Staff Senate Top 10 Collaborative Discussion

- EHRA Non-faculty salary increases
- SHRA salary increases
- Microagression/Sensitivity Training for Senior Administrators and others in a supervisory capacity
- Bereavement Policy for Faculty/Staff
- Building capacity in departments for people to be able to take leave - some people aren’t able to take the time they do have because the workload is so high.
- Establish a “sick leave bank” where people could donate sick leave days for others who need them more than others.
- Funding to support staff members participating in the Leadership Institute when their department cannot afford to sponsor it. Perhaps Staff Senate could offer a scholarship?
- Why is the university charging itself for the conducting of university business? E.G., why does a department have to pay to use a room in the EUC for a staff meeting when they don’t have the capacity to host it in their own space.
- Utilizing tuition waivers for other professional development opportunities on campus other than just academic classes.
- Adverse Weather Policy
  - Least compensated employees on campus are the ones who are considered mandatory personnel.
- Invite GA to speak at Staff Senate on a quarterly basis.
- Succession planning for staff positions
- Specified parking lot for people working off campus who come to campus for meetings
- Encouragement of professional development/growth.
- More support and direction from the top (vice chancellor level, associate and Assistant vice chancellor level, Chancellor’s council)
- Graduated parking fees based on salary
- Bi-weekly pay
- Daily bullet update from Chancellor (Spider bytes)
- Temps moved to permanent employees after certain time
- More communication about the good things going on across campus - for internal and external audience
- Interaction of upper management with employees on campus - improve relations among employees
- Continuing job/training/educational advancement opportunity for staff pending where one works- not always advertised or supported or encouraged.
- Review of perks- example parking costs & meal discounts
• Communication- if you are on a communication speed track
• Communicate opportunities to volunteer on campus-especially outside of ones department
• Need to be more proactive to give staff incentives to want to stay.
• Supervisors need more training to appropriately and positively supervise staff
• Rising cost of health insurance not being covered by raises.
• Salary increases not keeping up with increases in cost of living.
• Increased transparency regarding university level compensation strategies/decisions
• Recognizing “good” work. No merit pay, PMP not effective system.
• Health insurance -
• More training opportunities- need more funding to support training opportunites off-campus, like at the community colleges for trade-based jobs.
• Communication for those who don’t have access to computers
• Career banding is not familiar to many employees. What does it mean? Am I banded in the right place?
• If we can’t get an annual increase, what else could we get instead, like an extra week of vacation
• Adverse weather policy- making employees use personal time on Plan B
• Budget cuts- the work doesn’t go away and employees are having to do more and aren’t being compensated for the extra duties.
• scholarships for UNCG employee dependents
• Sabbaticals for staff for professional development (seminar, certificates)
• Veterans day - holiday, since we are “military friendly”
• Give us all of winter break, rather than making us take vacation while university is closed
• Day care for staff children when County schools are closed
• Concerns about buses on campus - buses stopping on cross-walk, driving unsafe, would like to see drivers more aware of what’s going on around them - pedestrian safety
• Concern regarding Adverse Weather changes at state level
• Supervisor training/resources are a weak link - especially EHRA
• Supervisor training accountability/requirements
• Required diversity training
• better flexibility
• pay increases
• PAY INCREASES
• Compensation inequity in recruitment (bringing in employees at higher rates than incumbents)
• Flex time, being able to work from home. Make that a policy, not just a practice.
• Food availability in the summer. Staff are here and we are hungry!
• A place where faculty and staff could gather for food and conversation.
• Parking pass flexibility- for those who only drive a couple of days a week.
• Discretionary funds for ALL departments on campus, so they can reward employees with celebrations to boost morale. Or set up a “Morale Boost Fund” that departments could
request money to spend on departmental events that reward good work, for example: breaking safety records in Facilities Operations.

- MORE FUN! That would boost morale.
- Unfair to hire temps for long periods of time
- 360 degree performance evaluations - rate your supervisor method
- institutionalized practice and method for departmental/program review
- address staff retention
- implement succession planning/career ladders
- Employee knowledge of what they can refuse (ethically, legally, policy, etc...)
- Adversarial departmental relationships - redo paperwork w/no help, etc...
- Communication issues at all levels
  - large changes without consulting focus groups/SMEs (EPAFs, etc..)
  - revisiting new processes/technologies - is it still working?
- benefits!

how was the pay adjustment to 87% arrived at

flex time - not equally fair across all jobs

comp time for jobs where it is possible

leadership training -- for the leaders. managing morale, providing vision, being confident

strategies for working at home

pedestrian campus issues - addressing students in the roads

bus safety - concerns about staying in their lanes, blocking crosswalks, concerns about being seen by the driver

pay equity

faculty hours - getting things done if they are not available… improve this. also, solve this problem and see how it might apply to other jobs

getting out an hour early on Friday

continuous training for management… not just done once

retirees - discount on parking

everyone - training on what technology should and shouldn’t be used / why and when, answer the phone

cleaning/maintenance certain buildings - trash, coat of paint, clean the ladies room,

game day parking … where do people go

deck - have certain floors for staff / faculty… different one for guests… policing?

more to the point emails to the full community

celebrate and recognize longevity of employees .. opportunities for advancement advancement without having to switch jobs

outdoor workspaces - for people to enjoy

Bonus leave vs. one time monetary bonus - some staff would prefer the leave
Health Insurance concerns - specifically increase in premiums and elimination of the 80/20 plan
Tuition Waivers - why can't tuition waivers be given to employee dependents - if the employee is not using the waivers
Tuition waivers for community colleges
Possible discounts for PART bus riders - other companies do this
Childcare - would like to see onsite facility to offer discounted rates and waiting list preferences for UNCG Staff
Black Lives Matter/race issues on campus - what's going on with that? How does the Chancellor feel about working from home - what conversations around that are happening?
Adverse weather - making up time and having to use leave for A and B events.
Pedestrian safety - particularly intersection of Walker and Aycock as well as Spring Garden
Active shooter - how prepared are we? Perhaps some staff training to prepare? Public awareness?
Employee perks - reduced costs/rates for traveling in groups to go overseas sponsored by the university. (e.g. large groups get group rates)
Wellness incentives - free gym membership
On call folks (facilities) used to be able to get a state vehicle when on call - recently that policy was changed and now they must use personal vehicles and they do not get reimbursed for mileage.
Lecture series - like a TED talk - experts in a particular field give a discussion on campus open to the community