University prepares for cuts in permanent state funding next fiscal year

The grim economy is forcing state and University leaders to prepare for the worst next fiscal year.

In response to a request from UNC President Erskine Bowles to all UNC system schools, Carolina administrators last week submitted scenarios for how the University would accommodate 3 percent, 5 percent and 7 percent cuts in permanent state funding in fiscal 2009–10.

Administrators have already identified ways to trim one-time state appropriations by 5 percent, about $25 million, for the current fiscal year. State appropriations this year were $574 million, or 22 percent of Carolina’s operating budget.

Other revenue sources include tuition, federal research grants, patient revenues and private gifts, but most of this funding has restrictions on how it can be used. Also, the effect of the financial crisis on these other revenue sources is unknown.

In a Jan. 8 campuswide e-mail message to faculty and staff, Chancellor Holden Thorp said positioning the University for economic recovery called for making some tough decisions.

“We balanced our obligation to provide the best education for our students and serve the state while also doing all we can to protect people’s jobs. If cuts of this magnitude occurred, they would affect the quality of our academic programs, the strides we’ve made in faculty research and scholarship, the efficiency of the work of our staff and some of the many ways we serve North Carolina,” Thorp said.

Because it will likely be April or May before Gov. Beverly Perdue and the N.C. General Assembly have the information necessary to make projections about state revenue, the scope of next fiscal year’s budget cuts will not be known for several months.

Depending on the extent of the permanent state cuts for next year, the University might have to reduce student enrollment, offer fewer classes, eliminate certain instructional and support programs, and lose some faculty and staff positions, Thorp said.

He reminded faculty and staff that the budget scenarios were strictly for planning purposes based on current information. No permanent cuts have been made yet.

There is no campuswide hiring freeze, he said, but every department is scrutinizing vacant positions to fill only those that are absolutely necessary, and only with approval from a vice chancellor. Some units have chosen to suspend select faculty searches.

“If economic conditions force layoffs, we would...
When Horace Williams Airport eventually closes to make way for Carolina North, the University doctors who care for people across the state will fly out of Raleigh-Durham International Airport for the foreseeable future.

Chancellor Holden Thorp announced last week that he will not ask the Board of Governors to create an airport authority to identify a replacement site for Horace Williams Airport in Orange County.

The decision directly affects UNC Medical Air Operations and AHEC (N.C. Area Health Education Centers Program). Plans originally called for Med Air, which flies AHEC health professionals, faculty members and medical residents across North Carolina, to use a hangar planned for construction at Raleigh-Durham International Airport (RDU) when Horace Williams closes, but only on an interim basis.

Last summer, the N.C. General Assembly had authorized the BOG to create an airport authority — with members appointed by local governments and the University — to explore the site recommendation and development of a new general aviation airport in Orange County.

County commissioners would have had zoning authority for an airport.

Before making the difficult decision to halt the appointment of authority members, Thorp said he consulted with AHEC doctors. "Those I spoke with told me they understood our eventual need to move airport operations to RDU and that it's in the best interest of the University and our community not to form the authority."

Initially, Thorp had advocated a short-term move for Med Air to RDU while the airport authority explored a new local airport.

"But increasingly, I have felt that the authority would be unable to accomplish what we had hoped," he said. "There is a great deal of distrust, not necessarily of the authority because it hasn't been named, but of the process by which it came to be. That distrust would likely extend to the authority when its members were appointed."

Thorp also consulted with UNC President Erskine Bowles and local and state leaders, including Speaker of the House Joe Hackney.
— all of whom supported the decision not to proceed with an airport authority.

Thorp said the AHEC doctors were key to his decision. "If the AHEC doctors are OK with this, I know we've made the right decision. They deserve a lot of credit for how they do things and how much they care about the University," he said.

Thorp’s decision addressed concerns by residents of the White Cross community in rural Orange County, who organized last fall to oppose a new airport. Their concerns focused on White Cross appearing on a list of possible airport sites identified in a 2005 consultant’s study presented to the trustees in connection with Carolina North, even though University officials, including Thorp, said that information was dated and no airport site had been selected.

Community leaders who attended Thorp’s announcement applauded his decision.

Valerie Foushee, chair of the Orange County Board of Commissioners, said, “We believe it is the right decision for Orange County at this time. Whether Orange County wants and needs an airport is a situation that should be widely and openly discussed.

“We’re grateful for this opportunity moving forward to know that should the University decide to open this discussion again in the future, all the stakeholders will be involved in the process.”

Tom Schopler, a local citizen and member of Preserve Rural Orange, said, "We appreciate this direction and agree that it does represent the University we all know and love."

Since Friday, Thorp heard from Orange County Voice leader Marelee McGug, who said thank-you signs had sprung up in the county and that Maple View Farm planned a sundae-of-the-week in Thorp’s honor: Carolina Crunch ice cream with butterscotch, whipped cream and pecans.

Thorp said the University would continue to move forward developing Carolina North, the mixed-use academic campus off Martin Luther King Jr. Boulevard. “It is critical to the future of the University and the state of North Carolina,” he said.

"While we will keep Horace Williams Airport open as long as we can, to realize the full potential of Carolina North, we will have to close the airport.”

Although the timetable for developing Carolina North was unknown because of the current economy, Thorp said, the University and Town of Chapel Hill were discussing infrastructure requirements and zoning plans.

“We now have a great opportunity to get to an agreement about how to make Carolina North a transit-oriented, high-density, multi-use community and what that’s going to mean for both of us before we have the money to spend to make it happen,” he said.

Read Thorp's statement: holden.unc.edu

Computer literacy class endorsed by Employee Forum gets thumbs up

Improving literacy in all forms has been a repeated area of concern for the Employee Forum over the years. At its Jan. 7 meeting, the forum heard a detailed report on the literacy project it had long advocated, which the University kicked off last year.

Brenda Malone, associate vice chancellor for Human Resources, said the project was a good example of what can be accomplished when the forum identifies a real need and seeks help from the administration in developing a solution to address it.

The idea, first pushed by former forum Chair Ernie Patterson in 2007, initiated a conversation about literacy throughout campus. Ultimately, that discussion led the Budget Committee to approve the literacy initiative as a pilot program, and additional funds were later added to continue it, Malone said.

The Orange County Literacy Council was selected to run the pilot program.

Commitment and support for the idea remain strong, Malone said. What has been missing so far are employees willing to come forward to take the basic literacy classes. The Basic Computer Skills classes that were offered last fall and that will resume this month have gotten a better response.

Kathy Alberter, project manager for the pilot project, shared an evaluation of the course. Of the 51 employees who completed the course, 43 submitted evaluations; of those, 95.2 percent said the class met their learning goals.

Instruction was offered in six classes over six weeks. Many courses were offered at 6:30 a.m. and targeted to housekeepers who work the third shift.

The class, Alberter said, was student-directed and allowed students to practice skills on everything from using a mouse to using a search engine to checking pay stubs posted on the Web.

Getting the information out is only half the battle, Alberter and Malone said. The other half is getting employees comfortable enough to step forward and take advantage of the help that is offered.

"People are not always excited about saying they need help because of peer pressure," Malone said. "It is up to us to create the kind of positive climate for them to feel comfortable to take advantage of this. We haven't had as much success with that as we would have liked.”

Although no one signed up for the basic literacy class last year, Alberter said 25 people have expressed an interest in taking it this year.

Malone said the name of the course was changed to "Reading and Writing for Opportunity” because of the discomfort and embarrassment employees might feel attending a basic literacy class.

"At the end of the day, people are reluctant to participate in a basic skills class," Malone said. "If we can get people to understand that this course is a safe place, and it is about growth and opportunity, we will be able to generate more demand.”

In other matters, Malone announced that the Chancellor’s Computing Costs Task Force had completed its work and that last month she submitted final recommendations to Chancellor Holden Thorp for his consideration. The forum had endorsed such a task force last summer when gasoline prices spiked above $4 a gallon.

In other action, the forum unanimously approved a second and final reading of a resolution calling upon Thorp and Matt Kupec, vice chancellor for University Advancement, to create and market a Staff Excellence and Enrichment Fund when the University begins its next fundraising campaign.

The fund should “support a variety of initiatives that directly benefit staff employees,” the resolution said. It also calls for at least two Employee Forum delegates to be named to assist with fund appropriations for staff initiatives.

For today’s students, technology is a way of life. In the classroom, they often prefer online content to more traditional teaching methods such as printed texts and in-class lectures.

But faculty members who want to incorporate multimedia into the curriculum may not have the technology skills to program Web, video and audio software. That’s where Information Technology Services Teaching and Learning Interactive (TLI) can help.

The TLI team of experienced multimedia producers, instructional designers, graphic designers, audio/video specialists, animators and developers can tailor text, audio, still images, animation, video and interactive content to faculty members’ needs — for both the course and the students in the class.

During the last three years, TLI has collaborated on many different projects, including:

- A customized online distance education product for the School of Education to give students — who are also working professionals — access to Web content outside of class;
- A course redesign for the Eshelman School of Pharmacy that blended in-class discussions with online modules; and
- A School of Nursing distance education course that used video clips to show real class scenarios that featured students’ body language and verbal cues — elements that could not be conveyed in a text-only format.

TLI provides free consultations and fee-based services for the Carolina community. For information, refer to its.unc.edu/tli. To learn more about multimedia and how it can be incorporated into teaching and learning, contact Kim Eke (kim_eke@unc.edu or 445-9472) or Megan R. Bell (megan_bell@unc.edu or 445-9474).
William Leuchtenburg is well into his 80s, but he still gets as excited as a kid when he gets a new book for Christmas — even if the book arrives a week early, and especially if it is one he just wrote. That explains why Leuchtenburg’s wife, Jean Anne, had no choice. When she saw the thick package arrive in the mailbox, she had to take it to her husband immediately, even if he was in the middle of an interview. “It just came,” she said as she handed her husband the already ripped-open package filled with copies of the book that was still a month away from public release. “Oh, my golly,” he said. “Oh, my gosh. Isn’t that wonderful. There we are. Wow.” Jean Anne pointed to the picture of her husband on the inside back flap, which she took. It is one of her favorites because it captures the two most inseparable things about him: his smile and the old electric typewriter perched on his desk from which this latest book and many more have sprang. The publishing of a new book would hardly surprise anyone who knows Leuchtenburg. Neither the pace nor quality of his scholarship has yet to slacken, even though the William Rand Kenan Jr. professor emeritus of history retired from Carolina more than a decade ago. A surprise might be the book’s subject and title, “Herbert Hoover,” considering Leuchtenburg’s reputation as the country’s foremost authority on Franklin D. Roosevelt and the New Deal. His other books include “The Perils of Prosperity, 1914–1932,” “Franklin D. Roosevelt and the New Deal: 1932–1940,” “In the Shadow of FDR: From Harry Truman to Bill Clinton” and “The FDR Years.” The book on Hoover was not his idea, Leuchtenburg said. He agreed to write it at the request of his longtime friend, the late Arthur Schlesinger Jr., as part of a continuing series of biographies on all the presidents. A review from Publishers Weekly credits Leuchtenburg for avoiding the mistake of other writers to describe Hoover as a mining engineer. Leuchtenburg accurately describes Hoover as a promoter and financier who, after making his fortune, vaulted to fame when he organized relief for the Belgian famine during World War I. Leuchtenburg said it was a tragedy that the man responsible for saving more lives than anyone in history would be blamed, through his inaction, for so much misery within his own country. “He felt for reasons nobody has been able to understand that the American people are different from any other peoples of the world,” Leuchtenburg said. “He was afraid of what would happen to the American spirit if there was a federal dole. He held those views so strongly with respect to federal aid that only to a small degree did he bend in the summer of 1932, but it was much too little, much too late.”

**FDR AND OBAMA**

Leuchtenburg’s home on a tree-lined lot overlooking Morgan Creek is a tranquil place for the final chapters of his life to unfold. It is a life that continues to be filled with new scholarly pursuits as well as his lifelong passion for baseball and bird watching and the kind of travel that accommodates both. His excitement over the release of a new book is matched by his eagerness for the inauguration of Barack Obama as the 44th U.S. president. Leuchtenburg sees parallels between the current economic crisis and the Great Depression, but cautions against carrying them too far. “One way they are different is that the one in the 1930s was much more severe, with at least 25 percent, pushing 30 percent, unemployed and with major industries like steel operating at 12 percent of capacity,” he said. They are similar, however, because of their international nature. “Both crises were in part the result of the failure to regulate and unwise decisions, not only in the administration but in Congress in making credit much too easy and failing to regulate investment banking firms,” Leuchtenburg said. During the Great Depression, 9 million savings accounts were wiped out — a disaster averted in the current crisis because of the creation of the Federal Deposit Insurance Corporation, or FDIC. “It has to be said that federal insured bank deposits, though the concept came under Roosevelt in the first 100 days, were not something that he favored,” Leuchtenburg said. “In fact, most sensible people thought that this was a nutty idea.” The FDIC was actually proposed by Arthur VandenBerg, a Republican senator from Michigan, on Roosevelt’s behalf, Leuchtenburg said. His action created an atmosphere in FDR’s first 100 days that made it possible for that legislation to pass. It is this same willingness to experiment in times of crisis that Leuchtenburg hopes to see in Obama. “Like Roosevelt, he is not tied to a particular ideology except realizing that whatever changes are made have got to benefit the masses. Neither one believed in a trickle-down theory,” Leuchtenburg said. “They are close most of all in their temperament. When you think of Roosevelt, you think of the smile. When you think of Obama, you think of imperturbability. But they are both able to strike a deep popular response, each in different ways.”

**AN INSPIRATIONAL SCHOLAR**

Throughout his long tenure at Carolina, Leuchtenburg

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The C. D. Spangler Foundation has made a $10 million advance payment to the UNC system for a challenge-grant program it created last year to increase the number of distinguished professorships in high-need academic fields, including teacher education, engineering, nursing, and the traditional arts and sciences.

The foundation had pledged to invest $20 million over five years, beginning in 2008, to help each campus qualify for one endowed chair each year. This gift, hand-delivered to UNC President Erskine Bowles last month, fulfills the foundation’s financial commitment through mid-2011. The release of the funds is contingent on the N.C. General Assembly providing state matching funds totaling $4.6 million annually through the Distinguished Professors Endowment Trust Fund.

Alumnus C. D. Spangler Jr., a successful Charlotte businessman, served as UNC president from 1986 to 1997. In addition to this latest challenge-grant program, he and his family foundation have made gifts to endow or complete more than 50 other distinguished professorships across the UNC system.

“My family and I feel there has never been a time when the benefits of the University of North Carolina and all 16 of our campuses were needed more by the people of our state than is so at this time,” Spangler said in explaining the decision to accelerate pledge payments, even before required state funds had been appropriated.

“A prime strength of these universities is their faculties. Our hope is in these troubled times that the importance of the academic efforts of the University of North Carolina will continue to be recognized by all who are in a position to help make a difference by their voices and otherwise.” The Spangler program makes an annual $250,000 challenge grant available to each UNC campus.
Human Resources News: Check updates on 2009 benefits

With the start of a new year, employees should review their benefits information, especially anything that may have changed in the last year.

Annual Enrollment Changes: Any benefit elections made during the annual enrollment for NCFlex and the University benefit programs took effect Jan. 1. Check your paystub to make sure the current deductions reflect the programs you elected.

Assurant Dental: Plan participants pay for this plan a month in advance, so deductions for coverage in January were taken in the December paychecks. If you are enrolled in Assurant Dental or elected this plan effective Jan. 1, new dental rates were included in your December paychecks.

Group Term Life Insurance: If you are enrolled in either the MetLife or ING plans, you may see a change in your deductions in your January paychecks. Your age and salary as of the new year (Dec. 31 for MetLife, Jan. 1 for ING) is used to determine your premiums for this calendar year.

Health Care and Dependent Care Flexible Spending Accounts (FSAs): Claims for the 2008 plan year must be filed with Aon by March 31. Services must have been rendered by Dec. 31, 2008. You can check your FSA balance, claims status and pending reimbursements online by registering with Aon at www.ncflex.selfservicenow.com. You can also elect to receive electronic notification of claims and payment status. (You will continue to receive paper statements if no e-mail address is on file.) Remember to check your paystub and verify that the deductions are correct for your 2009 NCFlex FSA account(s).

NCFlex Convenience Card: If you have an NCFlex Convenience Card, do not destroy it. New cards are not issued at the convenience of the cardholder. If you lose your card, notify Aon at 877-371-2926. It takes about seven to 10 business days to receive your cards. With the $6 annual fee, you receive two cards per request. If you would like additional cards, there is a one-time $5 fee per request. These fees will be deducted from your FSA the month you request the card(s).

RETIREE PLAN CHANGES
- UNC Voluntary 403(b) Retirement Program: Effective Jan. 1, Fidelity and TIAA-CREF are the only vendors available for 403(b) voluntary contributions. If you were previously enrolled or have completed a new enrollment with TIAA-CREF and/or Fidelity, your deduction is reflected in your January paychecks. If you were enrolled with AIG Retirement, ING, MetLife, Lincoln Financial or Vertex Investments and did not re-enroll with either TIAA-CREF and/or Fidelity, your 403(b) contributions stopped with your first January paycheck.

CARL ERNST, William R. Kenan Jr. Distinguished Professor of Religion, was the recipient of the Farahi International Award, given by the Islamic Republic of Iran. He was honored for a book he wrote on Ruzbihan Baqlí, a 12th-century Sufí poet, which is widely used in university courses in Iran.

The following three faculty have been named fellows of the American Association for the Advancement of Science.

KENNETH A. BOLLEN, the H.R. Immerwahr Distinguished Professor of Sociology and director of the Odum Institute for Research in Social Science, was cited for his “important work on latent variable structural equation models and major contributions to liberal democracy studies and to social science measurement.”

KENNETH A. JACOBSON, professor in the department of cell and developmental biology, was honored “for new insights into the domain structure of the living cell membrane and mechanisms of cell motility and for development of technologies to analyze these phenomena.”

TERRY R. MAGNUSON, chair of the department of genetics and Sarah Graham Kenan Professor and director of the Carolina Center for Genome Sciences, was recognized “for sustained and important contributions to mouse developmental genetics, including creating methodologies and strains for wide use, and identifying genes important for embryo development.”

REGINALD HILDEBRAND, associate professor of African and Afro-American Studies, and JONATHON HOWES, special assistant to the chancellor and adjunct professor of regional planning and public policy, were selected in October as new board members of the North Carolina Humanities Council.

The council is a nonprofit affiliate of the National Endowment for the Humanities. It supports through grants and free public programs vital conversations that nurture the cultures and heritage of North Carolina.

PHILIP F. GURA, the William S. Newman Distinguished Professor of American Literature and Culture, received the 2008 Distinguished Scholar Award from the Modern Language Association.

The association’s Division on American Literature to 1800 tapped Gura for the award for career-long distinction in his field. The award was presented at the association’s convention in San Francisco in December.

JONATHON B. KOTCH, professor of maternal and child health, was named winner of the 2008 Martha May Eliot Award, given by the American Public Health Association. The award honors exceptional achievements in the field of maternal and child health.

LILIE SEARLES, associate professor and associate chair of biology, was presented with the Carolina Women’s Center 2008 Women’s Advocacy Award on Nov. 11 in a ceremony at the FedEx Global Education Center. In her remarks, Donna Bickford, director of the center, said, “Dr. Searles...”

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See BENEFITS page 11
2008 Year in Review

ON JAN. 1, AN EXPANDED no-smoking policy went into effect, banning smoking in the outdoor areas controlled by the University up to 100 feet from any University building (smoking was already banned inside buildings). When the flagpole on Polk Place turned into an undesignated smoking area, Grounds crews placed sand-filled planters there for discarded cigarette butts. Chancellor Holden Thorp later announced that the Department of Public Safety would issue fines of up to $146 for violations of the policy.

FOR THE SEVENTH TIME IN A ROW, Kiplinger’s Personal Finance magazine ranked Carolina as the best value in American public higher education.

VENABLE HALL, synonymous with chemistry since 1925, was demolished to make way for the new Physical Science building, part of the University’s science complex. The building was named after Francis Preston Venable, a professor of chemistry and president of the University from 1900 to 1913.

THE UNIVERSITY SECURED two important private donations. Trustee Sallie Shuping-Russell made a gift valued at $1 million to enable creative writing students to study with some of the nation’s most notable writers. Trustee Barbara Hyde announced a $2 million gift from the Hyde Family Foundations of Memphis, completing the goal to double the number of students invited to the Honors Program. Both programs are in the College of Arts and Sciences.

ADMINISTRATORS BEGAN COMPILING a list of Carolina’s existing programs, initiatives and activities that responded to the UNC Tomorrow Commission’s recommendations. The UNC Tomorrow initiative examines how the 17 UNC system institutions can best respond to the 21st-century challenges facing North Carolina.

ON FEB. 15, SCHOOL OF LAW Dean Jack Boger announced plans to move the law school to Carolina North, making it the first academic program to commit to locating at the University’s planned mixed-use campus.

ON AUG. 26, CHANCELLOR EMERITUS Christopher C. Fordham III, Carolina’s sixth chancellor, died. The University’s first physician chancellor, Fordham led Carolina during a span of major successes from 1980 to 1988. During his tenure, among other accomplishments, the University’s national reputation as a high-quality public research university grew.

ON AUG. 26, CHANCELLOR Holden Thorp announced the creation of the Eve Marie Carson Junior Scholarship, to be awarded to undergraduates who demonstrate a high level of academic performance and strong involvement in a leadership role on campus during their first three years. This scholarship is a testament to Eve, “to the loving caring person she was and to her remarkable ability to create innovative ways of fully living our commitment to our Carolina values,” said J.J. Raynor, Carolina’s student body president.

ON AUG. 26, CAROLINA’S School of Public Health was celebrated its 20th anniversary. The program is led by J.J. Raynor, Carolina’s student body president.

THE SPGRE (Summer Pre-Graduate Research Experience) program, designed to encourage gifted underrepresented minority students to pursue careers in research, celebrated its 20th anniversary. The program is led by Valerie Ashby, a member of its first class and now Gordon and Bowman Gray Distincted Term Professor in Chemistry at Carolina.

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STUDENT BODY PRESIDENT Eve Carson was shot and killed in the early morning of March 5. At a remembrance for the campus community held on Polk Place the next day, Chancellor James Moeser said: “Eve Carson personified the Carolina spirit. She did it perhaps more profoundly than anyone I have ever known in my whole time here.”

Days later, with the use of surveillance camera photos and tips from the community, police arrested 21-year-old Demario James Atwater and 17-year-old Lawrence Alvin Lovette Jr., both of Durham. The two are still awaiting trial.

A letter written by Carson’s father that was shared at a March 9 memorial service began with these words: “The senseless murder of my sweet, sweet Eve is sadness defined, unfathomable and bottomless, but so appreciatively interrupted by each friend or family member who shares our grief.”

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AS PART OF THE ALERT CAROLINA safety awareness campaign, the University tested the emergency sirens and, for the first time, text messaging capability. The sirens will sound only during a life-threatening emergency or a test followed by a text message to people whose cell numbers are registered in the online campus directory. Alert Carolina launched in March with a test of the siren system. This marked the first test of the sirens in conjunction with text messaging.

In conjunction with the test, Information Technology Services changed the Onyen password management system to prompt faculty, staff and students to provide their cell numbers whenever they update their Onyen passwords or check their password expiration dates.

ON SEPT. 26, CAROLINA’S School of Public Health was renamed the Gillings School of Global Public Health. The naming celebrated a $50 million gift to the school from Dennis and Joan Gillings; it was the largest single gift ever made to the University.

LEUCHTENBURG from page 4

built a reputation not only as a brilliant scholar, but an inspiring speaker and devoted mentor as well.

Leuchtenburg’s roots as an historian can be found in “American Places,” a collection of essays about the New Deal in Leuchtenburg’s honor. It was edited by William B. Chafe, a former student of Leuchtenburg who was then serving as dean of arts and sciences at Duke University.

In his dedication, Chafe noted the way Leuchtenburg modeled for how to research tirelessly, argue fairly and write with grace and elegance – and how he framed for fellow scholars the thinking about the New Deal and its legacy for liberalism.

Leuchtenburg’s speech offered a meticulously researched account of every presidential visit to the University: James K. Polk in 1847, James Buchanan in 1859, Andrew Johnson in 1865, Woodrow Wilson in 1909, Franklin D. Roosevelt in 1938 and John F. Kennedy in 1961.

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A MONTH’S WORTH OF HEAVY RAIN was not enough to end the worst drought in North Carolina history, but it was enough for the Orange Water and Sewer Authority to lift a ban on almost all outdoor water use that had been in effect since March 1. The University had already adopted many water-saving measures including installing low-flow showerheads and dual-flush toilet valves in many buildings, and cisterns around campus designed to capture rainwater for irrigation.

WEEKS AFTER A DEVASTATING LOSS to Kansas in the Final Four, the men’s basketball team accommodated a request from presidential candidate Barack Obama to play a pickup game with the team the morning after his April 28 campaign rally at the Dean E. Smith Center.

ON UNIVERSITY DAY, Oct. 12, Holden Thorp laid out his vision for the University as he was installed as the 10th chancellor. Thorp said Carolina’s future success would come from aspiring to academic excellence on a global scale while remaining firmly committed to serving North Carolina.

“Throughout our history, our leaders have held true to a concept so bold, so audacious and so challenging — to aspire to global academic eminence while focusing our teaching and our service on North Carolina’s students and people,” Thorp said. “We’re the university of both — and: Both academic prominence and a commitment to our state.”

DURING AN OCT. 30 FORUM, Student Body President J.J. Raynor and Trustee John Ellison heard some 30 speakers share ideas for how to make the University better as part of the Carolina: Best Place to Teach, Learn and Discover initiative.

Trustees Chair Roger Perry and Chancellor Holden Thorp directed Raynor and Ellison to spend much of the 2008–09 academic year gathering ideas from different groups about ways to improve Carolina. The effort is particularly important in the face of a possible infusion of up to 5,000 additional students by 2017, coupled with pending faculty retirements.

ON MAY 8, HOLDEN THORP was named Carolina’s 10th chancellor, a position Thorp later called the “best job in American higher education.” As a boy growing up in Fayetteville, the new chancellor, said his father used to sing “Hark the Sound” to him at bedtime. Years later, Thorp applied for admission only to Carolina. “Thank goodness I was accepted,” he said.

UNC President Erskine Bowles called Thorp, who began his new post July 1, “as true blue a Tar Heel as they come.” He added, “He fully understands the deep-rooted connection between Carolina and the people of the state, and the selection of one of our own speaks volumes about the quality of leadership within the University.”

ON MAY 11, VISITORS braved the rain to witness the awarding of 5,509 degrees: 3,492 bachelor’s, 1,214 master’s, 204 doctoral and 599 professional degrees and certificates. ON MAY 21, CAROLINA’S highly regarded pharmacy school was renamed the Eshelman School of Pharmacy in honor of Fred Eshelman, a 1972 graduate of the school and founder and chief executive officer of Wilmington-based PPD Inc., a global contract research organization.

UNIVERSITY TRUSTEES HONORED outgoing Chancellor James Moeser and paid tribute to his leadership. Trustee Chair Roger Perry said, “You have got as good a moral and ethical compass as anyone I have ever known. When you say something, you can pretty much count on it being the right thing.”

Moeser said he believed the greatest period in the history of this University was still ahead: “The best stories are yet to be written about the greatness of this place. I am very humbled and I will be very, very proud to watch it.”

FOR THE THIRD CONSECUTIVE YEAR, the men’s basketball team headed to the College World Series in Omaha, Neb., and each time came tantalizingly close to returning home with the trophy — but lost to Fresno State.

IN RESPONSE TO RISING GAS PRICES, Moeser created a task force to study transportation alternatives and creative work schedules for employees.

A MONTH’S WORTH OF HEAVY RAIN was not enough to end the worst drought in North Carolina history, but it was enough for the Orange Water and Sewer Authority to lift a ban on almost all outdoor water use that had been in effect since March 1. The University had already adopted many water-saving measures including installing low-flow showerheads and dual-flush toilet valves in many buildings, and cisterns around campus designed to capture rainwater for irrigation.

WEEKS AFTER A DEVASTATING LOSS to Kansas in the Final Four, the men’s basketball team accommodated a request from presidential candidate Barack Obama to play a pickup game with the team the morning after his April 28 campaign rally at the Dean E. Smith Center.

IN RESPONSE TO the ever-worsening economy, Chancellor Holden Thorp called for administrators to recommend a series of budget cuts in non-permanent state appropriations. Thorp pledged his commitment to do everything possible to preserve the quality of education at Carolina.

WITH BIG WINS OVER Miami and Notre Dame, the Tar Heel football team finished the regular season 8-4 and ultimately secured a bid for the Meineke Car Care Bowl in Charlotte.

In many respects, Leuchtenburg’s wide-eyed journey of wonderment has yet to roll to a stop.

It takes off again each morning in front of his typewriter, seven days a week, just past 5 a.m. Even before his latest book on Hoover hits bookshelves, he is halfway through a two-volume history of the American presidency. And this latest project, Leuchtenburg noted, is a particularly juicy peach to savor.

“The greatest pleasure in writing is the revising, finding the right word, the right cadence on the sentence,” he said, “and if you don’t write the first draft you are not going to have that pleasure.”

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THORP LECTURES AT MEDICAL SCHOOL
Chancellor Holden Thorp is the keynote speaker on Jan. 28 for the John B. Graham Student Research Society’s medical student research day. His talk, “Challenges in Science and Medicine in Tumultuous Times: The Role of University Scientists,” is scheduled from 12:30 to 1:30 p.m. in room 2204 of the Medical Biomolecular Research Building. Medical student research is presented in both the atria and room G-202 from 2 to 5:30 pm.

CONSTRUCTION AFFECTS PEDESTRIAN ACCESS
Construction near both the bell tower and the Kenan Football Center expansion require secured fences that block pedestrian access to the areas through September. Signs near the areas indicate new pedestrian routes. snipurl.com/96lb

IAH ANNOUNCES 2009 SPRING FELLOWS
The Institute for the Arts and Humanities (IAH) announces the faculty members awarded Faculty Fellowships for the spring 2009 semester and Academic Leadership Fellowships for 2009. The Faculty Fellows program provides fellows with semester leaves to work on research and composition or to develop new material for courses and programs. The Academic Leadership Program fosters leadership skills and provides an arena for honest discussion and long-term networking. Activities for participants include weekend retreats, weekly meetings and off-site leadership development workshops.


AMERICAN INDIANS IN SOUTH ARE TOPIC OF LECTURE
Malinda Maynor Lowery, assistant professor of history at Harvard University, discusses “Indians, Southerners and Americans” at 4 p.m. on Jan. 20 in the Hill Alumni Center. The talk focuses on the Lumbee community, examining American Indian identity and federal policy during the Jim Crow era.

The talk is one of the James A. Hutchins Lectures presented by the Center for the Study of the American South.

BOTANICAL GARDEN GIVES A HOOT ABOUT WINTER OUTINGS
In addition to its regular tours of the Display Gardens and Coker Arboretum, the North Carolina Botanical Garden plans three excursions into the countryside this month.

On Jan. 23 from 7 to 9:30 p.m., the Piedmont Wildlife Center co-sponsors a Winter Owl Prowl to look for signs of screech, barred and great horned owls during the walk. Call 489-0900 to register.

On Jan. 24 from 1 to 4 p.m., Johnny Randall, assistant director for conservation and natural areas, gives a guided exploration of Morgan Creek, from the far side of Maple View Farm to the swamps of Mason Farm Biological Reserve.

And on Jan. 31 from 2 to 4 p.m., Ken Moore, assistant director emeritus of the garden, leads A Winter Walk in the Footsteps of William Lanier Hunt.

Pre-register for the Morgan Creek and Hunt walks by calling 962-0522. There are fees for all three events. ncbg.unc.edu/pages/69

MLK BIRTHDAY CELEBRATION
Poet Maya Angelou, who has written 12 bestsellers including “I Know Why the Caged Bird Sings,” gives the keynote address Jan. 21 during the 28th Annual Martin Luther King Jr. Celebration, which runs Jan. 18–23. Her talk at 6 p.m. in Memorial Hall is free, but advance tickets are required. Faculty and staff may pick up two tickets per UNC One Card from the box office, beginning Jan. 15. A candlelight vigil before the lecture begins at the Old Well at 5:30 p.m. Other events during the week include a students’ day of service on Jan. 19 — the federal MLK holiday — a jazz ensemble performance, a dinner and a film. www.unc.edu/diversity/mlk/schedule.html

FACULTY MENTORING AWARDS DEADLINE IS JAN. 28
Nominations for Faculty Mentoring Awards sponsored by the Carolina Women’s Leadership Council are due Jan. 28. These awards honor faculty-to-student mentoring and faculty-to-faculty mentoring, with one award given in each category. Each recipient receives $5,000. www.unc.edu/pgsi-bin/WLCPA_viewapp.pl

‘GLASS MENAGERIE’ AND ‘WELL’ ALTERNATE NIGHTS AT PLAYMAKERS
Beginning Jan. 24 through March 1, PlayMakers Repertory Company presents ‘Well,’ by Lisa Kron, and “The Glass Menagerie,” by Tennessee Williams, in rotating repertory with a set designed to convert from one imaginative landscape to another. playmakersrep.org

TUITION WAIVER DEADLINE NEARS
Tuition waiver forms for the spring semester must be turned in by Jan. 16 to the Benefits Administration Office in Human Resources, located in the Administrative Office Building at 104 Airport Drive. For more information on the tuition waiver

MASSIVE AWARD NOMINATIONS DUE FEB. 9
Nominations are due Feb. 9 for the 2009 C. Knox Massey Distinguished Service Awards, given for “unusual, meritorious or superior contribution made by an employee, past or present.” Each recipient receives a $6,000 award.

Nominations may be submitted online (www.unc.edu/masseyearwards/nominate) or by campus mail to: Carolyn Atkins, C. Knox Massey Awards Committee, CB# 6100.

Because of the signature requirement, nominations and seconds made by letter will not be accepted by fax or e-mail. Nominations made online require a valid Onyen ID and password. For information, see www.unc.edu/masseyearwards or contact Atkins (962-1536 or carolyn_atkins@unc.edu).

EAKES FEATURED SPEAKER AT LAW SCHOOL LECTURE
The School of Law hosts its inaugural Donald F. Clifford Distinguished Lecture, dinner and reception at 6:30 p.m. on Feb. 6 at the Friday Center. The event, held in conjunction with the continuing legal education program Festival of Legal Learning, features speaker Martin Eakes, founder of the Center for Community Self-Help and CEO of the Center for Responsible Lending, plus music by Grammy Award nominee John Brown and his jazz quartet.

Tickets are $30 per person and include the lecture, dinner and reception. Deadline for reservations is Jan. 30. www.law.unc.edu/cls


**January 14, 2009**

**Next calendar includes: Feb. 5 – Feb. 18 | Deadline for submissions: 5 p.m., Mon., Jan. 26 | E-mail: gazette@unc.edu | Fax: 843-5966: Clearly mark for the Gazette. | Campus Box: 6205. The Gazette calendar includes only items of general interest geared toward a broad audience. For complete listings of events, including athletics, see the Carolina Events Calendars at www.unc.edu/events.**

**CALENDAR SNAPSHOT**

**January**

**Lecture** “Revisiting the Southern Past.” Fitz Brundage. Institute for the Arts and Humanities. Hyde. 4–5:30 pm.


**Performance** Duke Medicine Classical Chapel Hill Series: Midori Plays Brahms. Memorial. 8 pm. $

**Performance** All-Carolina Invitational Male Choral Festival Concert. Aud. Hill. 5:30 pm. $

**Exhibit** “Comic Stripped: A Revealing Look at Southern Stereotypes in Cartoons” opens. Features work from Doug Marlette and his Kudzu cartoons. Hallways outside Carroll auditorium. Through May.


**Performance** “Monsters and Prodigies: The History of the Castrati.” Memorial. 8 pm. $

**Performance** “Gerrard Winter Festival of Chamber Music.” UNC faculty musicians. Gerrard. 3–5 pm. $

**Lecture** Weatherspoon Lecture, Kenan-Flagler Business School. Cherie Blair, human rights lawyer, wife of former British Prime Minister Tony Blair. Koury Aud. 5:30 pm. kfbsrsvp@unc.edu

**Lecture** “Black and Blue: The Bruising of Roland Barthes’ Camera Lucida” (1980). “Carol Mavor, U Manchester. Institute for the Arts and Humanities. University Rm, Hyde. 4 pm. lah.unc.edu/calendar/mavor

**Performance** Orchestra of St. Luke’s with Alan Pearson, conductor. Memorial. 7:30 pm. $

**Reading** Sarah Dessen reads from her new book, “Along for the Ride.” Assembly Rm, Wilson Library. 5:45 pm. Reception precedes reading. Lobby. 5 pm. snipurl.com/90t1c

**February**


**Lecture** “Barbara Ransby: Fifth Annual African-American History Month Lecture.” Assembly Rm, Wilson Library. 7–8:30 pm.

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**Policy and a link to the required form, see snipurl.com/9nanx. Note that there are separate forms for University employees and hospital employees; please be sure that the correct form is used. If you have questions about the tuition waiver program, contact Ruth Holt in Benefits at 962-3055.**

**Nobel Winner Yunus Speaks Feb. 5**

Muhammad Yunus, winner of the Nobel Peace Prize in 2006, speaks about his vision for eliminating poverty worldwide on Feb. 5 in a lecture at 11 a.m. in the Koury Auditorium at the Kenan-Flagler Business School, followed by a book signing.

Yunus believes that banishing poverty is key to world peace and has used his part of the $1 million Nobel Prize money to develop social businesses — whose goals are not to make profits but to remedy social problems. He is the author of “Creating a World Without Poverty: Social Business and the Future of Capitalism.” To attend the lecture, e-mail kfbsrsvp@unc.edu.

**Proposals Due for Ueltschi Grants**

The Office of the Executive Vice Chancellor and Provost and the APPLES Service-Learning Program solicit proposals for Ueltschi Service-Learning Course Development Grants. Five $8,000 course development grants and three $1,500 service-learning mini-grants are awarded to help develop or enhance a service-learning course that benefits the University and campus community. Faculty members, adjunct faculty members and graduate instructors teaching undergraduate courses in academic and health affairs are eligible to apply. An information session is scheduled on Jan. 21 from 3 to 4 p.m. in Room 3515 of the FPG Student Union. snipurl.com/999d

**Process Series Continues**

A new tale will be spun from Euripides’ “Trojan Woman” when The Process Series offers up “Trojan Barbie,” a new piece from critically acclaimed playwright Christine Evans. The performance, the third offering in The Process Series, presented by the Office of the Executive Director for the Arts, is free and scheduled for Jan. 16–17 at 8 p.m. in Gerrard Hall.

The series seeks to illuminate ways in which artistic ideas take form and follow artists and performers as they bring new works to the public.

**Greenblatt Gives Pope Lecture**

Harvard University Shakespeare scholar Stephen Greenblatt, author of “Will in the World: How Shakespeare Became Shakespeare,” speaks Feb. 5 at 7 p.m. in the auditorium of the Hanes Art Center.

His talk, the John W. Pope Lecture in Renewing the Western Tradition in the College of Arts and Sciences, is followed by a reception and book signing. The title of Greenblatt’s lecture is “The Strange Travels of Shakespeare’s ‘Cardenio.’”

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**Water-Damaged Tissue Provides Inspiration for Art**

‘Free’ Maya Freelon Asante poses in her studio, surrounded by her mixed-media art and tissue — the mainstay of her craft. Water-stained tissue paper, discovered in her grandmother’s basement, did not look like ruin to the Baltimore-based artist and Durham native, who foresaw what beautiful stains she could create by exposing tissue paper to water. The public can see the results of her discovery in her solo exhibit “FREE,” which opens at the center’s Brown Gallery and Museum on Jan. 29 with a reception at 7 p.m. Asante also is the Stone Center’s artist in residence this semester. She comes from a family with familiar names and UNC ties. Her mother is jazz singer Nnenna Freelon, her brother is musician and alumnus Pierce Freelon; and her father is Durham architect Phillip Freelon, who designed the Stone Center building. www.mayafreelon.com
Internist is an advocate for involving patients in their medical decisions

In a sense, internists are like detectives. These doctors of internal medicine piece together bits of information to detect patients’ problems — no matter how unusual or complex. Because they are often called on to solve diagnostic puzzles in which different illnesses play a part, internists are sometimes known as “doctor’s doctors.”

Their focus is different from family doctors, who provide care for patients of all ages. Internists care strictly for adults, particularly the more complex older patients who often have chronic problems, said Michael Pignone, chief of Carolina’s division of general internal medicine.

“Internists are like detectives. They have to put together bits of information to detect patients’ problems,” Pignone said. “Because they are often called on to solve diagnostic puzzles, internists are sometimes known as ‘doctor’s doctors.’

Their focus is different from family doctors, who provide care for patients of all ages. Internists care strictly for adults, particularly the more complex older patients who often have chronic problems.”

Research suggests that people who have a primary care doctor to coordinate all their health needs actually do better, are more satisfied in general and see a cost-savings in their overall care, Pignone said. He is also director of the UNC Center for Excellence in Chronic Illness Care and co-director of the Robert Wood Johnson Clinical Scholars Program.

“When I went to medical school, I knew I wanted to have ongoing relationships with patients, and I really like to deal with middle-aged and older adults,” he said. “I chose internal medicine because I was interested in several different areas of medicine, but I wanted to focus on disease prevention — and colon cancer and heart disease, in particular.”

When he joined the medical faculty a decade ago, Pignone

See PIGNONE page 11
set out to change the traditional model of patient care.

He began developing programs for prevention and treatment that focused on a medical team approach rather than having patients see individual doctors in different disciplines to treat various aspects of a chronic disease.

“...redesign how we deliver outpatient medicine to provide care in a team fashion so we could utilize all the expertise and specialties we have at UNC,” he said.

The approach has been successful. In the last 10 years, he said, the University has begun using what is likely to be the patient care model of the future: multidisciplinary, multilevel care to address a variety of chronic health problems.

To reflect this philosophy, the UNC Internal Medicine Practice already has been revamped to bring together the wealth of different types of expertise, including nurses, pharmacists and physicians’ assistants at the University and UNC Health Care, Pignone said.

“We truly have an innovative care environment here,” he said, “which gives us tremendous advantages over other internal medicine practices. Our patients benefit from being in a care setting like ours.”

PATIENT INVOLVEMENT

Providing medical expertise is only part of Carolina’s approach to health care, albeit a crucial part. Creating a strong doctor-patient relationship that involves people in their health-care decisions is also key.

Patient involvement actually enhances the treatment experience, Pignone said.

“All patients deserve to be involved in their medical decisions, even those who some might think wouldn’t have enough knowledge of the issues to be involved,” he said. “We have found that with the proper support, patients can be empowered to participate in their own care, and that when they do so, they have better outcomes.”

Specifically, Pignone and his colleagues have examined how patients with low literacy levels can be supported in managing chronic conditions like diabetes.

“Diabetes involves all the complexities a health-care system has to offer,” he said. “We have found that it doesn’t work to tell people what to do just because they might not have high literacy skills. Instead, if we organize care in the right way and involve patients in decisions, everyone benefits.”

The key is determining how much information to convey — and the best way to do so.

“Often our health-care system is like a big fire hose spewing information at people all at once. We have to figure out how to disseminate information in a steady stream,” Pignone said. “We have to make sure people understand Point A before we move on to Point B.”

Relying on a team of physicians and other health-care professionals, who confer as a group to outline a medical approach before presenting information to the patient, is a better way to go, he said.

In fact, putting the patient in the driver’s seat could enhance health outcomes for many chronic illnesses, he said. Currently, Pignone and his colleagues are examining this approach in the treatment of heart failure.

As part of a National Institute of Health-funded trial being conducted at Carolina, Northwestern University and San Francisco General Hospital, Pignone and his colleagues are teaching people with heart failure to weigh themselves, interpret their symptoms and even adjust their medications to better control their symptoms.

Based on pilot studies at Carolina, “we think this approach will reduce hospital stays for these patients by about 40 percent,” Pignone said.

For information about the UNC Internal Medicine Clinic — located on the third floor of the Ambulatory Care Clinic (ACC) on Mason Farm Road — including appointments, parking and frequently asked questions — refer to www.med.unc.edu/medicine/general/internal.html. The Chapel Hill Transit N, D and NS routes also stop on Mason Farm Road near the ACC.

How to talk to your doctor

Patients who talk to physicians about their beliefs, values, lifestyle and concerns ultimately get better results from their visits to the doctor.

Michael Pignone, chief of general internal medicine, encourages patients to be what he calls “pleasantly assertive” in seeking help from their health-care providers. He suggests that patients:

- Prepare for their visits by writing down symptoms, complaints or problems;
- Decide before the appointment what outcomes they want (understanding the cause of the problem, treatment, etc.);
- Know their medical history and medications;
- Be up front about their values or lifestyle preferences that could affect treatment;
- Clarify details, options and the reliability of the medical information; and
- Make sure they and their provider agree and understand the plan of action at the end of the visit.

“The sicker you are, the more important these things are,” Pignone said. “If you are uncomfortable interacting this way, get someone who supports you in your life to come to the visit with you.”

North Carolina 457(b) Deferred Compensation Plan: The state awarded the 457(b) plan administration contract to Prudential last year. If you are enrolled in this plan, beginning with the Dec. 19 bi-weekly and monthly paychecks, your contributions were automatically redirected to Prudential.

Retirement Plan Limits: The limit on contributions to a 403(b) and/or 401(k) plan for 2009 is $16,500. If you are over age 50 or will turn 50 by Dec. 31, 2009, you are eligible for an additional $5,500 catch-up contribution. The 15-year service rule that allowed additional contributions to be remitted to a 403(b) program is no longer available as of Jan. 1.

The limit on contributions to a 457(b) plan for 2009 is also $16,500. If you are over age 50 or will turn 50 by Dec. 31, 2009, you are eligible for an additional $5,500 catch-up contribution. Employee contributions to a 403(b) and 401(k) plan are combined; however, employees can maximize saving opportunities by contributing to a 457(b) plan. Amounts contributed to a 457(b) plan are not combined with your 403(b) and/or 401(k) contributions. If you have questions about deductions or elections, e-mail benefits@unc.edu or call 962-3071.

BUDGET from page 1

follow University and state policies and practices that protect the rights of employees,” Thorp said.

While all higher education institutions are feeling the effect of the economic crisis, Carolina is in better shape than many other public universities, he said.

Faculty research funding is strong despite an overall downturn in federal funding. And the campus is benefiting from former Gov. Mike Easley’s fast-track plan to boost North Carolina’s economy and construction industry.

Last week, the Council of State gave final approval to move ahead with the Dental Sciences Building, which was authorized last summer by the General Assembly. In December, the University received the state funding that had been on hold to continue with the Biomedical Research Imaging Facility in the School of Medicine.

Thorp encouraged the University community to share creative cost-cutting ideas with their supervisors, department chairs, deans and vice chancellors.

People can also submit suggestions to budgetideas@unc.edu.

"With your help, we will get through this challenging period," Thorp said. "The Carolina spirit will flourish, despite these financial obstacles."
‘Pawsing’ to help pets in need

The economic crisis seems to be taking a toll on just about everything, including our pets.

While cat and dog overpopulation is an ongoing problem, it’s particularly acute now. Animal shelters are filled to overflowing with stray pets and those turned in by their owners.

In Wake County, SPCA information officer Mondy Lamb confirmed the bad news. The Wake shelter tracks reasons people turn in animals, Lamb said. "A few months ago we started seeing people who had to move or were losing their homes, and now they're losing their jobs," she said. "In fact, looking at the statistics for November 2008, we saw a 30 percent increase in owner surrenders over the last year."

These numbers mirror similar stories across the nation. And to complicate the situation, fewer people are willing or able to take on the responsibility of looking after a new cat or dog.

Working on the front lines are the people who do animal rescue and provide foster homes. For Carolina employees Helen Needham and Samantha Radel, pet rescue is a full-time job after their work days at Carolina are over.

NEEDHAM: HER ‘PURRPOSE’ IN LIFE

For the last 17 years, cats have been Needham’s focus. She has rescued more than 100 cats, one cat, or one litter, at a time.

"I am a stray cat magnet," Needham said. "Cats themselves started my rescue. Homeless strays showed up, and I caught and tamed and kept them until I reached my limit, then I began adopting the new ones out."

Many years ago she became aware of a feral cat population on campus when she noticed lots of skittish cats peeping out at her and scurrying away when she approached in one parking lot. So Needham mobilized a team of co-workers to help her trap, neuter and release (TNR) the feral colony.

Over a long period of time, they successfully trapped close to 20 cats. She had them neutered, tamed the ones she could and adopted them out. The rest were moved and have a caretaker far from campus.

Needham, who has worked at Carolina for 15 years, works through the geography department with the National Oceanic and Atmospheric Administration Southeast Regional Climate Center as an administrative support associate. She and her husband share their roomy home in Alamance County with 11 of their own cats and a varying number of fosters she has rescued.

Like other animal lovers, Needham volunteered in 2005 to take in cats made homeless by Hurricane Katrina. Three kittens and their mother arrived. Two kittens were sick, and she went through the heartache of having one kitten — Louie — die in her arms. That was balanced only partially by the joy that the others thrived and found new homes.

She has placed many of her rescues with Carolina employees over the years and taught others how to catch or TNR strays in their neighborhoods. "They used to joke that everyone would hide if they saw me coming because they knew I had a new litter of kittens," she laughed. "But I really think it is my 'purrpose' in life to rescue cats."

"Due to the ongoing overpopulation crisis, I have committed to doing cat rescue for the rest of my life, as my way to help make a dent in this very sad issue," she said. "Although I am saving many lives, I bond with each of them, so I have a happy cry every time one leaves when it is adopted."

RADEL: ‘QUIRKY, UNPREDICTABLE DOGS’

Radel was drawn into dog rescue when she moved to North Carolina to enter the master’s program in Slavic Linguistics at Carolina.

She went to adopt a German Shepherd — the breed she had grown up with — and I stumbled into German Shepherd rescue and started working and volunteering with them. "I still have that German Shepherd mix, Tegan, who is now 10, but gave up the master's when she realized that she was missing the affinity for foreign languages that she felt she needed to finish that degree.

Along the way, Radel found that she loves the psychology of dogs. And she’s especially drawn to fearful dogs, and to “quirky, unpredictable dogs.”

"You know, sometimes I’d like to have the dog that meets other dogs and likes them and meets people and likes them, but then I thought, I'll never have that," she said.

Instead, she gravitates to dogs like Zora, a little Boston Terrier who was plucked out of a raided puppy mill and lived in a warehouse for about a year — cared for but untouchable by humans.

Radel took her home, but "It still took me eight months before I could touch her, and that was with animal handling gloves."

Radel doesn’t obsess about why so many dogs are homeless; she puts her focus instead on the dogs and the job at hand of raising them, socializing them and finding them good homes.

Through the years, Radel gradually switched over to an all-breed rescue so she could work with puppies and avoid some of the difficulties of bringing adult rescues in to coexist with her pack that now numbers five. She also started working on her MBA, which she completed in February, and now serves as business manager for ERP (Enterprise Resource Planning).

Radel’s current rescue group, A New Leash on Life Dog Rescue, rescues dogs of all breeds, ages and sizes. Radel often takes in full litters of young pups — since puppy season is year-round in North Carolina.

"I've had a lot of puppy practice," she said, laughing, referring to the time she ended up raising three litters — 16 puppies — at once. "Wall-to-wall puppies is actually pretty hilarious," she said. "Never a dull moment."

For Needham’s and Radel’s tips on adopting, finding the pet that’s right for you and how you can help, refer to gazette.unc.edu.