

UNIVERSITY HOLIDAYS

Frequently Asked Questions

Who determines NC State's holiday schedule?

The chancellor approves the university holiday schedule based on input from Human Resources, Facilities and the Division of Academic and Student Affairs. Human Resources typically drafts various options for consideration.

How many holidays are provided to university employees each year?

Just like other employees of the state of North Carolina, university employees receive 12 holidays each year.

Do NC State University employees get the same holidays as employees at other public universities and state agencies in North Carolina?

NC State employees get the same total number of holidays as employees at all other state agencies and public universities. Each campus of the UNC System, however, designates the specific days it observes as holidays, which can vary based on each institution's academic calendar and other campus-specific factors.

Why does the university holiday schedule include a winter break that closes the university for an extended time?

NC State's administration closes the university at a time when students are gone and most faculty and staff usually take time off. By doing so, the university saves hundreds of thousands of dollars in energy costs each year. This makes sense financially and supports our efforts to be a more ecologically sustainable organization.

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

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

Will some departments be open on days that are designated as holidays and closings?

Yes, some departments have essential work that must be done no matter what (e.g., animal care, research, public safety, etc.). Employees who work in these areas should note that the university will be lowering thermostats in some buildings over the holiday/closing period and should dress accordingly.

If employees want to volunteer to work on holidays, can they do this?

No. The intent is for the university to be closed so that employees cannot choose whether to work or not. However, supervisors can require employees to work if the employees are performing critical, essential functions.

If employees are required to work on holidays, do they get extra pay?

Supervisors can require employees to work on holidays. If they do so, SHRA employees are paid holiday premium pay (an additional half of their regular pay rate), and they are given hour-for-hour comp time up to eight hours.

Questions concerning the university holiday calendar should be directed to the office of the associate vice chancellor for Human Resources at 919-515-3443.