



in TOUCH

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Campus rallies, asks Thorp to stay

By **KATIE TURNER**
FORUM MEMBER

Within 24 hours of Chancellor Thorp's resignation on Sept. 17, the Employee Forum's Executive Committee, the Faculty Executive Committee, and Student Government had all met separately to ask the Chancellor to reconsider his decision to resign.

Following the Faculty Executive Committee's adoption of resolutions supporting Thorp's continued leadership, the Employee Forum's Executive Committee issued a statement outlining many of the policy changes led by Chancellor Thorp that have significantly improved the quality of life for staff.

Among those changes include increasing the minimum wage for staff, funding the campus community garden, instituting Carolina Counts, increasing staff representation on university-

wide committees, and addressing longstanding problems in the Housekeeping department.

Only hours after the Executive Committee drafted and endorsed the statement, Forum Chair Jackie Overton read it aloud to the faculty and the press at an emergency meeting of the General Faculty. The faculty then passed a resolution asking President Thomas Ross and the Board of Trustees to refuse acceptance of Thorp's resignation notice.

On Sept. 21, Jackie Overton, Chair of the Faculty Jan Boxill, Student Body President Will Leimenstoll and other campus leaders brought together hundreds of faculty, staff, and students on the steps of South Building to sign a petition and show their support for Chancellor Thorp's leadership.

All were encouraged to sign a petition and write supportive

messages to Chancellor Thorp encouraging him to rescind his resignation.

Several members of the Employee Forum addressed the crowd, including James Holman who emphasized the support the Chancellor has given to the Housekeeping department over the past year as the department has been restructured and the funding of the community garden.

The Chancellor responded by thanking the campus community and reiterating his plans to resign next year. He acknowledged that the challenges in higher education have been steadily increasing and that he wanted to focus his last year on making sure Carolina is a great place for a new chancellor to lead.

He closed the rally by leading the audience in a spirited rendition of "Hark the Sound".



PHOTO BY KATIE TURNER

UNC staff, faculty, and students rally to show their support for Chancellor Thorp in front of South Building on September 21.

Reduction-in-force change reduces protections

By **LAWRENCE GIFFIN**
CHAIR OF THE LEGISLATIVE ACTION COMMITTEE

Recent changes to the Reduction-In-Force Policy diminishes the protections offered by priority rehiring and makes it harder for laid-off staff to maintain or increase their appointment status.

The Office of State Personnel has amended its Reduction-in-Force (RIF) Policy to reflect new legislation written in House Bill 22 (Technical Corrections Act), passed in July of 2011. The RIF Policy specifies the rights and responsibilities of state employees regarding rehiring priority and state employers regarding hiring candidates with RIF-priority status.

The new policy affects state employees laid off on or after July 1, 2011. Staff laid off prior to July 1, 2011, are still subject to the previous Office of State Personnel Reduction-in-Force (RIF) Policy. The key changes to the policy are:

- An RIF-priority candidate no lon-

ger retains priority status if they refuse an interview or job offer for a position whose pay rate or appointment status is below that of their previous one or if their new workplace is greater than 35 miles from their previous workplace.

- Candidates that have "substantially equal qualifications" to any other candidate (internal or external to state government) must be offered the job.

- Candidates that are hired at a lower pay rate than that of their previous position are no longer paid at their previous rate (or the nearest rate that the new grade maximum allows).

- Employees notified of reduction-in-force prior to July 1, 2011, and whose priority had not lapsed before July 1, 2011, receive an additional twelve months of priority status.

Changes regarding the priority status when interviewing and accepting permanent positions is crucial. Under the previous policy, the RIF-priority candidate would retain priority status until

that candidate is "returned to whole," that is, when the candidate is returned to the same position level, salary grade, and appointment status as that of their previous position.

But for those subject to the new policy, RIF priority ends when the candidate accepts any permanent position (whether full- or part-time) regardless of the new pay rate, branch/role/competency level, or appointment status.

Additionally, the RIF-eligible applicant will lose RIF priority even if they refuse a job offer or a job interview for any permanent position for which they have applied.

Another important change regards compensation. Under the previous policy, employees who accepted permanent positions at pay rates lower than their previous positions were paid at the previous pay rates (or, at least, the maximum of the new grade). The new policy will not require pay to be equal or as close as possible to the previous pay rate.

The new policy also includes changes to priority qualification having to do with distance of the new workplace from the former one.

Under the previous policy, an RIF-eligible employee would lose priority status only if that employee refused an interview or offer for a position within 35 miles of the employee's original workplace and if the position was at a salary grade (or equivalent banded classification), salary rate, and appointment status equal or greater than the position from which they were laid off.

This is no longer the case under the new policy. As of July 1, 2011, an employee can lose priority status if he or she declines placement in a permanent position 35 miles or less from their original workplace after the initial 30-day notification of reduction but prior to separation.

A more thorough analysis of these changes can be read on the Employee Forum's blog.

Employee Forum celebrates past

Hundreds of UNC employees joined current and former university leaders in March to affirm the Employee Forum's role as an important voice for the betterment of both workers and UNC.

The Employee Forum's 20th anniversary celebration at the Friday Center dwelled not just on the past, but on the challenges currently facing UNC and its employees.

The first Chair of the Employee Forum, Kay Hovious, and the current Chair Jackie Overton helped to paint a picture of where the Forum has been, and where it will go.

The Forum was created in turbulent economic times, Hovious said. There were staff protests of stagnant salaries, increasing parking fees and troubling revisions to the campus grievance policy.

Chancellor Emeritus Paul Hardin, who said employees should be able to criticize state and University policies without fear of reprisal, created the Forum and described it in 1994 as a "robust marketplace of ideas."

And after the 10th anniversary in 2002, she noted, the Forum routinely advocated for salary increases, career development, recognition and participation in policy discussions.

Overton highlighted how the Forum has become a model for other UNC-system schools and a driving force in

the creation of the UNC System Staff Assembly in 2005.

Overton recognized former Forum chairs Rachel Windham, Anne Hamner, John Heuer, Bob Schreiner, and Linwood Futrelle.

Overton also introduced the four surviving chancellors who presided during the Forum's existence. Current Chancellor Holden Thorp emphasized the importance of the Forum's voice and thanked the Forum for all it has done for UNC. Chancellor Emeritus James Moeser, Hardin and Interim Chancellor William McCoy each spoke about the staff accomplishments and challenges faced during their chancellorships.

Moeser said protests during his installation were the sounds of a "free country and a free University." He recalled the Task Force for a Better Workplace as a highlight of his tenure. Overton praised Interim Chancellor William McCoy's leadership during the aftermath of Chancellor Hooker's death. McCoy stressed the importance of the Forum's mission to improve communications between University administration and staff employees. He praised the efforts of two absent Forum chairs, Jane Stine and Joanne Kucharski.

Chancellor Emeritus Paul Hardin praised UNC System President Tom Ross, Chancellor Thorp, and Forum Chair Jackie Overton for their remarks at University Day 2011.



Master of Ceremonies Jackie Overton introduced speakers with grace and aplomb.

In introducing Vice Chancellor Brenda Malone, Overton described her as a "formidable partner...with whom I can fight with".

Malone said the Forum plays a critical role and is the voice of staff concerns. She recalled past Chairs Ernie Patterson and Tommy Griffin, and presented Overton and the Forum with a framed certificate of appreciation. She noted the importance of open communication

Did you love the party? Thank these folks:

Forum Chair Jackie Overton was the driving force behind the event but Myra Quick, chair of the Membership and Assignments Committee, handled the logistics and planning for the day's activities.

Committee members Teri Augustine, Peggy Cotton, Sharon Glover, James Holman, Carleta Long, Renee Sherman, Charles Streeter and Matt Banks worked together to make the event a success.

Employees won gifts from UNC Student Stores, Panera Bread, UNC Hospitals Stores, Top of the Hill Restaurant, and Mediterranean Deli. Breakfast was courtesy of Chancellor Thorp's office.

and mutual respect. Malone said that she could not think of a more important organization on campus than the Employee Forum.

Former Forum Vice Chair Jeffrey Beam spoke on the work of the Executive Committee during his term, which inspired him to write "Song of the University Worker," the University's official staff poem.

In closing, Overton said that the day's events were the culmination of more than 20 years of hard work and expressed her hope for bigger and better undertakings in the next 20 years.

Song of the University Worker

If a man is called to be a street sweeper,
He should sweep
streets as Michelangelo painted, or
Beethoven composed music, or
Shakespeare wrote poetry.
He should sweep streets so well
that all the hosts of heaven and earth
will pause to say,
"Here lived a great street sweeper
who did his job well."
— Martin Luther King, Jr.

Who builds this world?
All manner of men and women.
Some in their heads.
Others behind the saw.
Some with money and paper.
Others with motors and tendons.
With sweat and fear and a bowl of
beam.
With rest and hope and a cup of cool
water.
With gratefulness for work.
With the work of gratefulness.
With Grace and gratitude.

**You can taste us in the wind
Hear us in the water
See us in the red clay
Smell us in the rainbow
Feel us in our singing**
*I cut the grass
I scrub the floors
I type the letters
I push the papers*
**Behind you before you beside you
with you**
*I design the system
I repair the system
I design the process
I manage the process
I aid the process
I conduct the process
I write the report*
**Behind you before you beside you
with you**
*I care for patients
I tighten bolts
I order parts
I pay bills
I take what's owed
I direct traffic*

I observe and speak
**Behind you before you beside you
with you**
*I mother the students
I father the students
I teach the students
I am a student*
**Behind you before you beside you
with you**
*I paint the rooms
I lay the bricks
I lay the stone*
**Behind you before you beside you
with you**
**I have been here 200 years
I will always be here**
*In bitter cold
In hot weather
In hurricane and snow
In sweet-smelling Spring days
In crisp bright Fall ones*
**You can taste us in the wind
Hear us in the water
See us in the red clay
Smell us in the rainbow
Feel us in our singing**

From the board rooms to the
classrooms.
From the dining halls to the gardens.
From the libraries to the laboratories.
**Behind you before you beside you
with you**
From the offices to the gymnasiums.
From the repair shops to the
computer rooms.
From midnight till morning.
From morning to midnight.
**Behind you before you beside you
with you**
When fire burns and ice freezes.
When friends call and strangers come.
When enemies threaten and allies
praise.
**Behind you before you beside you
with you**
Who builds this world?
All manner of men and women.
Some in their heads.
Others behind the saw.
Some with money and paper.
Others with motors and tendons.
With sweat and fear and a bowl of

beam.
With rest and hope and a cup of cool
water.
With gratefulness for work.
With the work of gratefulness.
With Grace and gratitude.
**Behind you before you beside you
with you**

— Jeffrey Beam
Vice Chair, Employee Forum
University of North Carolina at Chapel
Hill, 1998

This poem written for a presentation
by the University of North Carolina at
Chapel Hill Employee Forum to the
University of North Carolina Board of
Trustees, May 28, 1998. My gratitude
to Anne Montgomery and Lucille
Brooks for the idea, and their inspiring
and unfaltering belief in my abilities.
Thanks also to Rachel Windham,
Jackie Overton, and Elizabeth Evans
for their contributions to the poem.
—Jeffery Beam

t, looks to tackle new challenges



Top left: Former and current Forum chairs and UNC Chancellors look to the future. Rachel Windham, Chancellor Holden Thorpe, Jackie Overton, James Moeser, Kay Hovious, Paul Hardin, and William McCoy.

Top right: Kay Hovious, Jackie Overton, and Jeffrey Beam. Beam's poem, "Song of the University Worker", was inspired by the spirit of the campus' workers in the buildings and the work of the University.

Bottom left: The Friday Center room was filled to capacity and some participants had to stand in the overflow areas. More than 170 employees signed the guest book and thus became eligible to receive prizes.

PHOTOS BY CHARLES STREETER

Q&A: Former Chair Linwood Futrelle tells it like it was

By JERRY WALLER
FORUM MEMBER

In anticipation of the Forum's 20th anniversary, I interviewed former Chair Linwood Futrelle. We met in September 2011 and Linwood shared the history of the Forum, as well as reflections on where the future may take it.

How has the Employee Forum changed since you were a charter member?

LF: What the Employee Forum had in the formative days was executive senior level sponsorship, people in high positions who believed that staff participation on the Forum was a university priority. Paul Hardin, followed by Michael Hooker, made sure that every year a memo went out naming the staff representatives, and administrators were expected to facilitate their participation.

The role of the Forum is so different now. I think you all have a chance this

year to maybe rebuild it and get the collegiality back, get it back to being a consulted body. You've got to get in South Building and get South Building's faith back. Chancellor Thorp has to understand that it's important.

How can the Employee Forum encourage collaboration and collegiality?

LF: What used to make UNC special — and I have not seen it as much as it used to be — was this genteel collegiality across unit lines. You could not today do what I did in 1985 and '86: build computer labs in every library on campus, with departments begging you to come and do that stuff, because you're crashing into their turf.

What I don't see are many people working for the global good anymore. It's everybody trying to save their center or their department or their piece of the pie. Nobody's looking for the global and that's really hurting everyone. ... What

I've always found is that collaboration will carry you further than stardom. I think the Forum needs to work on the question of, "How do we collaborate with everybody on campus?" and understand that we're not the problem; we're part of the solution

You mentioned making an impact at the "global" level. Can you clarify what you mean by that statement?

LF: I think you all need to be very, very cognizant of what's going on and where you all fit in with Ross' plan for the General Assembly. Carolina has always been the biggest and had the most of everything because of the research funding.

So, anything that happens here will happen to the rest, but it will impact poor people here. The tone that the Employee Forum sets is crucial. You all really need to push rebuilding your credibility as part of the solution. "Work with

us, and let's look at this place globally so it's better for all of us."

So, work on getting re-involved. The Employee Forum needs to get back on all the search committees. ... Work on getting them to understand we're part of the global organization... Tell people up front if they starting down the wrong path. Channel people. Worry about the things you can make a change on.

Parking, the cost of parking, did you know I got the first figures published. When I was Chair of the forum, Caroline Efland disclosed the parking budget publicly to the forum, the revenue, where every dime went. For parking we were paying for police officers to patrol. We got a commitment to do that forever, but it ended as soon as Chancellor Michael Hooker died.

You know, that's the kind of stuff the Forum ought to be doing is looking out for stuff that looks out for people—including faculty—globally.

Q&A: Meet the artist behind the garden t-shirt logo

By SARAH POTEETE

Long-time Carolina Campus Community Garden (CCCG) volunteer and former Forum delegate Sarah Poteete interviewed the designer of the CCCG t-shirt, Carlos Lemont Jackson. His design has increased the visibility of an important and beloved UNC program.

Sarah Poteete: Carlos, you work in the Housekeeping Department. Is there a particular building that you are responsible for? In other words, if I wanted to find you, where would I look?

Carlos Jackson: I have worked in the same building,



Carlos Jackson

Greenlaw Hall, since starting at the university almost 10 years ago.

SP: How did you find out about the CCCG? How did you come to offer your design services?

CJ: I have been on a lot of committees, and I noticed the CCCG because of the amazing opportunity they provide housekeepers and others — the opportunity to have fresh vegetables. The idea of healthy eating appeals to me. I grew up in Chatham County, and my Grandpa always had a garden. I



Garden t-shirt design

loved the concept that CCCG presented to the workers. I knew I wanted to join and contribute my services in some way.

SP: Can you say a little bit about your process? What is your technique for getting started with a design?

CJ: When I started the design process, the first step was to

PeopleSoft implementation could change jobs of some HR facilitators

By KATIE TURNER
FORUM MEMBER

As the University finds ways “to do more with less,” the Office of Human Resources is developing a plan that has the potential to affect the duties of 335 staff members and alter how human resource service is delivered.

On Sept. 10, Vice Chancellor Brenda Malone circulated a memorandum outlining the next steps in the PeopleSoft implementation process. The transition from the University’s outmoded legacy systems should be complete in January 2014. With the adoption of the new HR system, the Office of Human Resources (OHR) is looking for ways to deliver services more efficiently.

One of these ways is to evaluate the HR Facilitator program, which currently trains staff at the departmental and unit levels to deliver HR services locally. HR Facilitators typically process personnel actions, handle leave, benefits, and payroll issues. Those who complete a series of trainings are awarded a certificate. Most departments, schools, and programs have one or more HR Facilitators, some who handle all employees or some who only handle SPA, EPA or student employees depending on the size of the unit. They are desig-

nated by their dean, director, or department chair. The plan is in the preliminary stages, but OHR intends to restrict higher-level access in PeopleSoft to fewer units for security reasons, while reducing the number of staff spread across each unit who are responsible for HR delivery.

“Each school and division has been given a maximum allocation of users based on transaction volume,” Malone said. “Within that allocation, schools and divisions will have flexibility to consider the organizational design that most appropriately meets their needs for effective and efficient service delivery.”

Currently, there are 493 employees who are able to initiate actions in the HRIS and EPAWeb and OHR plans to reduce this number to 125. Employees who have current access will be able to retain basic access to perform simple transactions like processing lump sum payments and hiring students, but a maximum of 125 people will have the ability to originate actions in PeopleSoft and perform more complex transactions like hiring SPA employees.

PeopleSoft brings new challenges for managing the huge number of personnel actions that are regularly processed through aging legacy systems. Security restriction is necessary

because the software was primarily developed for industries outside of higher education and does not have enough checks and balances to ensure compliance with state and federal laws and campus policies.

It is too early to tell how this effort will affect the job duties of the 335 current HR Facilitators across campus. Malone has been gathering input from the Chancellor’s Cabinet, the Dean’s Council, and the leadership of schools and division that will be most affected the new plan.

Kathy Bryant, HR Communications Director, said that HR leads in each unit are in the process of developing their own plan for how to move forward. “Many HR Facilitators have other duties in addition to their HR roles, so it’s anticipated that the time spent on HR can be reallocated to other responsibilities in the department. This is not designed as a means to reduce the number of employees, but rather to improve service and accountability.”

At the quarterly HR Facilitator meeting on Oct. 3, Malone stressed that changes will affect Facilitators and that they should be having conversations with the HR leads in their departments. When facilitators were asked if they had questions or concerns, the room was silent.

Support the garden! Buy a t-shirt

-Cost: \$16 (cash or check only)

-Colors: natural, apple green, and moss

-Made from: organic, fair-trade cotton printed with eco-friendly ink.

-Sizes: Youth L, Adult S, M, L, XL, XXL

-How to buy: contact Claire at clorch@email.unc.edu

All proceeds benefit the Garden.

find out some background info on the CCCG. I then used that information to formulate some ideas on paper. I narrowed the ones on paper down and transferred the best of the lot to my computer using the programs Illustrator and Freehand. Once I had the design converted onto the digital playground, I would tweak it using the feedback I was receiving from the committee. With each tweak we were working closer and closer to the finished product you now see on the t-shirts.

SP: What inspired you as you started working on the CCCG logo?

CJ: I was inspired by the commitment of the committee members and their love for gardening and helping others.

SP: How did you get your start with graphic design? Were you interested in art as a kid? Did you take art classes? Do you currently take art or

design classes at UNC using your employee tuition waiver?

CJ: I studied graphic design and commercial art at Alamance Community College. I think I was born an artist. I remember watching my dad draw and telling him I can do that also, and he would show me how to do it and I would sit for hours copying his work. I started taking art classes in middle school and by the time I enrolled in high school I knew art would be a part of my life path.

SP: Can you describe some of the work you have done, in addition to the CCCG logo?

CJ: I have worked on mostly logo designs, business identity packages and wedding invites. I also design websites and draw cartoons and illustrations. One project that I am working on is my very own comic book series. It is still in the very first stages but I am really excited about it. It is called Validus.

Benefits Spotlight: Fee Waivers for Student Spouses of Full-Time Employees

Spouses of full-time employees can have their regular student fees waived if they are an undergraduate or graduate student by applying for the Student Fee Waiver and submitting it to the University Cashier’s Office. To qualify, the employee must work at least 30 hours per week and be a permanent employee of

the UNC system or UNC Health Care System. Full-time students generally pay more than \$1,800 annually in student fees, resulting in a significant savings for staff members and their spouses who qualify for the waiver. For more information, consult the OHR website at <http://go.unc.edu/n2TEc>.

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