

Frequently Asked Questions (FAQs)

UNIVERSITY HOLIDAYS

Who determines the holiday schedule for the University?

The Chancellor approves the University holiday schedule based on input from the human resources, facilities, and academic 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, University employees receive 12 holidays each year.

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

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

Why does the University holiday schedule include a Winter Break which closes the university for an extended time?

The University's administration closes the University at a time when students are gone and most faculty and staff are usually taking time off. The University saves hundreds of thousands of dollars in energy savings each year by doing so. This makes sense financially and in our efforts to be a more "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.

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

Yes, some departments have essential work that must be done (related to animal care, research, 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 work on holidays, can they do this?

No, the intent is for the University to be closed so it is not the employee's choice to work or not. Supervisors, however, can require employees to work to perform critical, essential functions.

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

Yes, supervisors can require employees to work on holidays. If they do so, SHRA employees are paid holiday premium pay (an additional 1/2 of their regular rate) as well as given hour for hour comp time up to 8 hours.

Who can provide additional information?

Talent Solutions can be contacted at 515-2135