



in TOUCH

UNC EMPLOYEE FORUM NEWS | JULY 19, 2006 | SPECIAL EDITION | READ US ONLINE: FORUM.UNC.EDU

CONCRETE RECOGNITION: naming buildings for employees

By JOHN HEUER
EMPLOYEE FORUM DELEGATE

There has been some lively discussion about naming Carolina buildings and signature awards. But there has been a heartening consensus toward honoring deserving UNC staff by naming campus buildings for them.

Giles F. Horney, the director of what was then the Physical Plant in the mid-20th century, earned accolades for his ingenuity and devotion to employees and the campus community. Both the 1965 Physical Plant building and the 1988 addition (with name change to Facilities Services) bear his name.

The 1965 building plans designated separate restrooms for people of color, indicating how far we had to go to achieve the articulated dream of equality.

A measure of how far we have come was demonstrated by Carolina's graduating class of 2005, that commissioned an Unsung Founders Memorial honoring the untold original builders of the University, "the people of color bond and free." One of those slaves was hired out as a servant on the UNC campus by his Chatham County owner.

George Moses Horton was more than a slave, more than a servant. He was a rare poet, and in 1829 he became the first published African American poet in the South with "The Hope of Liberty." The new residence hall temporarily dubbed Hinton James North will be dedicated and renamed for George Moses Horton this fall.

In 1998, two pioneering former housekeepers were honored when the newly renovated laundry facility was renamed the Kenon

Cheek and Rebecca Clark Building.

Cheek had been a founder and first president of the Janitor's Association, which gained official recognition in 1930. The purpose of the association was "to increase the usefulness of its members to the University



From left, Jim McAdam explains the center's control room to Dannis Tomkins, Jason Tomkins and Mette Tomkins at the dedication of the Gary R. Tomkins Chilled Water Operations Center on May 23.

and to obtain better cooperation between the authorities at the University and the association."

Rebecca Clark joined the University as a maid at the Carolina Inn in 1937. In 1942 she had become shop steward for Local 403-D of the State, Country and Municipal Workers of America, advocating improved wages and working conditions for laundry workers.

Clark was also a pioneer in encouraging University participation in the development

of affordable housing for low-paid employees. Since her retirement in 1979, Clark has continued her lifelong work as a community activist and justice advocate.

Another employee to be honored with a building naming is William "Bus" Hubbard,

the legendary Grounds Department tree surgeon. Hubbard is still climbing trees at the unheard of age of 69, after 53 years of service to the University. Grounds director Kirk Pelland is not exactly sure when the new William Hubbard Grounds Department Building, to be located behind the UNC Hospitals parking decks, will be completed.

Hopefully, "soon," he said.

See Buildings, page 4

Face the future with a thrifty eye

By ERNIE PATTERSON
EMPLOYEE FORUM CHAIR

Everyone who works for the University needs to be aware of the difficult job that the provost and chancellor have each year in deciding how to allocate UNC's close to \$2 billion budget.



PATTERSON

All of us have legitimate requests to expand and improve our programs, but achieving those goals always requires more money. At the same time that we want and need to expand, our University is

under increasing pressure to reduce long-term costs. Carolina's increased use of fixed-term faculty and expanded use of temporary employees are just two ways this pressure has affected our operations.

Despite the "good news" about our state's budget this year, we cannot realistically expect this to continue indefinitely. Federal funds for research, which provide a significant portion of our operating budget, are decreasing while energy costs are increasing. This means that we will continue to be faced with the need to keep expenses down for many years to come. To address this, we need to take a hard look at ourselves and what we can do to use our resources most effectively — both collectively and individually.

Just as the Chancellor's Task Force for a Better Work Place identified a number of employment-related issues that are being addressed today to make UNC a better place to work, Carolina needs to initiate a similar task force with the goal of identifying and implementing cost-effective measures that will allow us to grow and maintain the infrastructure that supports the University's mission.

The task force needs to take a hard look at how the different parts of the University provide support services such as heating and cooling, information technologies, maintenance, and internal construction, among others. It needs to include the staff who actually

See Thrift, page 4

Carolina is becoming a global campus community

By JOHN HEUER
EMPLOYEE FORUM DELEGATE

Carolina leads America's public universities in making study abroad opportunities available to undergraduates. UNC is also host to an international student population representing close to 100 countries.

As progress is made in construction of the new Global Education Building at the corner of Pittsboro and McCauley streets, the Carolina campus is poised to bring many international study programs under a single roof. Our emerging leadership in global education is accompanied by the increasing globalization of UNC staff.

In the Facilities Planning and Architectural and Engineering offices, employees share roots from China, Iran, Japan, Korea,

Thailand and Turkey. The Bell Tower Toastmasters (www.unc.edu/belltmi/btmaster.htm) hosts recent and current members from Hungary, Chile, Nigeria, Egypt and Lebanon. Former Bell Tower president, architect Angkana Bode, just returned from a five-week visit to her native Bangkok, which coincided with the celebration of the Thailand king's 60th anniversary as the nation's monarch. Angkana describes the king as much beloved in Thailand, the name that means "land of the free."

She recounts with pride that Thailand is alone among South Asian nations never subjugated by colonial occupation. She also marvels at the freedom to dissent enjoyed in her adopted country.

As Carolina students become ambassadors in their travels abroad, international citizens bring fresh perspectives when they join the

UNC staff.

(As of this writing, the 2006 Soccer World Cup was in its last throes. Ultimately, Germany beat Portugal for third place and Italy beat France for the cup.) This writer has traveled to Portugal, has German ancestors, admires the French and cheered for Italy. Watching the athletic artistry of World Cup games has a hypnotic quality. To see the nations compete so beautifully makes it easy to see why so many are tiring of the world's war machinery.

The 2006 Employee Forum hosts three international citizens as delegates. Eszter Karvazy comes from Hungary and attended Semmelweis Medical School in Budapest.

Karvazy is the first physician to serve on the forum and is often the first delegate to speak during forum meetings, finding opportuni-

See Global, page 2

True love blooms at Employee Forum meetings

By LIZ CROWLEY
EMPLOYEE FORUM DELEGATE

Delegates to the Employee Forum will tell you that monthly forum and committee meetings offer an excellent opportunity for connecting with other staff at UNC. For Dixie Bloom and Chuck Brink, the forum turned out to be something much more special. On June 10, Bloom and Brink, who first met as forum delegates, were married.*

Brink says that back in 2003 when he began his first term he noticed Bloom. Because of constraints on her schedule, she often arrived just as the meetings started and left as they ended, leaving no chance for them to meet and talk informally.

Since Brink always came early and sat at the back table, he said he always noticed her coming and going. To him she was “just this little blur, with an intent look on her face” and he began to wonder who she was.

Brink began representing his division on the forum Executive Committee; Bloom, who joined the forum in November 2002, also attended Executive Committee meetings.

During these meetings Bloom learned that Brink was a licensed electrician and asked him to do some jobs for her. Brink let this slip his mind and by the time he called her she was a day away from calling someone else to do the job. They ended up working together on a project, and Brink says they



Dixie Bloom and Chuck Brink, a former and current Employee Forum delegate, were wed on June 10.

realized they had a lot in common.

Their friendship grew from there and Brink decided to ask her to join him for coffee or lunch on campus, and soon they were meeting frequently and sitting together at forum meetings. Brink ran for forum office in the November 2004 election and Bloom

helped him with his biography and with running for office. As he stood before the forum thanking those who had helped him, he saved Bloom's name for last and said “I'd also like to thank my fiancée, Dixie.” He said every head in the room turned.

The month before, in October 2004,

Bloom's family gave her a trip for two to Hawaii and she invited Brink. He had purchased a ring Bloom had admired one day at a jewelry store back home. It was an opal, their birthstone (Brink's birthday is in October, just a few days before Bloom's). Brink said he worried the whole time that he'd lose it or forget it. Brink proposed to her while the two were on a sunset cruise.

Brink said Bloom was a little late getting ready for the cruise. As they drove away from the hotel, Brink realized he had forgotten the ring. He told Bloom he forgot his wallet and they turned around and went back. Once on the cruise he alerted the crew on the fly, and they helped with the arrangements, telling him to wait until they headed back in when the sailing would be smoother.

Brink said that when she saw the ring, Bloom got excited when she realized what Brink had done and forgot to answer. He asked if that was a yes, and of course we know the answer.

The wedding was held in Graham at the Cedar Forest Country Club. There were about 85 guests, friends and family. The honeymoon was in southern Utah in the mountains, in the Dixie National Forest (yes, that is correct!), about 150 miles from the north rim of the Grand Canyon.

Brink's term is up at the end of 2006; delegates cannot serve more than two consecutive terms. Although he doesn't recommend the forum as a place to meet singles, he is certainly glad it worked out that way for him.

MOVING FORWARD *for* EDUCATIONAL SELF-IMPROVEMENT

The University has recently moved several steps forward in supporting employees who wished to improve themselves through education.

Now, after a resolution by the Employee Forum, employees can receive up to \$500 per year through the Educational Assistance Program, an increase from \$350 per year.

Employees can use these funds for work-related and non-work-related courses from licensed institutions.

The forum also recommended use of the Staff Development Fund to support a basic clerical internship program.

This program will support basic clerical skills graduates working in service/maintenance positions who desire to try their skills out within a real office setting.

The Staff Development Fund will support half the cost for these year-

long internships, which will give these graduates real-life experience that can go on their resumes.

Finally, the state legislature approved an increase in the number of UNC system courses for which an employee can receive a waiver, from two to three per year.

This change allows employees to receive a waiver of the cost of one course along with accompanying fees for classes in the spring, fall and summer sessions at a UNC system college of their choice.

The tuition waiver program creates substantial savings for those involved in various degree programs offered around the Raleigh-Durham-Chapel Hill area.

Global, from page 1

ties to ask a question or request clarification. Karvazy has been a state employee since 1986 and worked at UNC since 1992. Among her other responsibilities, she counsels Carolina students interested in studying in Eastern Europe.

Forum Vice Chair David Brannigan and Compensation and Wages Committee Chair Alan Moran are two European islanders contributing their energies and inspiration to the forum and Carolina community. Brannigan has been a resident of since 1994. He describes his mates from his hometown, Leeds, England, as being “branded on the tongue.”

The English can mark working class inflections the way North Carolinians distinguish regional flavors of barbecue.

Brannigan's is known for his rhetorical talents and his incisive legal analysis. He thinks North Carolina statutes outlawing collective bargaining for public employees that passed in the 1950's are unconstitutional given the United States' ratification of United Nations agreements guaranteeing the right of public and private employees to engage in collective bargaining with their employers.

Given the constitutional challenge, why shouldn't the School of Law prepare a brief on behalf of UNC employees? Brannigan is a believer in challenging and confronting authorities in defense of rank-and-file employ-

ees, whether his Grounds Department co-workers or any other campus department.

Moran hails from Dublin, Ireland. The master carpenter came to the United States “to see what the hubbub was about.” Moran brought a strong work ethic and healthy Irish skepticism to the United States in 1995, looking for affinity with an idealistic version of American democracy. He met his wife Janet in Washington, D.C., and worked in Houston while Janet completed her Ph.D. at Rice University. Moran notes that Houston has a population the size of his native Ireland. When Janet landed a job teaching English at Elon University, Moran came to work at the UNC cabinet Shop.

As a state employee, Alan soon realized that the behemoth bureaucracy of state government was not very agile in responding to employees' needs in a rapidly changing environment. He was encouraged to join the forum by co-workers who recognized in Moran a willingness to question leaders and representatives in a constant search for ways to improve conditions for his co-workers and make positive contributions to the campus community. Moran sees the forum as a place to exercise citizenship and find common ground.

In a hierarchical society, in a hierarchical institution, Alan brings the fresh perspective that we are not defined by what we do. Rather, we define ourselves by who we are.

JUNE 2005 to JULY 2006 FORUM RESOLUTIONS

PART OF THE MISSION OF THE EMPLOYEE FORUM is to develop proactive, progressive recommendations and advocate these to the University administration and employees. These recommendations usually take the form of resolutions, which are voted on by the forum in its monthly meetings. Forum resolutions are then provided to various recipients, particularly the chancellor. In the forum's inserts in the July 2004 and 2005 issues of the Gazette, we provided lists of resolutions the forum made over the previous year to give readers an idea for the types of issues of concern to the forum. We're continuing this year with a report on the forum's most recent resolutions, those adopted between July 2005 and June 2006.

RESOLUTION 05-08 Concerning Implementation of a Team Cleaning Process in Housekeeping

The Employee Forum approved a resolution recommending that housekeeping staff have access to any and all research and reports conducted by, or submitted to Facilities Services management regarding (OS1) Team Cleaning before meetings on that subject. The resolution also pledged support for housekeeping efforts to stay informed and receive consultation on possible changes in work conditions or practices.

RESOLUTION 05-09 Concerning Adoption of a "Living Wage Campaign" to Educate and Advocate for Living Wages for All State Employees

This resolution committed the forum to a non-partisan living wage campaign to accompany work done by the new Center for Poverty, Work and Opportunity. The living wage campaign would involve explain-

ing how the wages of all state employees would be increased by such a change and would also inform the wider community of the improvements that living wage practices would have on North Carolina's economy.

RESOLUTION 05-10 Concerning Creation of an Adverse Gas Price Emergency Plan

This resolution proposed creation of a task force to formulate an emergency plan to encourage University departments to implement ways to mitigate the rapidly increasing costs of commuting to work. The resolution also called on the University to promote more vanpooling, carpooling and the use of public transit; encourage the adoption of maximum flexibility in work scheduling across all departments including, where practicable, the adoption of four 10-hour workdays; provide housekeeping and cleaning services within the University during normal business hours, where prac-

ticable, in order to allow housekeeping staff to car pool with daytime employees or to use public transit; maximize all possible telecommuting options for staff positions; and increase subsidies for van pools to encourage more employees to use these options. The University has equalized subsidies between PART and TTA van pools.

RESOLUTION 05-11 Honoring Joe Straley, Professor of Physics Emeritus

This resolution honored Joe Straley for his contributions to the University community and his activities as a tireless advocate for peace, security, freedom and justice for all people.

RESOLUTION 05-12 Honoring 2002-2005 Forum Chair Tommy Griffin

This resolution honored Tommy Griffin, the four-term chair of the Employee Forum, on the date of his last meeting leading the forum. The resolution extended heartfelt best wishes and gratitude to Griffin for his years serving the forum and the University and also extended lifelong delegate status to Griffin with an invitation to participate in future deliberations.

RESOLUTION 06-01 Concerning Salary Increases for State Employees

This resolution strongly urged that the governor and the legislature increase salaries at the state level by \$3,500 or 5 percent, whichever is greater, across all categories to help bring the employees of this University and of this state into line with the cost of living.

RESOLUTION 06-02 Concerning the Implementation of Flexible Work Schedules

This resolution called on the chancellor and Human Resources to inform and include

members of the Employee Forum at all stages of the telecommuting policy development and implementation process; to strive to increase the awareness among managers and employees of the need for flex time work options; to improve understanding among managers and employees on how to use flex time options effectively; to provide training on this issue for supervisors and managers; to provide information sessions for employees; and to create a website with helpful hints on creating and managing flexible work options. Human Resources has begun consultations with the Staff Relations, Policies and Practices committee on this topic.

RESOLUTION 06-03 Concerning Expansion of Educational Assistance Opportunities for UNC-Chapel Hill Employees

This resolution recommended that the University increase the maximum reimbursement available to Educational Assistance Program applicants from \$350 to \$500 and to allow the Staff Development Fund to be used for work-related and non-work-related activities. This recommendation was subsequently enacted.

RESOLUTION 06-05 Concerning the Employee Forum Supporting Implementation of a Clerical Skills Internship Program

This resolution recommended that the Staff Development Fund be used to support a basic clerical internship program for basic clerical skills graduates. The fund would support one-half of an intern's salary, with the supporting department providing the other half for the year in which an intern would work for the supporting department.



LEADING THE RACE *for* LIFE: EMPLOYEES GIVE BACK

Employees were among the hundreds of volunteers who gave generously to the American Red Cross this year. Gave of themselves — literally.

The 18th Annual Carolina Blood Drive brought together hundreds of volunteers and donors — including 139 first-time donors — who provided 860 usable units of blood. Those 860 units had the potential to be turned into 2,580 blood products to be used in the Carolinas region to help sustain the lives of the sick and injured. UNC's summer blood drive is the largest single-day, single-site blood drive on the East Coast.

ABOUT the FORUM

HISTORY

The Chancellor's Administrative Council approved, in the early spring of 1992, the establishment of the Employee Forum for SPA and EPA non-faculty employees. Chancellor Paul Hardin said he was excited to get the forum going because improving communications among all University groups was a top priority. Laurie Charest, associate vice chancellor for Human Resources and ex-officio member of the forum, was instrumental in developing the forum guidelines and continues in the role of liaison to the forum, serving as an important resource and advocate.

MISSION STATEMENT

The University of North Carolina at Chapel Hill Employee Forum is a group of SPA and EPA non-faculty employees elected by their peers. The forum's mission is to address constructively the concerns of University employees by:

- Seeking out the issues, interests, ideas and participation of employees;
- Developing proactive, progressive recommendations and advocating these recommendations to the administration and to represented employees;
- Providing an effective two-way communication link between the administration and the employees;
- Supporting achievement of the University's mission of teaching, research and public service.

VISION

The forum seeks to continually improve the quality of life at the University for its students, faculty and employees through better understanding and recognition of the value of employee contributions and respect for the worth of the individual.

STRUCTURE

Delegates are elected to the forum from each of nine federal employment classifications (known as divisions) and serve for a period of two years. Forum meetings are held the first working Wednesday of every month from 9:30 to 11:30 a.m. in the Wilson Library Assembly Room. Forum meetings are considered work time by the University as are forum committee meetings.

Many committees try to schedule monthly meetings at lunchtime in order to avoid interfering with employees' regular work schedules. The forum also schedules two community meetings each year for all University employees and attendance, which is voluntary, is considered work time.

Many delegates are named to University policy-making committees, and the expectation is that the employee will clear this service with a supervisor before agreeing to serve.

The forum has never been intended as a vehicle to deal with individual issues, grievances or complaints, nor as a means to circumvent regular administrative channels. For this reason, when the forum office hears from an employee with a concern, we help identify the office on campus that would normally handle that type of problem. In cases where such a referral fails to respond adequately to an employee's question or concern, the problem may be brought to a forum meeting or to the Executive Committee for discussion.

Forum member urges broader use of transit

By LUCY LEWIS
EMPLOYEE FORUM DELEGATE

During a recent forum listserv discussion on transportation issues, forum delegate and Campus Y coordinator Lucy Lewis offered the following opinion:

As a Carrboro resident and UNC employee who uses park-and-ride everyday to get to work, I do not support having 17,000 parking spaces at Carolina North — in fact, I think *all UNC employees* including administration, faculty and staff should use some form of mass transit/telecommuting.

Our environment cannot continue to support individual automobile commuting at the current level. (If you haven't already, check out "An Inconvenient Truth" at your local movie theater!) In addition, thousands of drivers would create huge traffic gridlocks. (Ever been on I-40 between Chapel Hill and RTP at rush hour or for that matter, any hour of the day?)

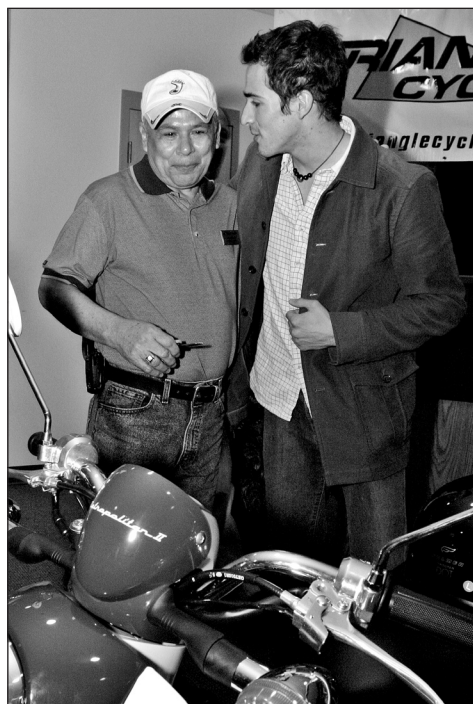
Given that position, I think it is essential that planning address a range of free, convenient, accessible and creative transportation and work options, including many that forum members have already suggested — expanded vanpooling and pay for the drivers; more

park-and-ride lots, including lots in Pittsboro, Siler City, Hillsborough, Burlington, and other key communities where a significant number of UNC employees live; shuttle buses that run more often during peak work hours, including nights and weekends; expanded TTA routes; telecommuting when feasible, etc.

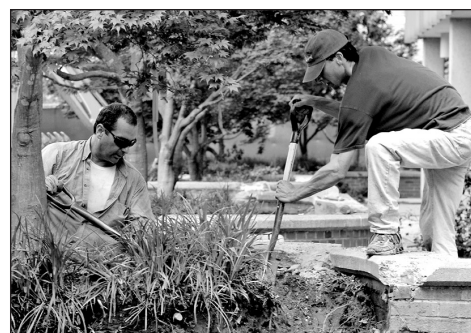
There are probably other good options out there — if UNC committed to such an approach, I am sure that many of those currently using paid campus parking would join the discussion with lots of creative ideas.

That's my two cents.

AROUND CAMPUS



Employees helped raise money to purchase a new scooter for housekeeper Manuel Rivera after his previous one was stolen.



Mark Zimmerman, right, grounds technician, digs around the root ball of a 14-foot Japanese maple to prepare it for relocation before the demolition of Chase Hall.

Hattie Anderson arrives before 5:30 each day to prepare baked goods at the Rolling Pin in Rams Head Dining Hall.



Angeline Williams, Student Stores employee, prepares a box to be shipped to a UNC alumni serving in active duty overseas.

Buildings, from page 1

In any case, Pelland believes Hubbard is deserving of the honor, not just because of his half century plus service, but for his quiet perseverance and leadership.

In May, the Gary R. Tompkin Chilled Water Operations Center was dedicated on Mason Farm Road.

Tompkins died of a heart attack in 2004, after almost 21 years service as a University engineer.

He was a nationally known leader in energy efficiency engineering, but it was his qualities as a co-worker and supervisor that inspired colleagues to mount a grassroots campaign to name the new operations center after the man who had played such a large role in its conception and design.

"Gary Tompkins was a listener," one said. "His employees could sit down and talk with him, and he would give his undivided attention."

"He never interrupted or voiced any opinion until you were finished. Our voice, opinions and issues were important to him, and he never threw people off track. This was a special trait to have in a supervisor."

These pioneers, Giles Horney, George Moses Horton, Kenon Cheek, Rebecca Clark, William Hubbard and Gary Tompkins, are eminently deserving of their "concrete recognition."

They inspire us to emulate what was said about Gary during the Tompkins Center dedication, that he set "an example of North Carolina's state motto, 'To be rather than to seem.'"

Thrift, from page 1

provide these support services, students, faculty and administrators. The recommendations coming out of such an examination of our institutional infrastructure will go a long way toward helping UNC grow toward the future in the most economically sustainable way possible.

Until such a task force is created, I encourage everyone to take some time, look around, and try to come up with one idea on how to save money at UNC. Let us know at the forum (forum_office@unc.edu) and we'll share the best ideas in a future edition of the InTouch newsletter. Like they say, "A penny saved . . ." The implementation of your ideas will allow UNC to be better prepared for the future.

WE NEED YOUR HELP in identifying people who are willing to serve on the forum. You may nominate any permanent Carolina employee, including yourself, from any electoral division. Please verify that your nominees are willing to serve. Find a web nomination form or a form you can print at forum.unc.edu/nominate.html.