

Quorum

Total Voting Members – 24

Quorum 13 people to start the meeting

2/3rds – 16 people

3/4ths – 18 people

SUMMARY

- The BOD interviewed 2 Union Employees about their experience and motives for working at the Union. They agreed in their appreciation of the sense of environment in the Union but also expressed concern that the pay was not sufficient to live comfortably.
- Motion to open applications for vacant BOD position was passed.
- Next, the BOD discussed plans to put up a model and survey to improve the union. They discussed logistics such as where to place the model and agreed on a Jan/Feb deadline. There was discussion about comparing the Union to other colleges in the presentation to capture attention.
- Finally, the board discussed ideas for how to facilitate a more in-depth and natural conversation between Union employees and the board.

CALL TO ORDER

TJ called the meeting to order at 5:05 p.m.

Motion to approve minutes from 9/27:

- Ben motioned to approve the minutes from the previous Board meeting. The motion was seconded and passed. 9/27 and 10/11 minutes were approved.
- 10/11: Approval of changes was motioned and seconded.

NEW BUSINESS

- Union Employee Interview
 - Introductions: Thomas – Ops and GS, Alice – Maintenance Lead
 - Pay structure: There are 3 levels.
 - Roles and responsibilities: Thomas mentioned that evaluations for assistants have less expectations. He has mostly been an assistant and briefly a coordinator. Alice has been a coordinator and lead. She fixes the building and trains. She loves the people here, but even full-time pay was not sufficient to live in Chapel Hill. She wishes she had more pay compared to an external contractor and has specialized skills. Thomas is just getting by with his Union job but has another job to cover other expenses.
 - Contributions: Alice agreed she has meaningful work and feels appreciated. Thomas agrees that students interact with guests and help the building keep running.
 - Peer relationships/Teamwork: Thomas agrees that it is a team and is drawn to the environment. Alice agrees she likes the environment and influences her trainees/how they interact with others
 - Motives to work: Thomas explained he needed to pay minor expenses. This was a resume boost and covered necessities. Alice wanted to be on campus and was interested in the job. She stayed to develop life skills and for the long-term experience. She mentioned having to ask her family for financial support.

- Application: Thomas said there was a quick turnaround, but HR took longer. Alice said she alternated on and off with work study and had to complete online training.
- Transportation: Alice walks and Thomas bikes from South Campus. Others drive from off campus.
- Hours: Thomas has an average of 30 hours with 3-4 hours per shift across the departments. He has another job too. Alice works around 15 hours with no other job.
- Academics: Thomas says academics are not a priority but are accommodated. Alice says supervisors understand she is a student first. She says stress is handled with grace.
- Involvement: Thomas explains leads sit in on the interview and training is a spread responsibility. Alice confirms she sat in interviews and recommends having leads in hiring process.
- Improvements: Thomas attributes problems to stress on the job like conflicting information. He stresses that he wants to perform well but sometimes feels unsupported after the building closes. Alice wishes her supervisor were back and has more responsibility and stress due to having to train others. She feels she has assumed the responsibility of supervisor.
- Following the interview, TJ explained that there will be recurring interviews with on-campus employees. He proposed sending out surveys.
- Tristan sympathized with working in maintenance and wishes salary reflected specialization. Joe explained each department set its own rates but then this created competition among supervisors to hire students they liked.
- **Motion to remove Christian (President of Carolina Athletic Association) from BOD was passed**
- Discussion about allowing Everson Moran to fill the open seat ensued
 - Everson shared he was open to questions and expressed care for the Union. He referred fondly to his previous employment as an OA for SLL. The job allowed him to get out of his house and find a new home. He would represent at-large.
 - TJ explained that there was not a clear policy for replacements. Bylaws were referenced.
 - Concern raised that there were other candidates who may be viable. Tristan encouraged an at-large application protocol, to avoid backlash. TJ was hesitant due to delays.
 - TJ suggested amending the bylaws.
 - Everson was invited back in after stepping out
 - **The motion to open an application for the open position was passed.**
- Discussion turned to the 3D Model and Presentation
 - Logistics/Location: TJ explained that he planned to have a tabling event with no staff, but there was a suggestion to actually staff the table to promote interest. TJ said the model would be located in the building. Joe suggested putting it near Alpine so it is visible to the line of students. It may need to be moved if reservations conflict. TJ asked about digital vs handmade. He agreed to have statements announcing the initiative from various organizations.
 - Timing/Funding:
 - Ben supported having a Jan timeframe and there was general agreement to have a "New Year, New Union" goal
 - Alexandra pointed out that the process will be long and expensive. She noted three forms of funding: bonds, sponsors, and student fees. She proposed research on why other universities are improving their unions and expressed that the flat rate was harming us. She stressed that the board of governors should listen to student voices. She then advised board attendees to consult with the constituents outside of their organizations.
 - TJ liked the idea of having the survey available during events. He wanted to keep old and new data for comparison across years.
 - TJ explained that the graphics in the slides need work. Ben offered to work on slide 6. BSM offered to take slide 8 and 9 for homogeneity.
- Discussion about presentation content
 - Raguell recommended highlighting the diversity of students using Union space.

- There was support in having a comparison with other Unions at the start of the presentation as an attention grabber. There was an idea to have this comparison in both video and presentation.
- Alexandra recommended comparing UNC with sister institutions and peer institutions. She advanced a collaboration between the Union and Campus Rec, which also needs improvement.
 - TJ envisioned unification through Student Government. He asked if Campus Rec should be in the display, but then agreed to focus on Union.
- Joann (BSM) advised that students would not act unless their attention is grabbed. Social media will be utilized as well.
- Alexandra mentioned the upcoming ACUI Regional Conference and the chance to talk with students.
- No additions to slides were made.
- Next the BOD reflected on the Union Employee Interview
 - Joann (BSM) suggested more questions about the actual tasks done on the job
 - Everson suggested having more of a conversation. There was an idea to prepare talking points ahead of time.
 - One concern was that the discussion was only surface level. Ideas for what to ask include:
 - What keeps you here?
 - What is the relationship between supervisor and student?
 - How helpful was the training?
 - He wanted the employees to feel comfortable sharing bad experiences and avoid the Us vs. Them dynamic. There was agreement in having small groups talk to Union employees and posting recordings on the Teams.
 - Ben proposed providing questions to employees ahead of time. He also proposed having full-time staff spread the word about student participation in union improvement through emails.
- Discussion about other non-Union organizations
 - TJ expressed concern about reaching out to other organizations
 - Everson offered to connect with Athletics.
 - BSM proposed fostering communication with other organizations that may be absent.
 - Raguell suggested having a master list of contacts to reach out to.
 - Alexandra listed Housing, Campus Rec, Carolina Union, as main campus employers, as well as Dining Services. TJ added Student Stores and Advising. University Libraries was mentioned too.
 - BSM suggested including opinions of non-student staff. Alexandra responded that sharing the timeline and sharing the ultimate outcome were essential if we were to ask non-student staff.

CUAB UPDATE

- Lauren encouraged social media followers and announced several events (Coco movie, Decorating event, and Pumpkin Carving, 10/28: Fall Fest, 10/30: Halloween movie screenings). She was worried about reaching the graduate student population. She announced the collab form is still open but needs a 2-week advance notice. Only one collaboration per organization is allowed.

SOCIAL MEDIA COUNTS

- Website views 11,000
- Social Media Followers:
 - Instagram: 4,136
 - Facebook: 1,990
 - Threads: 468
 - Twitter/X: 5,141

- Number of events in Oct: 838

ADJOURNMENT

TJ adjourned the meeting at 6:29 p.m.