Perdue praises Carolina’s history of achievement

Beverly Perdue may be North Carolina’s first woman governor, but she came to University Day seeking something else: acceptance as a true blue Tar Heel.

She has been trying, she said, for more than 30 years, even among her own family, noting that her husband, her two sons and her two stepchildren are all Carolina alumni. They like to remind her, she said, “I am nothing better than a Florida Gator.”

After his University Day remarks in Memorial Hall on Monday, Chancellor Holden Thorp noted that he had made a mistake when he said the faculty chair would introduce “our guest speaker” rather than simply “our speaker.” Turning to Perdue, Thorp said, “You are one of us, governor.”

In her remarks, Perdue traced the University’s history of achievement and growing reach.
H1N1 vaccine to arrive soon

Last week, health sites around the country began to receive the first doses of the H1N1 flu vaccine. Carolina expects to receive its first shipment this week, with additional doses arriving during the next few months.

The University and UNC Health Care have requested a sufficient quantity to vaccinate students and employees as well as hospitalized patients, said Mary Beth Koza, director of the Department of Environment, Health and Safety (EHS).

“As soon as we receive our first shipment of the H1N1 vaccine, we will let the campus community know the details about how and when people can be vaccinated,” she said. The University will communicate through e-mail and information on the University homepage and Alert Carolina, alertcarolina.unc.edu. The H1N1 vaccine comes in two forms: a nasal spray and a shot. The nasal spray is indicated for healthy people ages 2 to 49; everyone else should get the shot, Koza said. “We do not anticipate a shortage of either form of the vaccine.”

To make sure health-care and emergency medical personnel are able to care for people who become ill, the first people at UNC who will be able to receive the H1N1 vaccine are students and employees who are designated as healthcare workers, Koza said. As the University receives additional shipments of the vaccine, it will be available for all other students and employees.

The vaccine will be administered through special H1N1 clinics, as the sea-sonal flu vaccine was. The clinics will be by appointment only, and people will be able to make an appointment on the EHS Web site, Koza said.

University health officials recommend that people who are in high-risk groups contact their personal physicians and follow that advice. The Centers for Disease Control and Prevention (CDC) Web site, www.cdc.gov/h1n1flu/sick.htm, has information about who is considered high risk.

Refer to the Alert Carolina site, http://alertcarolina.unc.edu/go/doc/1395/271695/, for general information about H1N1 and for updates about the H1N1 vaccine.
Faculty Council discusses 40-year creep of grade inflation at UNC

Undergraduates’ grades are rising, and have been for some time now.

In fall 2008, the average undergraduate grade-point average was 3.21, compared to 2.99 in fall 1995. By comparison, in 1967, the average was 2.49. Furthermore, 82 percent of undergraduate grades were A or B last fall, up from 74 percent in 1995.

These findings were detailed in an April 2009 report of the Educational Policy Committee (EPC), which has examined grading patterns annually since 2000. What to do about the upward trend was the focus of discussion at the Oct. 9 Faculty Council meeting.

“In last spring’s report, we found that there is clear evidence of grade inflation, grade compression and systematic grade inequality,” said Andrew Perrin, EPC chair and a faculty member in the sociology department.

Addressing the issue of grades as an accurate reflection of students’ accomplishments, both within and across departments, was important, Perrin said.

He presented several options the University could consider, including:

- separating student performance evaluation from teaching, as Swarthmore does;
- limiting the number of letter grades awarded in each course section, as Princeton does;
- reporting the context for each grade on students’ transcripts, as Indiana does;
- providing an adjusted measure of accomplishment for reporting relative performance and schedule strength for cross-department ranking, similar to the proposed Achievement Index narrowly defeated by the council two years ago; and
- creating a multi-university grading consortium.

“Or we could simply watch and wait,” Perrin said.

Before the council voted unanimously for the EPC to continue to examine the issue and come back in the spring with a policy proposal, faculty members had quite a bit to say.

Robert Porter from African and Afro-American studies suggested that higher grades were not necessarily surprising; if the quality of students admitted to Carolina continues to improve, it would make sense to expect their grades to improve as well.

Steve Reznick from the psychology department said an integral part of the conversation should be about using grades to check a student’s competency level and to see how one student is doing compared to others.

Rebecca New from the School of Education added a third purpose for grades: to give students authentic feedback about their performance and gauge their learning. “Grades help

Thorpe reviews Carolina Counts with Employee Forum members

During his first visit to the Employee Forum this spring, Chancellor Holden Thorp received a pin that designated him as an honorary member.

During his second visit last week, the pin was on his lapel. And he pledged to the forum that he was committed to coming back every semester.

Thorp told forum members that he considered himself to be a part of the staff and that he felt proud and privileged to be working with them.

The University, he said, should also be proud of the way it has responded to what totaled more than a $60 million cut in state support for the 2009–10 academic year.

During a recent discussion with students about the budget situation, one student told Thorp that she had not noticed any difference from the year before. Good, Thorp told her; that is exactly what he and others had worked hard to achieve — an impact on students so light it could not be felt. The cuts were intended to have the least impact on the classroom.

Thorp illustrated that the University is offering the same number of seats in classes for undergraduates it did a year ago. He said he told a group of parents recently that if any of their children tried to tell them they had to stay in school longer because they could not get into a class they needed, he had some spreadsheet indicating otherwise.

In addition, the University wants to hire young faculty to ensure that it can continue to serve students and the people of North Carolina with the same high standards they expect and deserve, he said.

“We are in better shape right now than I thought we would be,” Thorp said, quickly adding that he understood that this was no consolation for people who have lost their jobs or been asked to take on extra work.

But he said that even in a “tense, difficult environment” employees have managed to maintain a high level of morale, something he “did not take a speck of credit for.”

The campus’ ability to get through difficult times, he said, was established long ago by the culture of collaboration that characterizes Carolina.

Putting the challenges the University now faces into a broader context, Thorp said public and private universities across the country have found themselves caught in a financial squeeze brought on by a sense of optimism about the future.

Private universities, for instance, were too optimistic about the income that could be generated through their endowments. Public universities, on the other hand, were too optimistic about administrative costs outsourcing the pace of growth for academic costs. Thorp said he has worked during the past year to reduce administrative costs — an effort that is reflected in the current budget.

During the past year, he said, 29 positions for senior academic and administrative officers, or “SAAOs,” have been eliminated, and another 20 SAAO positions would be eliminated by the end of the current fiscal year.

Accompanying Thorp to the meeting were the people Thorp has asked to lead the University’s response to the Bain report: Joe Templeton, longtime chemistry professor and former faculty chair, and Mike Patil, who had served as associate dean for integrated business management in the Eshelman School of Pharmacy since 2006.

Thorp said that effort will be called Carolina Counts to convey the idea that Bain’s work is complete and the work for the University to weigh and implement the range of options has just begun.

HANNAH GILL, left, congratulates pedestrians who used the crosswalk at Manning Drive correctly during the Sept. 30 Yield to Heels on-campus pedestrian safety education event. Gill worked during the annual effort to educate pedestrians, bicyclists and drivers around campus about the importance of visibility and attentiveness in creating a safe walking environment at Carolina.

Coordinated by the Department of Public Safety and the UNC Highway Safety Research Center, Yield to Heels also aims to clear up myths about traffic safety for both pedestrians and drivers.
University’s energy use policy yields positive results

Since the University’s energy use policy was adopted on July 7, the campus has seen a noticeable drop in energy consumption.

The policy outlines campus-wide energy conservation measures (ECMs) designed to achieve significant and relatively immediate reductions in energy use and, in turn, reductions in the University’s utility costs.

ECMs in the first phase of the project included adjusting the temperature in campus buildings to conserve energy during times the buildings are occupied. In general, the temperature set points are between 76 degrees and 78 degrees during the summer and between 69 degrees and 71 degrees during winter months, said Chris Martin, director of the Energy Management Department.

Most buildings are also being programmed to relax these standards to maintain temperatures between 64 degrees and 83 degrees when the buildings typically are unoccupied or have low occupancy.

At the end of the first phase, ECMs have been performed in 102 buildings, Martin said. "The majority of these buildings have shown tangible reductions in energy use, some boasting substantial savings," he said.

For example, cooling requirements decreased by 28 percent in buildings scheduled for temperature adjustments during unoccupied periods. As a result, the University saved more than $100,000 in a 10-week period, Martin said.

"That just reflects the savings related to moving the thermostat a few degrees," he said. "The total savings from all conservation measures is much higher."

Martin’s department is examining other ways to reduce energy consumption in buildings that did not show significant savings by adjusting the temperature. In the second phase of the project, they plan to enhance the mechanical or control systems in those buildings.

The second phase also will address three new ECMs: preventing simultaneous heating and cooling by the HVAC (heating, ventilating, and air conditioning) systems; use of outside air to cool the building during periods of cooler weather, and ensuring that buildings’ heat recovery systems are optimized for maximum energy recovery and savings.

Phase 1 work also pinpointed 36 locations in which a building was being renovated or Facilities Services had only limited control over the HVAC systems, Martin said. At the end of Phase 2, Energy Management will revisit these sites to explore other alternatives.

For information about the energy use policy and the University’s progress in implementing the ECMs, refer to save-energy.unc.edu.

Universities across the country feel the impact of their budget cuts

With the academic year under way, colleges and universities across the country are dealing with the tangible effects of budget cuts. Like Carolina, most universities have targeted cuts to protect classrooms and teaching where possible, although the scope of the cuts varies widely among schools.

At Carolina, state funds make up about one-fourth of the operating budget. Permanent cuts of nearly $39.3 million equaled about a 7 percent reduction in state funding this fiscal year. Coupled with a 5 percent holdback Gov. Beverly Perdue called for beginning last month, Carolina’s state funding has been cut more than $60 million.

To prepare for the cuts, the University had enacted a total 10 percent permanent cut in state appropriations effective July 1. Administrators have been optimistic that those cuts will handle the total state reduction.

That does not mean the University escaped unscathed. Research centers and institutes have seen reductions of 17 percent to 23 percent, and jobs have been cut University-wide — some through unfilled vacancies, others through eliminating filled positions or ending appointments (current information is posted on the Carolina Budget Information Web site, universityrelations.unc.edu/budget).

To pinpoint operational cost savings on their campuses, both UC-Berkeley and Cornell recently have hired Bain & Company, the firm that helped Carolina administrators identify ways to streamline operations and increase efficiency (refer to universityrelations.unc.edu/budget for more information). Below are some of the other measures universities are taking as well.

PUBLIC UNIVERSITIES
University of California system: UC is facing a budget gap consisting of $368 million in mandatory costs that the state was unable to fund plus unprecedented state budget cuts of $814 million in 2008–09 and $637 million in 2009–10.

Administrators are considering enacting a mid-year fee increase this year and fee increases for 2010–11, yielding up to a 30 percent tuition increase by next fall. In addition, UC system campuses have begun cutting programs, staff and faculty recruitment.

An employee furlough program is expected to make up for 25 percent of the deficit. Furloughs ranging from 11 days to 26 days are based on a sliding scale; employees who earn more will take more furlough days. The furloughs will amount to pay reductions of 4 percent to 10 percent, depending on the employee’s salary range.

University of Kansas: A combination of a state funding reduction of slightly more than 7 percent with unfunded university mandates equaled cuts of more than 8 percent. Administrators said the university and medical center would have $23 million less to spend in fiscal 2010 than was appropriated in fiscal 2009.

University of Michigan: By improving operations, holding off on equipment replacement and eliminating jobs through attrition or unfilled positions, UM made cuts totaling $15.2 million.

Other cost-saving measures, expected to save an estimated $9 million annually, include discontinuing the university’s public television station, reducing contributions to employee health benefits and enacting a one-year waiting period for new employees to receive university contributions to their retirement savings.

University of Virginia: To handle an 8 percent decrease in state funds, UVA officials have instituted hiring freezes among other cost-cutting measures. That same level of cuts also applies to the College of William & Mary, Virginia Tech and the Virginia Military Institute.

State leaders have advocated making reductions on the administrative side where possible to try to avoid the impact on education programs or tuition.

University of Washington: State funding was cut an unprecedented 26 percent. Through increased tuition and federal stimulus funding, administrators hope to reduce the cut to around 12 percent. The university plans to take the bulk of its cuts in administrative and support units rather than academic units.

PRIVATE UNIVERSITIES
Cornell University: Earlier this year, administrators planned for a 10 percent budget shortfall stemming from reduced state funding; a
University awards recognize employee excellence

Seven Carolina employees were recognized for their outstanding contributions Oct. 8 at a reception at the Campus Y. Five people received the Chancellor’s Awards for Excellence and two received the Excellence in Management Awards.

The Chancellor’s Awards were established in 1991 to recognize contributions made by University employees based on meritorious or distinguished accomplishments. Recipients receive a monetary award of $1,000, a special leave award of 24 hours and a framed certificate presented by Chancellor Holden Thorp.

The winners also become the University’s nominees for the Governor’s Award — the highest honor a state employee can receive.

Chancellor’s Award winners were:
- Susan B. Linn, stacks manager, Health Sciences Library;
- Julianne B. Page, clinical assistant professor, School of Nursing;
- David J. Pcolar, systems specialist, Academic Affairs Library;
- Sharon W. Rone, research administrator, Department of Microbiology and Immunology; and
- Lacy G. Sanders, supervisor and lead HVAC technician, Building Services.

The Excellence in Management Awards were established in 1998 to recognize accomplishments in management. Recipients received a monetary award of $500 and a framed certificate, presented by Dwayne Pinkney, associate vice chancellor for finance and administration.

Excellence in Management Award winners were:
- Kay Hill, department manager, Department of Psychology; and
- Bonnie Rogers, associate professor and director, Occupational Health Nursing concentration in the Public Health Leadership Program, Gillings School of Global Public Health, and clinical assistant professor in the School of Nursing.

Linn

While her official job duties center around making sure the Health Sciences Library is adept at identifying the needs of patrons and co-workers alike and finding creative ways to meet those diverse needs. For example, she initiated — and is a cheerleader for — the Health@HSL wellness program, which encourages healthy eating at staff potlucks, a weekly exercise session and an annual pedometer challenge to promote walking. “She even posted motivational signs in the library’s public stairwells to encourage patrons to walk,” a nominator said.

Linn motivates the 20-plus student...
Public health institute takes its place in a tradition of service to N.C.

Bill Roper still remembers the conversation he had with UNC President Emeritus William Friday in his office in 1997.

At the time, Roper, who is now dean of the School of Medicine and chief executive officer of the UNC Health Care System, had just arrived at Carolina as dean of the School of Public Health.

Friday was serving as head of the Kenan Charitable Trust. And people like Roper often came to him for guidance and support.

When Roper asked Friday what he should do to advance public education, Friday said, “Above all, you need to find ways to involve yourself and the school with the people of North Carolina and their health challenges.”

At the time, Roper wrote down those words, and he relished that moment on Oct. 9 when he appeared with Friday in Rosenau Auditorium to celebrate the 10th anniversary of the North Carolina Institute for Public Health — the end result of their conversation more than a decade ago.

Friday said his involvement with the School of Public Health began in 1946, thanks to his wife, Ida, who got a job as a graduate assistant in the school, located at the time at “the water tower” building near Memorial Hall.

“My first job at the University of North Carolina was the janitor of that building,” Friday said. “Volunteer. No pay.”

INSTITUTE’S ROOTS

Both Friday and Roper said that the institute was a continuation of the work begun by former president Edward Kidder Graham nearly a century ago.

“He said one day that the boundaries of this university are coterminous with the boundaries of the state,” Friday said. “Now, what did he mean by that? He meant that the problems of the people are our problems, too.”

The institute, Friday added, has lived up to that clarion call.

Ed Baker, the institute’s director, said when Roper started the institute in 1999, the dream was a central organization to house the school’s various services and outreach efforts.

Today, as part of the Gillings School of Global Public Health, it houses 20 programs dedicated to continuing education, consulting and evaluation services, and emerging issues in public health.

“For such a young organization, we have a rich history of serving our state,” Baker said.

The institute’s first test came one month about its official launch with the arrival of Hurricane Floyd. Rachel Stevens, deputy director, was asked to coordinate the University’s response to the hurricane by organizing nurses, social workers, environmental health specialists, students and faculty.

“In eastern North Carolina we were doing clean-up, door-to-door surveying, water testing, manning the phones, manning the shelters,” Stevens said.

STATEWIDE PARTNERSHIP

Since then, the institute, partnering with the N.C. Division of Public Health, has had leadership roles in public health nursing education, environmental health certifications and accreditation of local health departments.

Two of the institute’s larger programs are the N.C. Center for Public Health Preparedness and Active Living by Design.

Last year, the N.C. Division of Public Health asked the center to assist each county health department develop a pandemic influenza plan.

Also, Team Epi-Aid, a cadre of graduate students organized and trained by the institute’s preparedness center, assists the state each year with surge capacity in case of emergencies.

Disease surveillance and field assessments are two key activities that give the students experience outside the classroom.

Through Active Living by Design, the institute is working to fight obesity by supporting community projects nationwide that encourage healthy lifestyles.

“The range of these projects — bike lanes, walking paths, getting kids to bike or walk safely to school, converting old buildings to gyms and activity centers, rail-to-trail conversions — has been incredible” Baker said.

Despite a 25 percent state budget cut this year, Baker said the streamlined institute would continue as a leader in working toward improving the public’s health.

AWARDS from page 5

employees she manages by making each a “guru” of a particular area and recognizing their achievements. “She spends her own time and funds making photo memory books or quilted gifts for graduating student employees,” a nominator said.

PAGE

The clinical research professor not only saw a need for a formal faculty mentoring program in the nursing school, she also developed the program and related resources — all the while maintaining her teaching and academic committee responsibilities.

Page, who is known as an expert teacher, consistently helps new faculty in the school’s prelicensure program hone their teaching methods and strategies for working with students in the clinical setting. She also mentors current and future nursing students.

“Julianne has gone above and beyond in her contributions to the workplace through interpersonal mentoring relationships,” a nominator said.

Her efforts to create a formal school-wide mentoring program were instrumental in earning her a 2008 Excellence in Mentoring Award sponsored by the University’s Training and Development department.

PCOLAR

What most people see as daunting information technology problems, Pcolar views as fun challenges. He has managed extracting and importing data into a new catalog system, devised a centralized data back-up solution for library servers and developed a plan for renovating the Wilson computer room to alleviate strain on the physical facilities — among many other projects.

“Of the dozens of IT professionals I have worked with over nearly 25 years in library systems, there is no one who comes close to Dave in terms of sheer intelligence, breadth of experience, dedication to the job and collegiality,” a nominator said.

Pcolar is leading the library’s efforts to create a virtual server farm to reduce the number of servers requiring support. “Without his expertise, we would not have been as well positioned for the rapid explosion in the data we now create, provide access to and must regularly back up,” a nominator said.

ROKE

After 26 years at Carolina, half of which has been spent in her current department, Rone capably confronts any problem that lands on her desk — and exceeds all expectations. All the while, her colleagues say, Rone maintains her even temperament and ready smile.

Rone works with more than 40 faculty members to make sure their grants are submitted on time and to the exact specifications. “On average, Sharon single-handedly submits approximately 70 grants a year, and from my experience this is unheard of because of the intricacy of the job,” a nominator said.

Co-workers praise Rone’s team spirit, dedication and willingness to mentor those around her. “When UNC sets lofty goals of bringing in $1 billion in research funding by 2015, it is people like Sharon who will help make this a possibility,” a nominator said.

SANDERS

Technically, Sanders is responsible for making sure the employees on his crew have the necessary materials and equipment to do their jobs. But his work ethic in looking after the University’s best interest goes above and beyond a job description.

For the past five years, co-workers say, Sanders has sacrificed his personal life to maintain smooth operations at Carolina’s Resource Research Facility A. Problems with the facility’s steam system consistently caused the temperature in the animal rooms to drop, jeopardizing the integrity of the research as well as the health of the animals.

As a result, Sanders would check the system every four hours including nights, weekends and holidays. “He provided all of these critical services while continuing to maintain his other daily responsibilities,” a nominator said. “His efforts saved the University an untold amount of money, the lives of countless animals and tremendously valuable research.”

HILL

In a word, “invaluable” is the way Hill’s co-workers describe her. She consistently juggles multiple tasks to keep the psychology department running smoothly, always in a calm, reassuring manner and with an eye toward creativity in problem solving.

“She is knowledgeable, devoted to her work, personable and extremely organized,” a nominator said. “She serves as a role model for management at UNC.”

Another praised her steady support “in this chaotic period with stimulus requests and budget cuts” and commended the passion with which she approaches her job.

“In my 30+ years at UNC, I have never before had the kind of support that we, as researchers in psychology, have enjoyed, and a very large percentage of that is due to Kay and her skill in directing and supporting the staff that she supervises.”

ROGERS

Among the many managerial and academic hats Rogers wears, she oversees occupational safety and health education and research programs, serves as principal investigator on several large grants and mentors occupational health nurse clinicians.

“Through her visionary leadership, she developed an OHN certificate program, which is a feeder program for the master’s degree, providing up to 12 academic credits, and is taking the University in new directions,” a nominator said.

Rogers is particularly adept at allocating resources to meet diverse needs, a critical skill in the current economic climate, one nominator said.

Co-workers also credit Rogers with encouraging educational and professional development opportunities for her staff through national and international presentations and activities that provide compensation to cover expenses. “She is a world-renowned mentor in occupational and environmental health and safety for over 30 years,” the nominator said.
from a regional to a global stage. No university, she said, has risen to world-class status in the way Carolina has — by getting closer to the needs of the people it serves. Carolina’s legacy of service to the state “is woven into the fabric of the state’s soul.”

In 1919, UNC President Harry Chase declared that the great chapter in the history of the nation would be written in the South and there had to be an institution to guide that transformation.

“His dream was for Carolina to answer that call. And Carolina stepped up and did,” Perdue said, thanks to leaders such as Howard Odum, who in the 1920s began exposing poverty and inequality in the South, and Albert Coates, who during the Great Depression founded the Institute of Government, now the School of Government, to help city, county and state officials better serve the people of the state.

That commitment to innovation and service has continued into a new century, Perdue said, with the Carolina Covenant, which ensures talented students from poor families the opportunity of a world-class education without debt.

Perdue commended Thorp for his efforts to complete a broad study to find ways to make the University run more efficiently and effectively. “That is exactly what we must do across state government,” she said.

UNC President Erskine Bowles also alluded to the study by Bain & Company and the strong leadership that Thorp has shown in committing to it.

Throughout the 17 campuses of the UNC system, more than 900 administrative positions had been abolished, including some 600 positions that were filled until a year ago by “folks just like you who were working hard and doing their best for our students,” Bowles said.

The cuts were needed to limit the impact on academics, he said. “I wanted to come here today to say thank you. Thank you to this brilliant faculty. Thank you to this devoted staff, and thank you to our leader, Holden Thorp,” Bowles said.

“I am 64 years old. I am a proud alumnus of the class of ’67, but in all of my years, I have never, ever been prouder of this University or of our people than I am today.”

There is a rainbow, Bowles said. “And the good news is that, even with these reduced resources, this university has not only protected the academic core, but we also have the resources we need to manage this great university and to manage it effectively.”

Carolina’s future is bright, he said. “We will come out of this great recession stronger and better able to compete, and compete globally, for and with the best and brightest students and faculty anywhere on the face of this earth.”

To read the full text of Perdue’s address, refer to uncnews.unc.edu/content/view/2981/68.
TAKE PART IN MP3 EXPERIMENT OCT. 15

The Office of the Executive Director for the Arts is partnering with alumnus Charlie Todd on Oct. 15 to conduct a community-wide MP3 Experiment at 12:30 p.m. on Polk Place.

Todd is founder of the comedy group Improv Everywhere (improveeverywhere.com) that has already conducted similar experiments in New York, Toronto, San Francisco, Chicago, Germany and Australia.

All members of the University community are encouraged to participate. The basic requirements are an MP3 player, an uninflated balloon and a red, blue, yellow or green T-shirt. For information, see eda.unc.edu/mp3.

DETAILS AVAILABLE FOR OCT. 22 GAME PARKING, TRANSPORTATION

Large crowds are expected to arrive on campus the afternoon of Oct. 22 when the Tar Heels host the Florida State Seminoles at 8 p.m. As has been announced, the workday will end at 3 p.m. that day.

In addition, transportation and parking for this weekend game will be slightly different than for typical Saturday games. Refer to www.dps.unc.edu/SpecEvent/ThursdayFootball.pdf.

Employees may contact their department parking coordinators with questions not addressed on the Web site or to make special parking arrangements if they are considered critical employees.

Questions may also be directed to UNC Public Safety at 962-3951 during normal business hours.

CANDIDATES FOR SILS DEAN PARTICIPATE IN OPEN FORUMS

The School of Information and Library Sciences (SILS) has scheduled open forums for three candidates for dean:

- Helen Tibbo, SILS professor, took part in a forum Oct. 12 titled “To Be, Rather Than To Seem”;
- Gary Marchionini, Cary C. Boshamer Distinguished Professor at SILS, will present “The Many faces of Information: Implications for Leadership in I-School” on Oct. 15 in Wilson Library’s Pleasant Family Assembly Room from 4 to 4:45 p.m.; and
- Hal Berghel, associate dean of the Howard R. Hughes College of Engineering, founding director of the School of Informatics and professor and past director of the School of Computer Science at the University of Nevada, will present “Life Bytes” on Oct. 19, also from 4 to 4:45 p.m. in the library’s assembly room.

For more information, see snipurl.com/seezo.

UNIVERSITY SQUARE INFORMATION MEETING ON OCT. 15

Cousins Properties Incorporated, which is partnering on the redevelopment of University Square with Chapel Hill Foundation Real Estate Holdings, will discuss the redevelopment at two public meetings on Oct. 15. Among the goals are moving retail businesses closer to Franklin Street and creating a seamless connection from West Franklin Street to campus.

The first meeting will begin at 3:30 p.m. in Suite 133-G of University Square, next to Ken’s Quickie Mart. The second meeting will begin at 7 p.m. in the same location.

uncnews.unc.edu/content/view/2952/68

UPCOMING LECTURES AND SEMINARS

- Oct. 14 — Charles Davis, a postdoctoral research fellow in art history, will give a lecture in Room 313 of Dey Hall at 5:30 p.m. called “Locating Race in the Epistemology of Architectural Organicism: Viollet-le-Duc, Race Science, and the Scientific Claims of Structural Rationalism.” This presentation re-examines the epistemological implications of Viollet-le-Duc’s reference of race science in his contributions to the architectural paradigm of structural rationalism. For information, e-mail jbowles@unc.edu or call 962-0728.
- Oct. 15 — Tom Bowers, professor emeritus in the School of Journalism and Mass Communication, will talk about the early years of journalism education at UNC when he delivers the Gladys Coates University History Lecture in Wilson Library’s Special Collections Library at 5:45 p.m. His talk is in conjunction with the exhibit that he helped to curate, “Consecrated to the Common Good: 100 Years of Journalism Education at UNC-Chapel Hill,” now on view through Jan. 31, 2010 in the North Carolina Collection Gallery in the Wilson Special Collections Library.
- Oct. 16 — Documentary filmmaker and alumnus George C. Stoney will screen clips from his movies and participate in a question-and-answer session led by Tom Rankin, director of the Center for Documentary Studies at Duke, in a free program at the Stone Center. The event begins with a reception at 5 p.m. followed by the program at 6 p.m., sponsored at Carolina by the University Library. snipurl.com/seen5
- Oct. 18 — Richard J.A. Talbert, William Rand Kenan Jr. Professor of History, will give the 2009 E.M. Adams Lecture, “Rome and the Power of Creative Cartography, AD 300–1500. Hosted by the Program in the Humanities and Human Values, it will be held in the Tate-Turner-Kuralt Building auditorium at 4 p.m. The lecture is free and open to the public and will be followed by dinner and after-dinner remarks at the Carolina Inn at 6 p.m. Call 962-1544 for reservations.

www.adventuresinideas.unc.edu

- Oct. 21 — Campus managers are invited to attend a brown-bag conversation with Susan Criscenzo, who provides employee assistance services to UNC employees. She will discuss how those services can assist managers with employee relations issues as well as how managers can approach employee layoffs. The event is sponsored by the University Managers Association and will be held in Room 203 of the Campus Y at 11:45 a.m.
- Oct. 29 — Steve Howe, Americas area managing partner of Ernst & Young, will speak at 5:30 p.m. in Koury auditorium at the Kenan-Flagler Business School as part of its Dean’s Speaker Series. The talk is free and open to the public; R.S.V.P. to kbsrsvp@unc.edu or call 843-7787.
- Oct. 29–30 — F. Sherwood Rowland, who won the Nobel Prize in 1995 for his research on the depletion of the Earth’s ozone layer, will speak at the Fourth Annual Carolina Climate Change Seminar, hosted by the Department of Geological Sciences with support from the Office of the Chancellor, College of Arts and Sciences, the Institute for the
Environment and the Department of Marine Sciences. Rowland will speak on Oct. 29 about “Greenhouse Gases and Climate Change” in the Carroll Hall auditorium at 7:30 p.m. He will give a technical talk on Oct. 30 in the Tate-Turner-Kuralt Building auditorium.

- Nov. 5 — The Office of Technology Development’s Carolina Innovations Seminar will meet in 014 Sitterson Hall from 5:30 to 6:30 p.m. as part of its “Launching the Venture” series. Murray Spruill, chair of Alston & Bird’s Biotechnology and Pharmaceutical Patent Group, will discuss current and anticipated changes in patent law. research.unc.edu/otd/carolina_innovations_seminar.php

AFRO-PUERTO RICAN GROUP COMES TO UNC FOR PERFORMANCE, WORKSHOP
LP21 (Los Pleneros de la 21), the Grammy-nominated Afro-Puerto Rican ensemble, will perform in Memorial Hall on Oct. 16 from 7 to 9 p.m. The event is free but tickets are required. Call the box office (943-3333) from 10 a.m. to 6 p.m., Monday–Friday. In addition, LP21 will hold a free public workshop on Oct. 15 at the Stone Center. Registration is required and space is limited. Call 962-9001 or e-mail ulittlej@email.unc.edu.

PRIVACY ON THE INTERNET
Learn about the issues surrounding the openness of the Internet and the need to balance concern for privacy and security when Anne Klinefelter, associate professor of law and director of the law library, explores “Privacy, Confidentiality and Security on the Internet” on Oct. 15 at noon in Dey Hall’s Toy Lounge. Sponsored by ITS Teaching and Learning and the Center for Faculty Excellence, the event is free but registration is required. snipurl.com/sdtqv

AFRICAN-AMERICAN EXPERIENCE THEME OF LIBRARY EXHIBIT
“We Shall Not Be Moved: African-Americans in the South, 18th Century to the Present,” now on view in the Melba Remig Saltarelli Exhibit Room at Wilson Library, includes more than 100 documents, photographs, letters and diaries reflecting the African-American Southern Experience. A series of lectures, readings and tours throughout the fall semester will examine the theme.

The opening program for the exhibit will be on Oct. 20 at 5:45 p.m., preceded by a reception at 5 p.m. On Oct. 28 from 2 to 4 p.m., Tim McMillan, professor in African and Afro-American studies, will lead a walking tour of historical landmarks in a “Black and Blue Tour of the UNC Campus.” McMillan will discuss UNC’s racial history and the people and events that these landmarks commemorate. Meet at the Unsung Founders Memorial on McCorkle Place.

snipurl.com/seebd

SURVEY AIDS RESEARCHERS IN DEVELOPING COMMUTING VEHICLE
A project sponsored by the Center for Health Promotion and Disease Prevention and the U.S. Centers for Disease Control and Prevention includes a survey to ask about the commuting needs, preferences and interests of the University community. Those interested can also take part in a one-hour commuting focus group that will be offered at the end of the survey.

The aim of the project is to develop a commuting vehicle that meets the needs of Chapel Hill commuters. snipurl.com/sdvkj

DYBEK TO SPEAK ON OCT. 15
Stuart Dybek, distinguished writer in residence at Northwestern University, will read from his work on Oct. 15 as part of the Living Writers Course in the Creative Writing Program. The event will be held in Dialectic Hall of the New West Building at 5:30 p.m.

BRUNO LATOUR READING GROUP CONVENES OCT. 16
The Carolina Lectures in Critical Thought, along with the Institute for the Arts and Humanities and Duke University’s Franklin Humanities Institute, will convene a Bruno Latour reading group Oct. 16, in Hyde Hall from 4 to 6 p.m. The reading for this month is “Science in Art,” available on the IAH Web site. iah.unc.edu/calendar/latour.october

FULBRIGHT-HAYS FACULTY RESEARCH ABROAD PROGRAM
The campus deadline is Nov. 12 for faculty members to apply for fellowships of three to 12 months to conduct research abroad in modern foreign languages and area studies and to improve their skill in languages and their knowledge of the culture of the people of these countries.

E-mail bkutchma@email.unc.edu for more information and refer to cgi.unc.edu/funding/fulbrighthays-fac.html.

NEWS IN BRIEF SUBMISSIONS
Next issue includes events from Oct. 29 to Nov. 18. Deadline for submissions is 5 p.m., Fri., Oct. 19. E-mail gazette@unc.edu. Fax: 843-5966; clearly mark for the Gazette. Campus Box# 6205. The Gazette events page 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.
As a former Boy Scout, Taft is still a doer of good deeds

Timothy Taft is old enough to be a proud grandfather, but he remains unabashedly a Boy Scout at heart. He knows the sacred oath he once recited as a boy in Missouri may seem outdated and quaint to some, a relic of simpler times. But they are also words he has tried hard to live by — in the same order as in the oath: “Duty to God and country, duty to other people. And duty to self.”

Taft grew up knowing he wanted to be a doctor in the same way other boys dreamed of becoming cowboys or cops. But he never outgrew his boyhood dream; instead, he drew it into reality. “The expectations were to do as well as you can,” Taft said of his mother, who was a schoolteacher, and his father, a traveling salesman. “I came from a generation where less than that was not accepted.”

His teachers, scoutmasters and coaches held him to that same standard. “You couldn’t be expected to run any faster than you could run, but you were expected to run that fast,” Taft said.

He ran well enough to become an Eagle Scout and earn the Boy Scouts scholarship that helped pay his way to Princeton University. After finishing second in his class in medical school at the University of Missouri, Taft came to Carolina in 1969 for his residency in orthopaedic surgery.

A DIFFERENT CAREER PATH

And it was here, in 1971, that his career took an unexpected twist after Tar Heel football player Bill Arnold died following heat-related complications after a preseason practice.

Taft found himself on a committee created to look into the circumstances that led to Arnold’s death so that safeguards could be put in place to prevent a similar tragedy. The committee’s recommendations led in 1972 to the creation of the Carolina sports medicine program.

ENDURING COMMITMENT

In addition to attending to his other duties, Taft had not missed a home or an away game as the physician for the football team from 1972 until last month’s game with the University of Connecticut.

It is that kind of enduring commitment that led colleagues to nominate Taft for a 2009 C. Knox Massey Award.

Daniel Hooker, associate director of sports medicine, said Taft’s leadership was responsible not only for growing the program into a place of national prominence, but also for showing by example that each patient can be given compassionate care.

Frank Wilson, Kenan professor of orthopaedics, marveled by example that each patient can be given compassionate care.

The expectations were to do as well as you can,” Taft said of his mother, who was a schoolteacher, and his father, a traveling salesman. “I came from a generation where less than that was not accepted.”

His teachers, scoutmasters and coaches held him to that same standard. “You couldn’t be expected to run any faster than you could run, but you were expected to run that fast,” Taft said.

He ran well enough to become an Eagle Scout and earn the Boy Scouts scholarship that helped pay his way to Princeton University. After finishing second in his class in medical school at the University of Missouri, Taft came to Carolina in 1969 for his residency in orthopaedic surgery.

A DIFFERENT CAREER PATH

And it was here, in 1971, that his career took an unexpected twist after Tar Heel football player Bill Arnold died following heat-related complications after a pre-season practice.

Taft found himself on a committee created to look into the circumstances that led to Arnold’s death so that safeguards could be put in place to prevent a similar tragedy. The committee’s recommendations led in 1972 to the creation of the Carolina sports medicine program.

ENDURING COMMITMENT

In addition to attending to his other duties, Taft had not missed a home or an away game as the physician for the football team from 1972 until last month’s game with the University of Connecticut.

It is that kind of enduring commitment that led colleagues to nominate Taft for a 2009 C. Knox Massey Award.

Daniel Hooker, associate director of sports medicine, said Taft’s leadership was responsible not only for growing the program into a place of national prominence, but also for showing by example that each patient can be given compassionate care.

Frank Wilson, Kenan professor of orthopaedics, marveled at the way Taft has represented the University with distinction around the world: as team physician for the USA Pan-American Team in 1979; as team physician for the USA Olympic track and field team in 1984; and as a member of the American Medical Society for Sports Medicine and the American Orthopaedic Society for Sports Medicine. Taft was also on the executive committee of the American College of Sports Medicine and served as the president of the National Association of Collegiate Sports Medicine in 1984, the year the University hosted the Pan-American Games.

Under Taft’s guiding hand, the program continued to expand services and programs to meet the health needs of the 800 athletes who participate in Carolina’s 28 sports teams as well as the entire student body.

The program now has a cadre of three primary care physicians, two orthopaedists and a combination of nine athletic trainers and physical therapists. One of the athletic trainers is assigned exclusively to serve students involved in intramural or club sports.

As a former Boy Scout, Taft is still a doer of good deeds

Timothy Taft is old enough to be a proud grandfather, but he remains unabashedly a Boy Scout at heart. He knows the sacred oath he once recited as a boy in Missouri may seem outdated and quaint to some, a relic of simpler times. But they are also words he has tried hard to live by — in the same order as in the oath: “Duty to God and country, duty to other people. And duty to self.”

Taft grew up knowing he wanted to be a doctor in the same way other boys dreamed of becoming cowboys or cops. But he never outgrew his boyhood dream; instead, he drew it into reality. “The expectations were to do as well as you can,” Taft said of his mother, who was a schoolteacher, and his father, a traveling salesman. “I came from a generation where less than that was not accepted.”

His teachers, scoutmasters and coaches held him to that same standard. “You couldn’t be expected to run any faster than you could run, but you were expected to run that fast,” Taft said.

He ran well enough to become an Eagle Scout and earn the Boy Scouts scholarship that helped pay his way to Princeton University. After finishing second in his class in medical school at the University of Missouri, Taft came to Carolina in 1969 for his residency in orthopaedic surgery.

A DIFFERENT CAREER PATH

And it was here, in 1971, that his career took an unexpected twist after Tar Heel football player Bill Arnold died following heat-related complications after a pre-season practice.

Taft found himself on a committee created to look into the circumstances that led to Arnold’s death so that safeguards could be put in place to prevent a similar tragedy. The committee’s recommendations led in 1972 to the creation of the Carolina sports medicine program.

ENDURING COMMITMENT

In addition to attending to his other duties, Taft had not missed a home or an away game as the physician for the football team from 1972 until last month’s game with the University of Connecticut.

It is that kind of enduring commitment that led colleagues to nominate Taft for a 2009 C. Knox Massey Award.

Daniel Hooker, associate director of sports medicine, said Taft’s leadership was responsible not only for growing the program into a place of national prominence, but also for showing by example that each patient can be given compassionate care.

Frank Wilson, Kenan professor of orthopaedics, marveled at the way Taft has represented the University with distinction around the world: as team physician for the USA Pan-American Team in 1979; as team physician for the USA Olympic track and field team in 1984; and as a member of the American Medical Society for Sports Medicine and the American Orthopaedic Society for Sports Medicine. Taft was also on the executive committee of the American College of Sports Medicine and served as the president of the National Association of Collegiate Sports Medicine in 1984, the year the University hosted the Pan-American Games.

Under Taft’s guiding hand, the program continued to expand services and programs to meet the health needs of the 800 athletes who participate in Carolina’s 28 sports teams as well as the entire student body.

The program now has a cadre of three primary care physicians, two orthopaedists and a combination of nine athletic trainers and physical therapists. One of the athletic trainers is assigned exclusively to serve students involved in intramural or club sports.

As a former Boy Scout, Taft is still a doer of good deeds
me know if the students don’t understand the subject matter,” she said, “or if everyone passes a test with flying colors, I know I need to raise the bar.”

Several law school faculty members talked about the school’s practice to rank students and assign grade averages for different types of classes; that comparative data was important to prospective employers, they said. Faculty Chair McKay Coble asked senior David Bevevino from Student Government about the students’ perspective.

“I’ve heard many people say, ‘If 82 percent of the grades given are As and Bs, why haven’t I seen any of them?’” he quipped, then added later in the discussion that the idea of students questioning the value of their own work was a concern.

With grade compression, he said, the best students were not able instead of dedicated phone lines, to save an estimated $2.7 million per year at the end of the two-year conversion process.

**Stanford University:** Stanford’s endowment fell from about $17 billion to $12 billion, its largest loss in 120 years. Administrators have frozen salaries, laid off more than 400 employees and closed the physics library. Fifty open faculty positions will go unfilled.

Last December, officials announced a two-year austerity plan, starting with a voluntary 10 percent pay cut for deans and top executives. Administrators’ goal is to cut $100 million from the $800 million general fund.

**Yale University:** Yale’s endowment dropped an estimated 25 percent, to $17 billion. Administrators are reducing the 2009–10 budget by an amount equal to 7.5 percent of the salaries and benefits of all non-faculty staff through attrition, reducing temporary employees and layoffs. Non-salary expenditures will be reduced 7.5 percent in 2009–10, with plans for an additional 5 percent reduction in 2010–11.

**HUMAN RESOURCES from page 10**

Once enrolled, you decide where to allocate your contributions among the investment options. All SRP contributions and earnings will grow tax-deferred until you start withdrawals. Withdrawals are generally restricted until retirement or after age 59-1/2, when you’ll pay ordinary income taxes on the money. A distribution before age 59-1/2 may be subject to a 10 percent penalty.

UNC makes your contributions directly to your SRP before taxes so each SRP contribution reduces your taxable income. Consider contributing to your SRP as much and as soon as you can. The combination of time and compounding interest can make a big difference in your nest egg.

Generally, you can take penalty-free distributions from your 403(b) or 401(k) when you reach 59-1/2, separate from service after SS, or retire before SS and withdraw substantially equal periodic payments (SEPPs) over your lifetime.

If you should leave the University, with some exceptions, you can move your account balance with you.

**NIMBLE FINGERS**

Jeremy Spearman, center, a junior journalism and mass communication major, tries for the title of fastest texter at Carolina during the 2009 Tar Heel Tech Fair held in the Pit on Sept. 29. The fair was co-sponsored by Information Technology Services and the executive branch of Student Government. So how long did it take the fastest texter to text the complete alma mater: “Hark the Sound”? First-year student Sean Gantland did it on an iPhone in 39.6 seconds to claim the title.
Karen Gil knows a thing or two about dealing with stress and the power of positive emotions.

As a clinical health psychologist, she conducted groundbreaking research that showed high levels of stress can make pain and other health symptoms worse during the course of an illness, whereas positive emotions can promote more effective coping.

The relevance of her research is something she has considered often since becoming dean of the College of Arts and Sciences three months ago.

“We work in a high-demand environment,” Gil said. “There are time pressures, and I feel that my background in stress management really helps me to stay calm and focused, set priorities and take things one step at a time.”

In challenging times, Gil sees her ability to understand human motivation as one of her greatest assets as an administrator. “One of the things that is most important is to listen first,” she said.

Holden Thorp cited Gil’s capacity to seek understanding and balance a range of perspectives as one reason he recommended Gil for the job he last held before becoming chancellor in July 2008.

Gil credits the leadership of previous deans, including Thorp, for putting the college on solid ground. To better understand the needs of the various academic units, Gil has been meeting with the faculty in all the departments within the college.

“I knew that we have a really strong faculty and students at UNC, but what amazes me every day is to learn exactly what they are doing,” Gil said. “I get the opportunity now to go out and visit our academic departments and see the faculty in their own environment.”

She is no less amazed at the opportunity she has been given to fill what she has long considered to be one of the most important jobs at Carolina and in higher education today.

She had no idea such a job would come within her reach 14 years ago when she left Duke University to join Carolina’s psychology department.

But she unwittingly found herself on that path when in 2001 she was asked to serve as senior associate dean for undergraduate education in the college. In that position, Gil oversaw advising and academic support services as well as the undergraduate curriculum, honor’s program, the first-year seminars and undergraduate research.

Equipped with this broad administrative experience, she returned to the psychology department in 2004 and served as chair for several years.

FORGING PARTNERSHIPS

It was during this period that she got to know Thorp, who at the time was serving as chair of the chemistry department. After Thorp became dean of the college in 2007, he asked Gil to join the dean’s office as senior associate dean for the social sciences and international programs.

She pictured herself working with Thorp in the college for five years. When he left after only one year, she applied for his old job with the idea of continuing what he had started, including the push to infuse a global perspective into the entire curriculum.

For students to become more connected to the world around them and develop what Gil called a “sense of our global community,” she would like to be able to hire additional faculty with international expertise and expand already flourishing study abroad programs.

While it is important for students to make connections to the outside world, Gil also wants students to seek out and explore interdisciplinary connections here on campus as a way to expand understanding, create new knowledge and develop innovative solutions.

“One initiative that really excites me is our collaboration with the medical school that has allowed several of our faculty members within the college to hold a joint appointment in the cancer center,” Gil said. “Their research will focus on cancer, and this will provide an opportunity for us to take our undergraduate and graduate students into a new area and learn more about cancer research.”

MOLDING LIFELONG LEARNERS

The University is unique in that all undergraduate students enter the College of Arts and Sciences, and by so doing, develop a basic understanding about social sciences, natural sciences, fine arts and the humanities, Gil said.

“The reason we think this is so important is because we want our students to be lifelong learners. We want them to ask questions, to think critically no matter what direction their life goes in,” Gil said. “To be well prepared to face the world today, they need a breadth of understanding of different fields. A student might decide to go into science but really needs to understand the ethics of science, or a student may pursue a business career but needs to understand other cultures.”

Today, for example, an understanding of economics is key to grasping the full impact of the current financial situation, Gil said.

PRESERVING THE HUB OF DISCOVERY

The college is considered the heart and soul of “the Carolina experience.” All undergraduates begin their studies in the college and more than three-fourths pursue academic majors there.

In the years ahead, Gil sees as her primary goal making sure the college thrives as the hub of learning, discovery and innovation.

“We are fortunate to have a tremendous, diverse faculty who bring to the table different perspectives, different ways of looking at varied problems,” Gil said.

The college will be involved as the University undertakes interdisciplinary initiatives in environment and sustainable energy, Gil said.

“Our chancellor has laid out a very bold vision for the University,” she said. “Our to-do list includes nothing less than working to solve the greatest problems of our time. The College of Arts and Sciences will play an important role in fulfilling that vision.”

To see a video of Gil talking about the college, refer to gazette.unc.edu/gil.html. Also, the Fall 2009 issue of Carolina Arts & Sciences magazine, published by UNC’s College of Arts and Sciences, includes a related story about Gil. Refer to snipurl.com/s9dcw.