

InTouch

UNC Employee Forum News

Volume 2, Number 3 April 2001

From the Chair..... John Heuer

In 1998, the Carolina Environmental Program (CEP) was created as an interdisciplinary program to promote innovative approaches to the study of environmental issues of the state, nation and world. The CEP sponsors research that is both fundamental and applied. CEP is also committed to involving UNC students, faculty and staff in assisting North Carolina through an active outreach and public service program. In the fall of 2000, under the direction of Dr. Bill Glaze, the CEP launched a new class, "A Sustainable University" which included as mentors, staff members from the CEP, the UNC Health and Safety Office, Facilities Planning, and Architectural & Engineering Services.

Almost every single staff member at UNC is asked to provide some kind of training services in the course of their work. But what made the CEP class unique was the opportunity for staff members to share their expertise directly with students. So, when we now speak of UNC's Employees as "educators" we mean that in the fullest sense of the word. On Tuesday, April 24 the campus will celebrate an Earth Day event, which will display some of the collaborative work of the students and staff of "A Sustainable University." The event is co-sponsored by the UNC Sustainability Coalition (which is made up of faculty, students, and staff), the Carolina Environmental Student Alliance (CESA) and the Student Environmental Action Coalition (SEAC).

A schedule for Earth Day at UNC follows. If you have an opportunity, visit the Earth Day event.

InTouch: UNC Employee Forum News is published ten times per year and covers news from the Forum as well as questions and concerns from the Staff. This newsletter is compiled by the UNC Employee Forum Communications Committee and is edited by Suzan deSerres. We hope you enjoy it and find it useful. If you would like to make general comments concerning the newsletter or help us identify specific issues or topics to be addressed, please direct them to Matt Banks at the Forum Office, or to Suzan deSerres, Chair of the Communications Committee (sdes@med.unc.edu).

GREENING A BLUE HEAVEN

EARTH DAY AT UNC 2001
Tuesday, April 24 at POLK PLACE
SCHEDULE of EVENTS:

11:00 - 2:30 Exhibits
11:00 - 12:15 Acoustic music
12:15 - 12:30 Presentations:
.. SEAC report (by SEAC Chair)
.. CESA report (by CESA Chair)
.. Sustainability Coalition report (by Associate Vice Chancellor Runberg)
.. Recognition of the 2000 Carolina Recycling Association Buy-Recycled Award to UNC students/staff/faculty (Linda Chupkowski, BJ Tipton and Matt Todd)
.. Remarks by Vice Chancellor Sutfenfield
12:30 - 1:45 Acoustic music
1:45 - 2:00 Green Games Awards:
.. Presentations by the Office of Waste Reduction and Recycling and Vice Chancellor Bresciani

Self Improvement

We are continuing to publish the names of the nominees from the Forum's Peer Recognition Campaign held last year. In September and October, we published the nominees for the "Back Office" and "Milestone Service" categories. This month, we continue with **SELF IMPROVEMENT...**

Anne Aldridge	Amy Mackin
Charlie Bauserman	Deann Marsh
Starr Church	David Moser
Donna Cornick	Lois Nichol
Jack Daniels	Kathy Pope
Thalleus Dodd	Carol Simons
Vallerie Fearrington	Karen Smith
Ruth Kirby	Susan Toppin
Bobbie Lesane	Sylvia White
Peizhu Liu	Congratulations All!

Delegate Promotions

The Forum welcomes two new Delegates! Barbara Logue is promoted to Delegate for Division 4, and Loren Estes is the new First Alternate. Lisa Croucher is the new Delegate for Division 8, with Edward Eldred moving to First Alternate.

Employee Appreciation Event

The Employee Appreciation Event will take place Wednesday, May 23, from 2-4 p.m. in and outside of Carmichael Auditorium. There will be the carnivalesque activities of last year as well as the massage tables, ice cream, and lots of great prize awards. Ice cream, massages and prizes will be inside Carmichael, with the games outside.

This year employees will be able to register for all prize drawings at once by swiping their UNC OneCards at the door. This innovation will give employees more time to socialize with their friends and co-workers. Employees interested in volunteering for the event should contact Joanne Kucharski (jkuchars@email.unc.edu).

Thanks to the University Managers' Association for organizing this event!

Your Forum Delegates

are here to help you. Please feel free to contact one of us or the Forum Office if you have comments, questions, or issues for discussion by the Employee Forum.

Delegate	Phone	CB#	Div
Chris Barfield	6-7328	7470	6
GeorgeAnn Bissett	2-1236	3480	1
Anita Booth	2-0153	3914	1
Keita Cannon	3-8217	1150	8
Andy Chrismon	2-1633	8700	2
David Collins	6-9254	7235	5
Linda Collins	6-0957	7585	1
Lisa Croucher	2-9435	3450	8
Suzan deSerres	6-8548	7210	8
Sue Dodson	3-6791	3210	6
Lee Edmark	6-5745	1830	8
Keith Fogleman	2-3962	1800	3
Jeffrey Fuchs	2-5695	3320	1
Pam Griffin	6-8960	7520	7
Tracey Haith	6-3245	7400	5
Glenn Haugh	2-5566	1110	7
John Heuer	2-9023	1800	7
Tom Jenswold	2-2069	1800	2
Fred Jordan	2-1765	3175	7
Karen Jordan	6-3039	7360	5
Ramona Kellam	6-3541	7455	5
Gary Lloyd	2-9857	2100	7
Barbara Logue	2-6095	3290	4
Connie McPherson	2-7145	1600	8
John Meeker	2-0031	7360	8
Jo Parker	6-2736	7450	5
Clarence Peoples	2-3962	1800	3
Gail Plaisance	2-7081	7455	5
Tom Rhyne	2-4165	1800	2
Cathy Riley	2-7355	8040	7
Wendy Riley	2-5762	1250	8
Frieda Rosenberg	2-2050	3914	1
Rob Sadler	2-2069	1800	2
Sheila Storey	37251	7520	9
Diane Strong	2-2287	3420	6
Darian Sturdivant	2-1086	1800	3
Bonita Summers	2-7693	3380	4
Kay Teague	6-3693	7050	5
Joanne Terry	2-0171	3914	4
Robert Thoma	2-9026	1800	7
Elaine Tola	2-9434	3450	8
Mary Ann Vacheron	2-4417	3380	4
Chanetta Washington	6-0355	3411	8
Betty Waynick	2-9692	3914	1
Sylvia White	2-9276	3100	9

2001 Forum Officers:

Forum Chair John E. Heuer
Forum Vice Chair Sheila Storey
Forum Secretary Tracey Haith

Forum Assistant:

Matt Banks 2-3779 3488

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THE EMPLOYEE FORUM

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POLICY RESPONSE

HEALTH INSURANCE SURVEY

In March 2001, an informal survey was conducted of faculty and staff at UNC-CH to gather information about preferences for the desirability of possible changes in the State Health Plan.

How was the survey developed and who was in the target population?

The survey was developed based on questions posed by Human Resources staff, the Employee Forum Chair, and the Faculty Council Chair. The Office of Institutional Research critiqued the instrument for item clarity and efficiency of response. A Web version of the form was designed and placed on the Institutional Research site. Approximately 9,600 permanent faculty and staff employed at least 75% FTE in March 2001 received a mass email message to departmental facilitators asking them to notify employees of the availability of the survey. The survey form was also printed in the March 6th issue of the University Gazette to provide a hardcopy response method for those employees without computer access and those who had no email address on file (about 25%). These responses were to be returned by campus mail to Institutional Research for processing.

Was something done to protect the privacy of the respondents?

To protect the anonymity of the respondents, no identifying information was requested on either version of the survey form. The Web responses were received and downloaded into a secure server at the Office of Institutional Research. The IP addresses of the computers that were used to submit the Web responses were stripped from the database and destroyed during the download process, leaving no method to match participants with their responses. While these procedures worked to protect the anonymity of individual respondents, the decision not to collect identifying information or use an ID/coding system meant that it was not possible to delete duplicate responses or those from individuals who were not in the target population.

How many responses did you get?

By the March 16th deadline, a total of 3,534 Web and hardcopy responses were received, for an estimated response rate of 37%.

Although the survey analysis is not yet complete, we include here some representative comments received from respondents:

"I find it completely unacceptable to raise any cost to state employees. Especially during this fiscal year, when the state budget is in such crisis, it is extremely probable that there will be no cost of living increase to state employees this year. Given that state employees are, on average, paid less than private sector employees, to raise any amount would put an undue burden on the employee. With the surging prices of health care, for many employees an increase in rates will mean making the choice between healthcare for themselves, or even worse, their children, or food and shelter."

"I have been here for almost a year now, and the changes in health insurance resulted in a dramatic drop in my pay last year. I started work on April 3, and therefore got only the cost of living raise (not the 4% raise or the bonus). From the looks of it, we will not get any raise at all this year, and even more of my pay will be taken out for health insurance. That will mean two years with cuts in pay. This is so frustrating and simply unacceptable in my opinion. State employees have NO good health insurance options. My husband just got laid off and I want to add him to my health insurance, but I am told it will go from about \$75 a month to almost \$600 a month. We simply cannot afford that, and I don't know what we will do when his severance package ends. I just want to cry every time I think about this situation, because we pay a lot for our health insurance and pay too much for co-payments and prescriptions as it is. I can't imagine either paying more or having less coverage. The state needs to take a stand for its employees and realize that they cannot keep taking more and more from them. They need to give more and more or they might begin to lose state employees in great numbers very soon!"

"The benefits provided to employees are deplorable. We are trying to hire new faculty and are, to a large extent, not competitive with other public universities. We are less competitive on salaries alone; but struggle very hard when total compensation is considered. The state simply must respond to these exigencies."

Dana Cope of SEANC To Speak at UNC Employee Forum Meeting on May 2

The Forum is a politically neutral body. In support of the University's policy on open discussion, it is our policy to hear speakers with different agendas. We welcome Dana Cope's presentation and invite all interested persons to attend. As Chancellor Moeser said on University Day in his Installation Remarks, "The truly great university has an electricity about it, a force field of inquiry and discourse..."