

InTouch

UNC Employee Forum News

Issue Number 1 - March 2000

From the Chair - Joanne Kucharski Getting to know us

The Employee Forum was established by the Chancellor in 1992 to assist the University in its policy of encouraging open and effective communication among all levels of employees and the administration.

Forum Vision - The Employee Forum seeks to continually improve the quality of life at the University of North Carolina at Chapel Hill 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.

Forum Purpose - The Employee Forum serves at the request of and in an advisory capacity to the Chancellor and his/her designees. The Forum represents SPA and EPA non-faculty staff. Specific purposes of the Forum include but are not limited to:

(1) Provide an open forum to facilitate communication among all Employees and University Administration related to general interests, concerns, current operational practices and new plans on campus;

(2) Advise or inform the Chancellor or designees on issues when information may be requested; and
(3) Encourage the development of constructive suggestions for more efficient and effective University operations.

Your Forum Delegates - Forum delegates are a group of approximately 45 SPA and EPA non-faculty staff members who are elected by their peers for a twenty-five month term and represent the following nine unique Divisions:

1. EPA Non-Faculty
2. Service / Maintenance
3. Skilled Craft
4. Clerical / Secretarial (Academic Affairs)
5. Clerical / Secretarial (Health Affairs)
6. Clerical / Secretarial (Other)
7. Technical
8. Professional
9. Executive / Administrative / Managerial

Each elected delegate is required to serve on at least one committee each of the two years he/she serves on the forum. Much of the success of the forum is accomplished through the research, work and efforts of delegates as they participate on each of their chosen committees. This year's committees are: **Career Development, Communications, Employee Presentations, Executive, Nominating, Orientation, Personnel Issues, Recognition and Awards, and University Committee Assignments.** More information about each of these committees will be included in future issues.

Pedestrian Safety at UNC-CH

Submitted by Jill Mayer

The Pedestrian Safety Committee held its' second meeting February 16. The 16-member committee is chaired by Chief Derek Poarch and includes DOT, Town of Chapel Hill, University planning officials, faculty, staff and student representation.

Appointed by Interim Chancellor McCoy, the Committee has been requested to provide short term as well as long term solutions for unsafe pedestrian situations on campus.

Several improvements have been or will be made for Manning Drive and include a stop light at the Craig Deck/Dorm intersection, pedestrian markings on Manning Drive pavement near Columbia Street, as well as solar flashing pedestrian crossing signs. Additional markings will be made on the Pittsboro Street crosswalk (near SECU) and islands with crossing signs will be installed on South Road. DOT will also install "Citywide — Yield to Pedestrians" and/or "Citywide — Watch for Pedestrians" signs in Carrboro and Chapel Hill.

The Committee is examining a long list of other problem areas and will discuss possible solutions at future meetings. Concerns not only include speeding and motorists' failure to stop for pedestrians at crosswalks, but also pedestrians not using crosswalks, duration of walk cycle for pedestrians at intersections, construction, location of bus stops, and sidewalks blocked because of parked cars/delivery trucks.

What's on your mind?

If there are specific issues you would like the forum to investigate or address during this year's term, please contact the Forum Assistant, Matt Banks at the Forum Office (forum_office@unc.edu) or the Forum Chair, Joanne Kucharski (jkuchars@email.unc.edu). We will channel these items to the appropriate forum committee or member of the campus administration. Although this is not an avenue to address individual or personal grievances, we have been elected to provide support and to be your voice.

If you need help identifying who to direct a specific inquiry to, please let the Forum Office know. We will make every effort to identify an appropriate channel or contact to provide any related information you may need.

If you would like to join us, the Forum meets the first Wednesday of each month in the Wilson Library Assembly Room from 9:30-11:30 AM.

If you would like to make a special presentation at a forum meeting, please contact Kathy Dutton.

**WE ARE HERE WORKING FOR
and LISTENING TO YOU**

InTouch:UNC Employee Forum News

In Touch is published monthly and covers news from the Forum as well as questions and concerns from the Staff. We hope you enjoy it and find it useful. If you have any questions or comments, please let us know. This newsletter is compiled by the UNC Employee Forum Communications Committee and is edited by Suzan deSerres (sdes@med.unc.edu).

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	CB#	Phone	Div
Forrest Aiken	1800	2.1145	2
Brenda Ambrose-Fortune	3914	2.0153	1
Chris Barfield	7470	6.7328	6
Terry Barker	7450	6.4451	5
Anita Booth	3914	2.0153	1
Suzan deSerres	7210	6.8548	8
Tiffany Davis	3100	2.6731	4
Deedra Donley	7321	2.8886	5
Kathy Dutton, Vice Chair	1040	2.3895	9
Hattie Edwards	1800	2.7034	2
Monisia Farrington	7000	2.3957	7
Linda Ford	7450	6.2731	5
Jeffery Fuchs	3320	2.5695	1
Karen Geer, Secretary	1090	2.9043	6
Dorothy Grant	3385	2.1191	7
Tracey Haith	7400	6.3245	5
John Harris	1800	2.2069	2
Mike Hawkins	3420	2.5390	8
John Heuer	1800	2.9023	7
Tom Jenswold	1800	2.2069	2
Karen Jordan	7360	6.3039	5
Ramona Kellam	7455	6.3541	5
Charlotte Kilpatrick	7280	6.0551	5
Joanne Kucharski, Chair	2100	2.6092	8
Ruthie Lawson	1020	2.2591	4
Bobbie Lesane	7471	6.3658	6
Dave Lohse	8600	2.7257	1
Denise Mabe	7585	2.1389	7
Jill Mayer	7585	6.0960	1
John Meeker	7360	2.0031	8
Margaret Moore	7585	2.0703	1
Kevin Moss	7450	6.2788	8
Diana Newton	1045	2.2550	8
Ken Perry	8600	2.7496	2
Lynn Ray	7570	6.4589	7
Cathy Riley	8040	2.7355	7
Rickey Robinson	1800	2.5086	3
JoAnna E. Smith	3490	2.3533	4
Rita Stone	7570	6.5287	5
Cindy Stone	3450	2.2571	8
Sheila Storey	7450	6.2275	9
Darian Sturdivant	1800	2.1086	3
Robert Thoma	1800	2.9026	7
Elaine Tola	3450	2.9434	8
Susan Toppin	3100	2.9269	7

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.

The University of North Carolina at Chapel Hill

THE EMPLOYEE FORUM

Campus Box 3488
200A Carr Building
Chapel Hill, NC 27599-3488
Telephone: 919-962-3779
Fax: 919-962-1341
forum_office@unc.edu
http://www.unc.edu/staff/forum



CONTACT US!

UNC Policy Response: ADVERSE WEATHER

In this first article on UNC Policy, Laurie Charest, Associate Vice Chancellor for Human Resources, responds to questions from the Employee Forum about the recent "Snow Storm of the Century." Policy articles will appear regularly in this newsletter. If you have any questions that you would like to see addressed, please send them to the Forum Office or to one of the delegates listed.

Who makes the decision to close the University, and how is it made?

The Chancellor makes the decision as to whether the University remains open or closed in the event of adverse weather. The Emergency Committee advises the Chancellor on this decision. In making this decision, the Chancellor and the Emergency Committee consider information on the state of roads in and around campus from the Director of Public Safety, road conditions reports from the NC Highway Patrol, information on the condition of campus sidewalks and parking lots, along with the most current weather reports. There are three levels of adverse weather conditions; only at Condition 3 (the worst level) does the Chancellor close the University.

Who makes the decision as to how closing affects work time and how is this decision made?

State and university policy generally specify that all time lost due to adverse weather must be accounted for. This is true even if the University is closed by the Chancellor. State and University policy also recognizes a level of weather beyond adverse weather – catastrophic or life-threatening weather. When such weather occurs, work time lost due to the closing of the university is *not* required to be accounted for. As an example, when the University closed after Hurricane Fran, that closing was based on catastrophic, life-threatening weather conditions and the time lost due to the University's closing did not have to be accounted for.

Why does the work time decision seem to be delayed from the actual fact and why is it surrounded by such confusion?

Some of the delay and confusion stems from the fact that there are a number of different participants in this situation and there is not always coordination or agreement between the different groups. Part of the delay here at UNC-CH came from the fact that the Chancellor wanted to reach consensus on this decision here on campus in order to be able to present the best argument possible to the State Personnel Director for not requiring that this time be accounted for. In addition, University administrators worked to coordinate actions with those of other Triangle universities. In the end, the State Personnel Director refused to change his position.

What exactly was the final decision regarding this episode?

The Chancellor closed the University for Tuesday, Wednesday and Thursday – January 25th through the 27th. The University opened at 10 am on Friday January 28th and, following the icing conditions experienced over the weekend, at 9 am on Monday January 31st. Employees who lost time due to the closings or the late opening are required to account for that time. Employees may choose to use vacation leave, accrued comp time or sick leave to account for that time. An additional choice is to code ADVERSE WEATHER for time lost. If an employee does that, he/she has 24 months in which to make up the time lost.

For the time lost to adverse weather in the week of Jan. 17 – 21, that time must be accounted for under the University's existing adverse weather policy. This means that sick leave can *not* be used for that time, and the time must be made up in *twelve* months.

Who has the ultimate authority in these decisions (the Governor, Office of State Personnel, UNC Administration?) and what is the chain of command?

The Chancellor has the authority to close the University, or to see that it remains open. The Governor, through the Office of State Personnel, is responsible for administering state policies for SPA employees, including the Adverse Weather policy.

The Forum passed three resolutions on the Adverse Weather situation at its March 1 meeting. Please consult the web page for more information.