



PA State System of Higher Education Board of Governors

Effective: July 9, 1998

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Policy 1998-02: Human Resources Complement Management

See Also:

Adopted: July 9, 1998

Amended:

A. Purpose

This policy institutionalizes the April 20, 1995, action of the Board of Governors that established a human resources complement cap and authorizes the chancellor to issue administrative guidelines that focus on effective management of the policy, while alleviating some of the current administrative burden.

B. Policy

The State System of Higher Education will operate under a human resources complement management system that contains System-wide caps on all permanent, internally-funded positions by university. The chancellor is responsible for establishing appropriate administrative guidelines and procedures, monitoring compliance, and granting relief in extraordinary circumstances. State System universities are responsible for complement management in compliance with the guidelines and procedures established by the Office of the Chancellor.