monday, Friday or Saturday, there are 11 holidays). The breakdown for 2008-2012 is as follows:

2008	12 holidays
2009	11 holidays
2010	11 holidays
2011	11 holidays
2012	12 holidays

Do NCSU employees get the same holidays as employees at other agencies and universities in the State of North Carolina?

Yes. NCSU employees get the exactly the same total number of holidays as employees at all other state agencies and universities. But each campus of the University System designates the specific days it observes as holidays, which can vary based on their academic calendar and other institution-specific factors.

There are no “floating” holidays in 2009 – 2012. Did we lose a holiday?

No. Those years include the same total number of holidays as always, and the same as all other State employees receive.

Why discontinue the floating holiday?

Most other agencies and campuses have never designated any of their holidays as a “floating day.” This was something that NCSU had chosen to do in recent years.

The floating holiday had positives and negatives. While it did give employees some flexibility in scheduling, supervisor approval was still required to use the “floating” holiday, just as it is for annual leave.

Each year, several hundred employees neglected to use the floating holiday (even after repeated reminders), and, unlike annual leave, the holiday cannot be carried over to the next year.

By designating all the holidays in 2009 & 2010, the University is able to close for a 3-day weekend for Independence Day (July 4 falls on a Saturday in 2009, and on a Sunday in 2010).

And, in 2011 & 2012, by designating all the holidays, employees will not need to take **ANY** of their own leave during the extended winter breaks.

Will the University continue the winter closing practice?

Yes. For the foreseeable future, the University’s administration has decided continue the practice of closing the University at a time when students are gone and most faculty and staff are already taking time off. The University saves hundreds of thousands of dollars in energy savings each year by doing so. This makes sense financially – as well as in our efforts to be a more a “green” eco-conscious organization.

Is NC State the only UNC campus that closes for winter break?

No. Several other campuses in the system have observed this practice for many years.

Couldn’t the University simply close for the winter break and designate those extra days off as additional holidays for employees?

No, the State of North Carolina Legislature establishes the allowable number of holidays, and the University does not have the authority to add more holidays.

Will the University ever be able to offer more holidays, to cover the winter break?

Maybe. The UNC System is proposing legislation that may provide future opportunities to develop more autonomy for personnel-related programs, to better meet our institutional needs. The ability to designate more holidays in the future could be a possibility that we might be able to propose if UNC gains that authority.

What happens to recently hired employees who haven't earned enough leave time to cover a winter closing?

Statistics show that relatively few leave-earning employees are hired in December. But in such situations, departments may consult with Human Resources for recommendations and options. In some cases, for example, and depending on departmental needs and resources, employees may be able to work extra time during the period leading up to the break in order to use accrued comp time during the break itself. Contact Employment Services at 515-2135.