

Employee Forum Meeting Notes
October 1st, 2008

- We have an aging workforce that will be retiring soon. The University needs to find ways to be more competitive in recruiting and retaining staff. When the economy improves this competition for staff will increase. To improve recruitment and retention of staff the University could:
 - Provide free tuition for the children of staff and faculty members
 - Create a phased retirement plan that would allow people who would like to stay longer at UNC take lighter workloads and continue contributing to the University.
 - Advocate for a change in the retirement laws. The current laws make staff members who retire sit at home for six months. They cannot participate in training their successors or give back from their wealth of knowledge to the university. Changing this law would help retired staff members contribute.
 - Focus on developing the skills and training of its staff. We should have an apprenticeship program to develop new staff members. People will want to work at UNC if they believe they can develop their skills here.
 - Provide merit pay. There is a Comprehensive Compensation System that allows for raises based on merit. However, this system is currently unfunded.
- We should promote a culture of education for the entire University.
 - The Taskforce for a Better Workplace started by Chancellor Moeser was a great initiative that really helped staff. The program that allows employees to take UNC classes and work towards a degree is a great result of that taskforce. It would be useful to expand that program to include tech school classes. This way people could get more training to improve themselves as employees.
 - There is a training program that allows housekeepers to learn clerical skills and take positions as secretaries. There is not enough funding for this program currently.
 - There is a philosophical conflict between the emphasis on finishing a degree in four years and the emphasis on a quality undergraduate experience.
 - The education benefit should be made transferable to employees' spouses and children. It would also be great if transportation between classes were made easier so that employees could sacrifice less of the work day to take classes.
 - We need to really develop and fund the literacy programs currently being run for staff on campus.
- Staff members would like more respect and recognition. Building up the self-esteem of staff members really matters.
- UNC-CH needs to do more outreach to schools in all of the counties of North Carolina to inspire students to learn and to share resources to make that learning possible.
 - Elon University has a program where they are developing a model school in Alamance County. The University should do similar programs in other counties.

- To improve the quality of NC's public schools, UNC could offer reduced tuition to students who go to teach in the public schools or to students who stay to work in North Carolina.
- There was a program that trained students in the neighboring counties on how to take the SAT. This program was not publicized to all of the counties. UNC-CH should do more educational outreach programs and publicize them to all of the counties. Duke used to adopt elementary schools through their PTSA's and bring elementary school students to its campus.
- The UNC system schools should all develop Ombuds offices – as long as they don't take our Ombuds.
- There is a big concern about the impact of growth on the town of Chapel Hill. The University should help develop affordable housing solutions. The University should also find solutions to the transportation problem to make it easier for faculty and staff that live in other areas to get to the University to work.
- Collective bargaining would benefit the entire state. The University should help change the law to provide for collective bargaining.
- UNC-CH should share its solutions with the other 16 university system schools. This would reduce the disparity in the system.
 - UNC-CH should share its talented people with the other system schools by publicizing job openings across the system at all of the campuses.
- The University should fund mandatory supervisory training for new supervisors. This would help insure that university policies are applied systematically across the campus.
- There is a lot of waste when we remodel buildings or labs. The University should find ways of reusing those materials either in other departments or in public schools. Perhaps we could create an online system of tracking these surplus items – a UNC-Bay.
- We need to focus on the spirit and the soul of UNC by bringing all parts of our community together to work for common goals.