Weeknight parking program set to kick off this summer

A longstanding plan to charge for weeknight parking will take effect in August.

Employees who work weeknights (between 5 p.m. and 7:30 a.m. Monday evening through Friday morning) will register for the program through their departments in May and June, with student registration in July. Weekend parking on campus will not require a permit, consistent with the current program. The change is part of a five-year transportation and parking plan finalized in 2017.

Transportation and parking staff will present information about the plan at the April 3 Employee Forum meeting and the April meeting of the University Board of Trustees.

Over the last several years, the University has won national accolades — including 15 years as a Best Workplace for Commuters — for creating a commuter-friendly, bike-friendly environment by offering amenities such as fare-free Chapel Hill Transit buses, Tar Heel Bikes sharing programs and Point-to-Point ride services.

But those amenities come at a cost, largely funded by parking revenues. Charging employees for weeknight parking is a way to spread balance the cost of these services, as well as the maintenance of parking lots and decks, more evenly.

"Parking is an entirely receipt-supported enterprise. The University receives no state appropriations for parking facilities, and, under state law, fines collected for parking tickets go to North Carolina’s public schools," said Cheryl Stout, director of transportation and parking. "Until now, student and employee daytime permit holders, patients and visitors have subsidized the overall cost of the parking system and a portion of the transit costs."

New analytics dashboard lets faculty see class demographics

"I changed my own teaching after seeing data like these many years ago, so I wanted to help develop a tool that allowed all faculty to access data about students in their courses without having to submit data requests," said Hogan, associate dean of instructional innovation in the College of Arts & Sciences and teaching professor in biology.

Any instructor of undergraduate students can use the tool to access their course data. Data are presented so that individual students cannot be identified; the tool provides summary statistics only.

"Data can be a powerful tool to help us inform our practice as educators. It lets us hold a mirror up to our teaching," said Sathy, teaching associate professor in the psychology and neuroscience department. She specializes in educational initiatives in the Office of Undergraduate Education that prioritize data visualization and understanding institutional data. Through MCAD, faculty can learn the demographic makeup of their students and how different student groups have performed in their past classes, she said.

"I changed my own teaching after seeing data like these many years ago, so I wanted to help develop a tool that allowed all faculty to access data about students in their courses without having to submit data requests," said Hogan, associate dean of instructional innovation in the College of Arts & Sciences and teaching professor in biology.

Any instructor of undergraduate students can use the tool to access their course data. Faculty can examine course grades in aggregate along with seven different categories of student characteristics: gender, residency status, race/ethnicity, transfer status, first generation status, Pell eligibility and SAT/ACT scores. Data are presented so that individual students cannot be identified; the tool provides summary statistics only. Faculty will see data only from their own courses.

"This is not an administrative or evaluative tool. It is a teaching tool," said Emily Boehm, faculty development consultant with the Center for Faculty Excellence.
The University Gazette is a University publication. Its mission is to build a sense of community by communicating information relevant and vital to faculty, students, staff and their families. Officials from the U.S. Department of State will be on campus to accept new passport applications and renewal applications. Application forms will be available at the event.

Applicants can have a passport photo taken at the One Card Office or at the event for $7. Applicants are encouraged to get their photos taken in advance to minimize wait time. Please note that as of Nov. 1, 2016, Passport Services will no longer accept passport photos with individuals wearing eyeglasses. Applicants must remove eyeglasses for the photo. Please visit the State Department website, https://travel.state.gov, for additional information on photo requirements.

The passport drive will be held in room 4003 of the FedEx Global Education Center, 301 Pittsboro St. No public parking is available during this event. Learn more about required materials and the fees for first-time applications and renewals at https://global.unc.edu/travel-info.

UNC Global to host annual passport drive April 17

Future travelers can take advantage of an easy on-campus opportunity to apply for or renew their U.S. passports at the FedEx Global Education Center from 9 a.m.–4 p.m. April 17. Students, faculty, staff and their families are invited.

SOM staff member earns Erskine B. Bowles Staff Service Award

School of Medicine staff member Jeff McQueen received the Erskine B. Bowles Staff Service Award, an honor named for service-oriented former UNC System President Erskine Bowles. Recipients of this award are chosen from across the 17 institutions and affiliate groups that fall under the UNC umbrella.

Nominees must display exceptional customer service in their work at their institutions while also demonstrating “acts of giving to the campus and community.” According to the selection criteria, recipients should also be able to demonstrate “achievements (that) are of a magnitude that greatly exceeds the normal accomplishments of a staff employee.”

McQueen is a training specialist for the standardized patient program, people who are trained to act like real patients so that medical students can learn and be evaluated on their skills in a simulated clinical environment.

When not on campus, McQueen works closely with a number of community groups. In addition to volunteering to increase food security for local communities and advocating for LGBTQ rights and local families facing the threat of deportation, McQueen started a project called OFF RAMP HUNGER to provide food and basic hygiene needs for local homeless communities. He is also an active member of his church, Hillsborough United Church of Christ.
Brain stimulation improves depression symptoms, restores brain waves

W

ith a weak alternating electrical current sent through electrodes attached to the scalp, School of Medicine researchers successfully targeted a naturally occurring electrical pattern in a specific part of the brain and markedly improved depression symptoms in about 70 percent of participants in a clinical study.

The research, published in Translational Psychiatry, lays the groundwork for larger research studies to use a specific kind of electrical brain stimulation called transcranial alternating current stimulation to treat people diagnosed with major depression.

“We conducted a small study of 32 people because this sort of approach had never been done before,” said senior author Flavio Frohlich, associate professor of psychiatry and director of the Carolina Center for Neurostimulation. “Now that we’ve documented how this kind of tACS can reduce depression symptoms, we can fine-tune our approach to help many people in a relatively inexpensive, noninvasive way.”

Frohlich, who joined the medical school in 2011, is a leading pioneer in this field who also published the first clinical trials of tDCS in schizophrenia and chronic pain.

His tACS approach is unlike the more common brain stimulation technique called transcranial direct current stimulation (tDCS), which sends a steady stream of weak electricity through electrodes attached to various parts of the brain. That approach has had mixed results in treating various conditions, including depression. Frohlich’s tACS paradigm is newer and has not been investigated as thoroughly as tDCS. Frohlich’s approach focuses on each individual’s specific alpha oscillations, which appear as waves between 8 and 12 Hertz on an electroencephalogram. The waves in this range rise in predominance when we close our eyes and daydream, meditate, or conjure ideas — essentially when our brains shut out sensory stimuli, such as what we see, feel and hear.

As part of Flavio Frohlich’s research team, postdoctoral student Sangtae Ahn demonstrates how electrodes attach to the scalp for a specific kind of electrical brain stimulation, called transcranial alternating current stimulation, to treat people diagnosed with major depression.

BACK IN SYNCH

Previous research showed that people with depression featured imbalanced alpha oscillations; the waves were overactive in the left frontal cortex. Frohlich thought his team could target these oscillations to bring them back in synch with the alpha oscillations in the right frontal cortex. And if Frohlich’s team could achieve that, then maybe depression symptoms would be decreased.

His lab recruited 32 people diagnosed with depression and surveyed each participant before the study, according to the Montgomery-Åsberg Depression Rating Scale, a standard measure of depression.

The participants were then separated into three groups. One group received a placebo stimulation — a brief electrical stimulus to mimic the sensation at the beginning of a tACS session. A control group received a 40-Hertz tACS intervention, well outside the range that the researchers thought would affect alpha oscillations. A third group received the treatment intervention — a 10-Hertz tACS electrical current that targeted each individual’s naturally occurring alpha waves. Each person underwent their intervention for 40 minutes on five consecutive days. None of the participants knew which group they were in, and neither did the researchers, making this a randomized double-blind clinical study — the gold standard in biomedical research. Each participant took the MADRS immediately following the five-day regimen, at two weeks and again at four weeks.

RESPONSE PEAKS AT TWO WEEKS

Before the study, Frohlich set the primary outcome at four weeks, meaning that the main goal of the study was to assess whether tACS could bring each individual’s alpha waves back into balance and decrease symptoms of depression four weeks after the five-day intervention. He set this primary outcome because scientific literature on the study of tDCS also used the four-week mark.

Frohlich’s team found that participants in the 10-Hertz tACS group featured a decrease in alpha oscillations in the left frontal cortex; they were brought back in synch with the right side of the frontal cortex. But the researchers did not find a statistically significant decrease in depression symptoms in the 10-Hertz tACS group, as opposed to the placebo or control groups at four weeks.

But when Frohlich’s team looked at data from two weeks after treatment, they found that 70 percent of people in the treatment group reported at least a 50 percent reduction of depression symptoms, according to their MADRS scores. This response rate was significantly higher than the one for the two other control groups. A few of the participants had such dramatic decreases that Frohlich’s team is currently writing case studies on them. Participants in the placebo and control groups experienced no such reduction in symptoms.

The fact that we’ve seen such positive results from this study gives me confidence our approach could help many people with depression.

FLAVIO FROHLICH

“It’s important to note that this is a first-of-its-kind study,” Frohlich said. “When we started this research with computer simulations and preclinical studies, it was unclear if we would see an effect in people days after tACS treatment — let alone if tACS could become a treatment for psychiatric illnesses. It was unclear what would happen if we treated people several days in a row or what effect we might see weeks later. So the fact that we’ve seen such positive results from this study gives me confidence our approach could help many people with depression.”

Frohlich’s lab is currently recruiting for similar follow-up studies at http://carolinaneurostimulation.org/open-studies.

— Mark Derewicz, UNC Health Care
FOCUS ON

AMELIA GIBSON

As an assistant professor in Carolina’s School of Information and Library Science, Amelia Gibson looks at how members of marginalized communities access health information. She is especially interested in how people with autism and their families seek and exchange information in their local communities.

Gibson is studying how librarians, who are trained as information professionals, and public libraries can help people with autism and their families find what they need.

One problem that people with autism encounter is that services for them decrease as they get older. Some parents call it a “services cliff” that presents itself differently, depending on the institution.

If you’re talking about schools, it’s pretty much a cutoff at the end of high school. If it’s public libraries or any public space where people aren’t especially well trained to understand how to serve people on the spectrum, it tends to end at around 11, 12, 13 years old.

Gibson also studies children and young adults who have autism and the technology they use in everyday things — to cook, get around, do homework, make friends or apply for jobs. Apps for transportation and communication stand out among the apps used most frequently.

Transportation is a really big deal for young adults who are semi-independent or independent and are on the spectrum. So the NextBus app and all those other apps that tell you when the bus is coming and Uber were transportation apps that people talked about using most frequently.

Gibson found that young men with autism were particularly tech-savvy, often teaching their parents about technology.

They relied on indicators from Google or Apple about what’s safe to download. They were willing to test and try, to give opinions about what was good and what wasn’t good. If things were not reliable or accurate, they were quick to put them aside because they rely on some of these apps for safety.

To increase awareness about autism and all disabilities and services required, Gibson launched a new class for Information and Library Science students that is also open to the public. Called Disability Informatics and Information, the course addresses a range of issues having to do with disability and any kind of information system or service.

There are very few disability studies focused courses at Carolina. This one focuses on a range of topics related to providing services and planning systems. We have people come in from all over the country to talk about a range of topics related to disability.
New treatment shows promising improvements for women with postpartum depression

After three clinical trials led by a Carolina researcher, a new injection has been approved by the U.S. Food and Drug Administration to treat postpartum depression. The drug, ZULRESSO (brexanolone), showed rapid reduction in depressive symptoms during clinical trials, making it the first and only treatment specifically indicated to treat postpartum depression in women.

Principal investigator Samantha Meltzer-Brody of the School of Medicine said the FDA approval marks a major step forward in women’s healthcare. “FDA approval of a drug that was developed specifically for postpartum depression is a game-changer for women’s health,” said Meltzer-Brody, director of Perinatal Psychiatry Program at the School of Medicine and the Ray M. Hayworth Distinguished Professor in Mood and Anxiety Disorders. “Given the results of the ZULRESSO clinical trials, we believe that this will be an important treatment option which could provide relief for women with postpartum depression, a disorder with a range of postpartum severity.”

Common symptoms of postpartum depression — a mood disorder in women that can be triggered by fluctuations in reproductive hormones — include low mood, feeling overwhelmed, anxious and rumination, potential withdrawal from the baby and her family, and suicidal thoughts in the most severe cases. Postpartum depression is one of the most common complications of pregnancy, with one in nine mothers in the United States experiencing it.

Participants saw a statistically significant reduction in depressive symptoms during clinical trials. Compared with other medications that treat depression, ZULRESSO helped new mothers feel better faster during clinical trials.

FEEL BETTER FASTER

“With current anti-depressant SSRIs [selective serotonin reuptake inhibitors] it could take four to six weeks to get a treatment response,” said Meltzer-Brody. “The weeks and months following birth are a critical period for mother-infant bonding, so finding a quick-acting treatment is crucial for both mom and baby. In the trials with ZULRESSO, we saw patients starting to feel better within days.”

The trials took place at 30 sites in the United States, including Carolina’s Perinatal Psychiatry Unit, which was the first and only site to initially administer the drug in the open label trial and participate in the full clinical trial program. Eligible trial participants included women age 18–45 years old who were six months postpartum or less at screening and had onset of symptoms during pregnancy or within four weeks of delivery. They also had to be experiencing moderate to severe postpartum depression, which was assessed by the Hamilton Depression Rating Scale.

Participants saw a statistically significant reduction in depression severity that lasted throughout the last day of the study visit at Day 30. Dr. David Rubinow, chair of the psychiatry department at the School of Medicine and one of the coauthors of the published results, said, “As long as I’ve been in this field, I haven’t seen results quite as dramatic as those from this program.”

“This is a very different model for how we treat depression,” Meltzer-Brody said. “Having a drug approved to treat postpartum depression that works quickly and effectively, yet is also durable, is a huge step forward for psychiatry.”
Making their mark
ON CAROLINA

Nancy Allbritton
Chair of the UNC/NC State Joint Department of Biomedical Engineering

Don’t tell Nancy Allbritton what she can’t do. “If you tell me I can’t do something, by golly, I’m going to do it,” Allbritton said.
Some people told her that she would not make it in traditionally male fields. But she persisted and earned a bachelor’s degree in physics, doctor of medicine degree, and a doctorate in medical physics/medical engineering.

Women breaking into those areas need, Allbritton said, “a certain personality where you have blinders on and you’re focused and you’re just going to do it no matter what.”
The Kenan Distinguished Professor of Biomedical Engineering and Chemistry, Allbritton has joint appointments in the medical and pharmacy schools. Since starting her academic career, she’s co-founded four startup companies, holds 20 patents (and has an additional 23 pending) and has generated more than $1 million in revenue for Carolina.

Allbritton’s research uses techniques from chemistry, physics, engineering and materials science to develop new technologies for biomedical applications. She has three major focus areas: analytical techniques for single-cell biochemical assays, microfabricated platforms for sorting and cloning cells, and micro-engineered “organ-on-a-chip” platforms that simulate how an organ works.

When Allbritton’s newly hired scientists participate in regular mentoring with sessions on topics like notebook keeping and statistics. Allbritton works with them later to help with deep thinking and experiment design.

“I go all out for all students and make sure we have people to help them on all the levels of their research, from the nitty gritty, like turning on an instrument, to more of the day-to-day trouble-shooting,” Allbritton said.

The lab is a testament to the power of role models like Allbritton to help create a steady influx of women to STEM fields. “I think as you get more women, the influx begins to grow faster,” she said. “Because then you can see that there’s a place for everybody and you fit in and you belong. It begins to escalate.”

Trevaughn Eubanks
Executive assistant to vice chancellor for finance and operations

Outgoing + Positive = Trevaughn Eubanks.
Growing up, Trevaughn Eubanks was a bookworm. Her transformation to an outgoing, positive personality began in the early 1980s when she attended Carolina’s Summer Bridge and Project Uplift programs, gaining a taste of college life as a high school senior.

Once an undergraduate here, Eubanks met Joyce Clayton, former assistant dean in Carolina’s General College. “In my eyes, Dean Clayton was an influential African-American woman who inspired and encouraged me,” Eubanks said. “I admired her and still do to this day.”
Clayton’s advice covered academics and life, but most important was her positivity. “I needed that positive influence,” Eubanks said.

Shortly after graduating in 1987, Eubanks began a series of jobs at the University, including administrative manager for the Stone Center when it became a free-standing black culture and history center. She helped plan the new building, which opened in 2004.

In 2008, Eubanks became executive assistant to the first of five vice chancellors. “I’ve learned a lot from each one,” she said. “They all said they love my energy and appreciate my institutional memory, and they’ve each given me more responsibility. I value their confidence in me.”

She’s the central point of contact for the office, with job duties that include supervising five employees, managing the office’s day-to-day workflow and plenty of trouble-shooting. Eubanks welcomes challenges such as planning a recent workspace renovation. “I credit [former vice chancellor for finance and administration] Karol Gray, who said, ‘I want you to do more,’” she said.

By doing more, Eubanks became a mover and a shaker in advancing Carolina’s mission. “I feel like I’m an ambassador for the University,” she said. “I feel it’s my duty to represent the University in the best light no matter where I go.”
The annual faculty elections will be held March 27 – April 8, 2019. Electronic ballots will be sent by email to all members of the Voting Faculty.

All candidates for all positions including elected standing committees of the General Faculty and the Faculty Council are listed below. More information about the committees, Faculty Council and individual candidates is available on the Faculty Governance website: facultygov.unc.edu/elections.

### FACULTY-WIDE POSITIONS
*(ALL FACULTY VOTE FOR THESE)*

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### APPORTIONED POSITIONS
*(ONLY VOTERS WITH PRIMARY APPOINTMENTS IN THE APPROPRIATE DIVISION VOTE FOR CANDIDATES REPRESENTING THAT DIVISION)*

| Division 1. Fine Arts Division of the College of Arts and Sciences: None | Division 8. School of Education: None |
| Division 2. Humanities Division of the College of Arts and Sciences: Arts and Sciences Advisory Committee | Division 9. School of Media and Journalism: None |
| Division 3. Natural Sciences and Mathematics Division of the College of Arts and Sciences: Arts and Sciences Advisory Committee | Division 10. School of Law: None |
| Division 4. Social Sciences Division of the College of Arts and Sciences: Faculty Council (Tenured) | Division 11. School of Social Work: Faculty Council (At-large) |
| Division 5. University Libraries: Administrative Board of the Library | Division 12. School of Government: None |
| Division 6. School of Information and Library Science: Faculty Council (At-large) | Division 13. School of Medicine: Faculty Council (Tenured) |
| Division 7. Kenan-Flagler Business School: Faculty Council (Tenured) | Faculty Council (Nontenured) |
| Division 14. Adams School of Dentistry: Faculty Council (Tenured) | Faculty Council (Nontenured) |
| Division 15. School of Nursing: Faculty Council (Tenured) | Faculty Council (Nontenured) |
| Division 16. Eshelman School of Pharmacy: Faculty Council (Nontenured) | Faculty Council (Tenured) |
| Division 17. Gillings School of Global Public Health: Faculty Council (Nontenured) | Faculty Council (Nontenured) |
| Division 18. Retired Faculty: None | Faculty Council (Nontenured) |
**Chancellor’s Advisory Committee** (Vote for 3)

- Gibson, Keisha
- Clinical Associate Professor, Nephrology
- Gregory, Christopher
- Research Associate Professor, Genetics
- Guillory, Ferrel
- Professor of the Practice, Media and Journalism
- Hirschfield, James
- Distinguished Professor, Art and Art History
- Metz, Winfred
- Librarian, University Library
- Ramaswamy, Rohit
- Clinical Professor, Public Health Leadership Program

**Committee on Appointments, Promotions and Tenure: Arts and Sciences** (Vote for 1)

- Spinner-Halev, Jeff
- Distinguished Professor, Political Science
- Taylor, Beverly
- Professor, English and Comparative Literature
- Tsui, Frank
- Professor, Physics and Astronomy

**Committee on Appointments, Promotions and Tenure: Medicine** (Vote for 1)

- Mill, Michael
- Professor, Surgery
- Rivera, M. Patricia
- Professor, Medicine
- Weber, David
- Professor, Medicine, Pediatrics and Epidemiology

**Committee on Appointments, Promotions and Tenure: Professional Schools other than Medicine** (Vote for 2)

- Beck, Melinda
- Professor, Nutrition
- Fouad, Ashraf
- Distinguished Professor, Endodontics
- Hughes-Hassell, Sandra
- Professor, Information and Library Science
- O’Neill, Hugh
- Professor, Strategy and Entrepreneurship

**Educational Policy Committee** (Vote for 3)

- Cramer, Lorraine
- Teaching Assistant Professor, Microbiology and Immunology
- Erickcek, Adrienne
- Assistant Professor, Physics and Astronomy
- Hsu, Carmen
- Associate Professor, Romance Studies
- Penton, Rachel
- Teaching Assistant Professor, Psychology and Neuroscience
- Silva, Kumartini
- Associate Professor, Communication
- Yaqub, Nadia
- Professor, Asian Studies

**Faculty Assembly Delegation** (Vote for 2)

- Dewitya, Eileen
- Librarian, University Library
- Powell, Chaitra
- Assistant Librarian, University Library
- Stenberg, Carl
- Distinguished Professor, Government
- Waterhouse, Benjamin
- Associate Professor, History

**Faculty Athletics Committee** (Vote for 4)

- Balaban, Rita
- Teaching Professor, Economics
- Cable, Jaye
- Professor, Marine Sciences
- Geil, Melissa
- Clinical Assistant Professor, Management and Corporate Communication
- Lanier, Paul
- Assistant Professor, Social Work
- McHale, Aimée
- Clinical Assistant Professor, Public Health Leadership Program
- Navalinsky, David
- Associate Professor, Dramatic Art
- Smith-Ryan, Abbie
- Associate Professor, Exercise and Sport Science

**Faculty Executive Committee** (Vote for 4)

- Aikat, Deb
- Associate Professor, Media and Journalism
- Giovanello, Kelly
- Professor, Psychology and Neuroscience
- Larson, Jennifer
- Teaching Associate Professor, English and Comparative Literature
- McNeilly, Mark
- Professor of the Practice, Marketing
- Renner, Joy
- Clinical Associate Professor, Allied Health Sciences
- Shaw, Theodore
- Distinguished Professor, Law
- Zomorodi, Meg
- Clinical Associate Professor, Nursing

**Faculty Grievance Committee: Assistant Professor/Assistant Librarian** (Vote for 1)

- Masa, Rainier
- Assistant Professor, Social Work
- Tanner, Jessica
- Assistant Professor, Romance Studies

**Faculty Grievance Committee: Associate Professor/Associate Librarian** (Vote for 1)

- Álamo, Juan
- Associate Professor, Music
- Thornburg, Ryan
- Associate Professor, Media and Journalism

**Faculty Grievance Committee: Professor/Librarian** (Vote for 1)

- Lambert, Michael
- Professor, Social Work
- Passannante, Anthony
- Professor, General Anesthesia

**Faculty Grievance Committee: Fixed-Term** (Vote for 1)

- Johnston, Lisa
- Clinical Professor, Allied Health Sciences
- Posner, Beth
- Clinical Associate Professor, Law
APPORTIONED POSITIONS
(ONLY VOTERS WITH PRIMARY APPOINTMENTS IN THE APPROPRIATE DIVISION VOTE FOR CANDIDATES REPRESENTING THAT DIVISION)

Faculty Hearings Committee (Vote for 3)
Boettiger Cooney, Charlotte
Associate Professor, Psychology and Neuroscience
Brice, Jane
Professor, Emergency Medicine
Cadlebauk, Gary
Associate Professor, Social Work
Pardo Manuel de Villena, Fernando
Professor, Genetics
Song, Conghe
Professor, Geography
Wiley Cené, Crystal
Associate Professor, Internal Medicine

Financial Exigency and Program Change Committee: Academic Affairs (Vote for 2)
Copenhaver, Gregory
Professor, Biology
Matson, Steven
Professor, Biology
Quercia, Roberto
Distinguished Professor, City and Regional Planning
Rajasekar, Arcot
Professor, Information and Library Science

Financial Exigency and Program Change Committee: Health Affairs (Vote for 2)
Beeber, Anna
Associate Professor, Nursing
Dittmer, Dirk
Professor, Microbiology and Immunology
Sleath, Betsy
Distinguished Professor, Pharmaceutical Outcomes and Policy
Sumner, Susan
Professor, Nutrition

Honorary Degrees and Special Awards Committee (Vote for 2)
Brown-Graham, Anita
Professor, Government
Charles, Anthony
Professor, Surgery
Gitterman, Daniel
Distinguished Professor, Public Policy
Kalam, Tonu
Professor, Music
Thraikill, Jane
Distinguished Term Associate Professor, English and Comparative Literature

DIVISION 1. Fine Arts Division of the College of Arts and Sciences
No election in this division this year

DIVISION 2. Humanities Division of the College of Arts and Sciences

Arts and Sciences Advisory Committee (Vote for 1)
Mumly, Dennis
Distinguished Professor, Communication
Nelson, Alan
Professor, Philosophy

Faculty Council, Tenured (Vote for 3)
Estigarribia, Bruno
Associate Professor, Romance Studies
Floyd-Wilson, Mary
Distinguished Term Professor, English and Comparative Literature
Haggis, Donald
Distinguished Term Professor, Classical Archaeology
Holland, Sharon
Distinguished Term Professor, American Studies
Perucci, Tony
Associate Professor, Communication
Von Bernuth, Ruth
Professor, Germanic and Slavic Languages and Literatures

Faculty Council, Nontenured (Vote for 2)
Gates-Foster, Jennifer
Assistant Professor, Classics
Lindquist, Josefa
Teaching Associate Professor, Romance Studies
Lithgow, Hilary
Teaching Associate Professor, English and Comparative Literature
Megel, Joseph
Teaching Professor, Communication

DIVISION 3. Natural Sciences and Mathematics Division of the College of Arts and Sciences

Arts and Sciences Advisory Committee (Vote for 1)
Bruno, John
Professor, Biology
Engel, Jonathan
Professor, Physics and Astronomy

Faculty Council, Tenured (Vote for 2)
Arnold, Jennifer
Professor, Psychology and Neuroscience
Daughters, Stacey
Professor, Psychology and Neuroscience
Jeffay, Kevin
Distinguished Professor, Computer Science
Vision, Todd
Associate Professor, Biology

Faculty Council, Tenured (Vote for 3)
Cai, Yong
Associate Professor, Sociology
Hill, Jonathan
Professor, Economics
Olson, Elizabeth
Professor, Geography
Scarry, C. Margaret
Professor, Anthropology
Worthen, Molly
Associate Professor, History

Faculty Council, Nontenured (Vote for 1)
Summerlin-Long, Jeffrey
Teaching Associate Professor, Public Policy
Vaidyanathan, Geetha
Teaching Associate Professor, Economics

DIVISION 4. Social Sciences Division of the College of Arts and Sciences

Faculty Council (Vote for 1)
Campbell, Jeffrey
Librarian, University Library

DIVISION 5. University Libraries

Administrative Board of the Libraries (Vote for 1)
Bosman, Renée
Government Information Librarian, University Libraries
Henley, Amanda
Librarian, University Library

Faculty Council (Vote for 1)
Campbell, Jeffrey
Librarian, University Library
Williams, Joe
Librarian, University Library

DIVISION 6. School of Information and Library Science

Faculty Council (Vote for 1)
Lee, Christopher
Professor, Information and Library Science

CONTINUED, NEXT PAGE
APPORTIONED POSITIONS (CONT’D)
(ONLY VOTERS WITH PRIMARY APPOINTMENTS IN THE APPROPRIATE DIVISION VOTE FOR CANDIDATES REPRESENTING THAT DIVISION)

DIVISION 7. Kenan-Flagler Business School
Faculty Council, Tenured (Vote for 1)
Colacito, Riccardo
Associate Professor, Finance
Gilland, Wendell
Associate Professor, Operations

Faculty Council, Nontenured (Vote for 1)
Chavis, Larry
Clinical Associate Professor, Strategy and Entrepreneurship
Schlobohm, Allison
Clinical Assistant Professor, Management and Corporate Communication

DIVISION 8. School of Education
No election in this division this year

DIVISION 9. School of Media and Journalism
No election in this division this year

DIVISION 10. School of Law
No election in this division this year

DIVISION 11. School of Social Work
Faculty Council (Vote for 1)
Day, Steven
Research Associate Professor, Social Work
VanDeinse, Tonya
Clinical Assistant Professor, Social Work

DIVISION 12. School of Government
No election in this division this year

DIVISION 13. School of Medicine
Faculty Council, Tenured (Vote for 4)
Berkowitz, Lee
Distinguished Professor, Internal Medicine
Brester, Wendy
Professor, Gynecologic Oncology
Donahue, Katrina
Distinguished Term Professor, Family Medicine
Gerber, David
Distinguished Professor, Surgery
Rahangdale, Lisa
Associate Professor, Obstetrics and Gynecology
Ross, Sherry
Associate Professor, Urology
Wolfgang, Matthew
Associate Professor, Microbiology and Immunology

Faculty Council, Nontenured (Vote for 5)
Burke, Lauren
Clinical Associate Professor, Radiology
Meyer, Michelle
Assistant Professor, Emergency Medicine
Mock, Clare
Clinical Assistant Professor, Medicine Hospitalist
Moon, Tara
Clinical Associate Professor, Allied Health Sciences
Rogala, Allison
Research Assistant Professor, Pathology and Laboratory Medicine
Scarlett, Yolanda
Clinical Assistant Professor, Gastroenterology
Thorp, Brian
Clinical Assistant Professor, Otolaryngology/Head and Neck Surgery
Ulrich, J. Niklas
Clinical Associate Professor, Ophthalmology

DIVISION 14. Adams School of Dentistry
Faculty Council, Tenured (Vote for 1)
Divaris, Kimon
Associate Professor, Pediatric Dentistry
Ritter, André
Distinguished Professor, Operative Dentistry

Faculty Council, Nontenured (Vote for 1)
Harmon, Jennifer
Clinical Assistant Professor, Dental Ecology
Padilla, Ricardo
Distinguished Term Associate Professor, Diagnostic Sciences

DIVISION 15. School of Nursing
Faculty Council, Tenured (Vote for 1)
Mayer, Deborah
Distinguished Term Professor, Nursing
Song, Lixin
Associate Professor, Nursing

Faculty Council, Nontenured (Vote for 1)
Santos, Hudson
Assistant Professor, Nursing
Stanek, Joan
Clinical Assistant Professor, Nursing

DIVISION 16. Eshelman School of Pharmacy
Faculty Council, Nontenured (Vote for 2)
Anksorus, Heidi
Clinical Assistant Professor, Practice Advancement
Kireev, Dmitri
Research Professor, Chemical Biology and Medicinal Chemistry
Pearce, Kenneth
Research Professor, Chemical Biology and Medicinal Chemistry
Roberts, Megan
Assistant Professor, Pharmaceutical Outcomes and Policy

DIVISION 17. Gillings School of Global Public Health
Faculty Council, Tenured (Vote for 1)
Halpern, Carolyn
Professor, Maternal Child Health

Faculty Council, Nontenured (Vote for 2)
Bodnar, Wanda
Research Assistant Professor, Environmental Sciences and Engineering
Ramaswamy, Rohit
Clinical Professor, Public Health Leadership Program
Rashid, Naim
Research Assistant Professor, Biostatistics
Young, Kristin
Research Assistant Professor, Epidemiology

DIVISION 18. Retired Faculty
No election in this division this year
During Women’s History Month, the Gazette recognizes just a few of the University’s female faculty and staff who have made a difference on campus and beyond through leadership, research, teaching, public service and mentoring other women. Many are trailblazers in male-dominated fields, some achieving renown for their accomplishments and others getting the job done outside the spotlight. All play vital roles in Carolina’s history, as well as in achieving the University’s mission of teaching, learning and research.

Produced by University Communications photographer Jon Gardiner and writer Scott Jared

Susan Sabiston
Executive assistant in the Office of Scholarships and Student Aid

For many visitors to campus over the past 32 years, Carolina’s front door opened to Susan Sabiston.

Her role as the first person to greet visitors began in the Office of the Chancellor, where she handled reception duties as an office assistant from 1993 to 2000. The self-professed “people person” enjoyed the office camaraderie and visitors, from the late Robin Williams and former UNC President Bill Friday, to the many faculty, staff and students she helped.

She then joined Scholarships and Student Aid as an executive assistant just as the office was launching the Carolina Covenant, the University’s groundbreaking program created in 2004 that enables low-income students to graduate debt-free.

A single mother, Sabiston knows what financial aid can mean to a family. “Any type of funding that a parent or student can receive is a benefit,” she said. Sabiston went through the financial aid process for her daughter, a 2018 East Carolina University graduate. Her daughter received a UNC Family Scholarship, awarded to Carolina employee dependents who attend a UNC System school.

Sabiston has also seen huge improvements in financial aid as processes involving long lines and lots of paper moved online. But her human touch and ability to connect with visitors remain an entry point to Carolina’s commitment to an accessible education. Sometimes, people from a student’s hometown visit to advocate for the student to receive aid. They feel comfortable and often treat their time with Sabiston as a rehearsal for talking with an administrator.

“It’s always nice to see somebody other than a parent, somebody in the community who feels strongly enough for a student to call or come and ask if there’s any way that we could help them,” Sabiston said.

Lauren Mangili
Senior associate director for campus recreation

Thousands of Carolina students, staff and faculty owe their improved health to Lauren Mangili, who was the only female and only full-time professional on a five-person staff when she became Carolina’s associate director of campus recreation in 1995.

Since then, Mangili has taught just about every kind of fitness class from high-energy aerobics to pilates, ensured that the Student Recreation Center and Rams Head Center are staffed and maintained, overseen business operations and developed campus partnerships.

“Our staff is really balanced now with men and women, particularly in our sport clubs and intramurals,” Mangili said. “It’s more holistic with different types of training, and awesome students come through here.”

Over the years, Mangili has hired about 3,000 students, many of them women who go on to graduate school, research or opening their own businesses.

“I’m excited to see how they develop and where their career takes them,” she said. “They’ve definitely got a lot of experience, not just with different training modalities and what’s most effective, but also how to motivate people and their communication style.”

As an undergraduate at the University of Arizona in the 1980s, she realized that she did not want to work in a hospital or in health care, where many of her female classmates were headed. “I was more interested in keeping people healthy so they would not have to take advantage of those services, so I went back to school for my master’s in health promotion and exercise science,” she said.

Mangili had mentors, mostly male coaches. She has taken the best from them and developed her own brand of inspiration for young women she encounters as student employees or in the fitness industry. She’s also tried out variations with her three sons and husband.

“I love the energy at Carolina, and the pride that people take in what we do keeps me motivated and inspired,” Mangili said.
The Gazette welcomes your story ideas and calendar announcements. To make sure your information reaches us in time for the next issue, please submit it at least 10 days before our publication date. You can find our latest publication schedule online at http://gazette.unc.edu/about.

The next Gazette will be published April 10. To announce events occurring April 11–24, please submit your information no later than April 1. Email us at gazette@unc.edu or submit through the Got News? page on our website, http://gazette.unc.edu/got-news.

MARCH 28

This month’s Carolina Conversations session, “A Deeper Dive into Implicit Bias and Uncertainty,” follows up on the previous month’s discussion of the “certainty uncertainty” of the world and the “Check Your Blind Spots” unconscious bias bus tour stop on campus. Participants will leave better prepared to navigate courageous conversations. The session will take place over lunch, 11:30 a.m.–1 p.m., in the Hyde Hall University conference room.

MARCH 28

Music on the Porch returns to the Love House on Franklin Street with a free public 5:30 p.m. concert by ZOOCRÜ, a band brought together on the campus of N.C. Central University in Durham. ZOOCRÜ creates from the core belief that all American music is born from the seeds of black music. Jazz serves as the foundation, with added elements of hip hop, blues, rock and gospel. Parking is free after 5 p.m. in the Park Place parking lot.

MARCH 28

Come to the Great Hall of the Student Union at 7 p.m. for the Great Carolina Cook-Off, an annual event hosted by Hope Gardens. Food access groups on campus will be competing for a $150 prize that they can use for their organization’s programming, and the audience will judge. For $5 in advance or $6 at the door, you’ll have the chance to taste a variety of dishes and vote for your favorite one. Special guest Ashley Heger of the Orange County Food Council will speak on food access and insecurity.

MARCH 28

Black bookstores, their role in community life and their close surveillance by the FBI will be the topic of the 2019 African Diaspora Lecture. Joshua Davis, author of “From Head Shops to Whole Foods: The Rise and Fall of Activist Entrepreneurs” and assistant professor of U.S. history at the University of Baltimore, will speak at 6:30 p.m. at the Stone Center’s Hitchcock Room. A roundtable discussion following the talk will feature former and current bookstore owners from around the country. This program is free and open to the public, but reservations are encouraged via the Stone Center website, https://stonecenter.unc.edu.

MARCH 28

UNC Opera presents Kurt Weill’s “One Who Says Yes,” an opera based on a Noh play (a traditional Japanese masked drama with dance and song) called “Taniko” about a sad journey over the mountains. Guest artist Umekawa Ichinosuke joins the UNC Opera production, which will be sung in English, at Moeser Auditorium in Hill Hall. The performance begins at 8 p.m. March 30 and 7:30 p.m. March 31. Each performance will be preceded 45 minutes before each show (at 7:15 p.m. and 6:45 p.m.) by a talk by music professor Tim Carter on “Berlin Meets Japan: Bertolt Brecht and Kurt Weill, 1930” in Hill Hall 103. An exhibit in the building’s rotunda will feature stations where the audience can watch Noh performances on video, handle Noh masks and fans and snack on Japanese treats. Tickets are $10 general admission, $5 for Carolina faculty, staff and students.

MARCH 30–31

GOT NEWS?

The sublime result of six decades of innovation by Tel Aviv-based Batsheva Dance Company’s founder Ohad Naharin, “Venezuela” combines his signature gaga technique with tango and rap in a collage of scenes showcasing dialogue between music and movement. The show begins at 7:30 p.m. Tickets start at $37, $10 for students.

APRIL 2

The next Carolina Conversations session, “A Deeper Dive into Implicit Bias and Uncertainty,” follows up on the previous month’s discussion of the “certainty uncertainty” of the world and the “Check Your Blind Spots” unconscious bias bus tour stop on campus. Participants will leave better prepared to navigate courageous conversations. The session will take place over lunch, 11:30 a.m.–1 p.m., in the Hyde Hall University conference room.
**APRIL 2 & 4**

The 2019 Writer’s Discussion Series at Bull’s Head Bookshop continues with two author talks about slavery. William L. Andrews will discuss his book “Slavery and Class in the American South: A Generation of Slave Narrative Testimony, 1840-1865” at 3:30 p.m. April 2. The E. Maynard Adams Professor of English at Carolina, Andrews has made a study of more than 60 slave narrators. Herman Bennett, history professor at the City University of New York, will talk about “African Kings and Black Slaves: Sovereignty and Dispossession in the Early Modern Atlantic” at 3:30 p.m. April 4. The book mines the historical archives of Europe and Africa to reinterpret the first century of sustained African-European interaction.

**APRIL 2**

In the latest of The World Since 1945 series at Flyleaf Books, featuring political science professor Graeme Robertson, the topic is Putin v. The People: The Perilous Politics of a Divided Russia. Advance registration for this Humanities in Action program, which starts at 4:30 p.m., costs $18. Admission at the door is $20. Carolina students, staff and faculty receive a discount. To register, visit https://humanities.unc.edu/register or call 919-962-1544.

**APRIL 4**

More than 100 outstanding additions to the Wilson Special Collections Library from the past two years will be on display at the Recent Acquisitions Evening, 5-7:30 p.m. in the Ferraington Reading Room in Wilson Library. During this open-house event, library staff members will guide visitors in an up-close experience with rare and one-of-a-kind items from a miniature Renaissance manuscript to items from the papers of legendary Tar Heel coach Dean Smith. For more information about the program, email libraryevents@unc.edu or call 919-962-4207.

**APRIL 6**

The UNC Science Expo is back for 2019, running 11 a.m.–4 p.m. Last year, more than 200 STEM practitioners from Carolina educated, entertained and inspired an audience of 14,000 visitors with lab tours, science demonstrations and hands-on activities on McCorkle Place.

**MARCH 28–29**

The 2019 Triangle East Asia Colloquium zooms in on Korean films, with the Transnational Korean Cinema and Media Conference at the FedEx Global Education Center. The conference is free and open to the public. The conference kicks off at 5:30 p.m. with a reception and screenings of four short films: Nick Neon’s “Ultra Bleu” and “Zero One” and Juhui Kwon’s “Feature Movie” and “Frank’s Plan,” followed by a Q&A session. March 29 is devoted to panel discussions on Visuality and Gendered Body Across Borders, Cross-Media Dialogue in Neoliberal Korea and Remapping Cold War East Asia. For a complete schedule, please visit triangleeac.org/teac-2019 and RSVP at go.unc.edu/teac2019. Free parking is available March 28 at the McCauley Deck after 5 p.m.

**DEADLINES TO WATCH**

**March 28.** Apply for the annual University Leadership Education and Development program, which develops highly skilled and motivated leaders to meet the challenges of higher education’s changing environment. A total of 24 applicants will be accepted from Carolina, N.C. Central University and the UNC System. Each applicant should be an SHRA or EHRA permanent employee who is currently working in a managerial role. For more information, please visit http://hr.unc.edu/ulead.

**April 1.** Apply to receive a grant through the Ackland Art Museum’s course development/course enhancement grants program. The purpose of these funds is to further integrate the practice of teaching with works of art into the academic curriculum of the University. The maximum grant available is $5,000, and those with a faculty appointment at any rank in any discipline may apply. Please email submissions to acklandlearn@unc.edu.

**April 2.** Nominate a supervisor or manager for the 2019 Outstanding Encouragement of Learning and Development Award. The award is given annually to someone who facilitates the participation of staff members in learning activities. Recipients will receive a plaque and 24 hours of paid time off. For more information, please visit http://hr.unc.edu/benefits/awards/university-awards/oeld.

**April 5.** Register for the Safe Systems Summit, an event to explore systems science and the Safe Systems approach to road safety and public health. It will be held at the Durham Convention Center April 23–24. Registration is $20 for students and $35 for the general public. For more information and to register, visit http://roadsafety.unc.edu/summit.
A $500,000 gift will allow the School of Government to establish a fellowship program matching young leaders with local communities in need.

When Joe Nail was an undergraduate student at Carolina, he decided to dedicate his life to tackling the 21st century’s most significant challenges. After months of research, he had created a list that included everything from avoiding nuclear war to aligning artificial intelligence with human values.

It would have been easy for Nail, who graduated in 2018 with degrees in political science and entrepreneurship, to look at that list and throw up his hands. Instead, he had an idea: what if there were an organization that could match civic-minded college graduates with local government institutions in need?

With partners at Harvard and Stanford Universities, Nail started that organization, called Lead for America, which offers a two-year paid fellowship with a local government office within the state.

Lead for North Carolina will provide a housing stipend and salary for the fellows’ first year of government service.

“SECU Foundation’s investment in Lead for North Carolina will help attract young people to local government as a career and encourage college graduates to work in their hometowns or in distressed communities,” said Mike Smith, dean of the School of Government. “Public officials have told us they need to expand their workforce, and I’m thrilled SECU Foundation has chosen to invest in North Carolina communities by entrusting us with training, placing and mentoring these fellows.”

As more of the public sector workforce becomes eligible to retire, Nail hopes his peers in public service will pursue careers in the places that most need their talent.

“Our goal is not for this to be just a two-year fellowship — it’s an opportunity to work with and for the communities that allowed the fellows to get to where they are, and it’s the first step toward a lifelong commitment to service of the state and nation,” Nail said. “There’s no better grounding for public leaders than serving their neighbors and closest communities.”

The program will focus on bringing young talent to counties facing significant economic distress. Nail believes the fellows will enhance each community’s homegrown talent to increase the prosperity of our state as a whole.

“As faculty members at the School of Government, we hear from local governments on a daily basis about their lack of capacities to meet their often complex community needs,” said Kara Milonz, faculty lead for the program. “We are excited to test the Lead for North Carolina model as a way to help these local governments, particularly in our most distressed regions of the state.”

Lead for North Carolina will build on the School of Government’s strength in preparing students to be effective public servants. Through the program, the school will provide training in emergency management, community health, citizen engagement and business process involvement, and will continue to support the young leaders throughout their fellowships.

“We need to have some of our best talent from the state addressing our communities’ most pressing challenges, and higher education will always be a critical anchor in that effort,” Nail said. “We couldn’t be luckier to have a partner like the School of Government, and it is because of their tireless work and support that we are where we are today.”

By fall 2021, Lead for America hopes to set up affiliates in six to 10 states — but Nail’s heart lies with North Carolina.

In the spirit of Carolina icon Bill Friday, who challenged college graduates to give back to the taxpayers who helped support their education, Nail hopes fellows will become part of a larger workforce that cares deeply for its communities.

“The more I’ve gotten to know folks who are working in local government, the more strongly I believe that regardless of your ambitions for what level of government or form of service you want to do, you will be better equipped in that mission by starting exactly where you are,” Nail said.
US News & World Report ranks Carolina’s graduate programs among country’s best

Carolina’s graduate programs once again received high rankings as part of U.S. News & World Report’s 2020 “Best Graduate Schools.” For the second year in a row, the School of Medicine is first for its primary care program. In addition, the Gillings School of Global Public Health tied for second and the School of Social Work tied for third. Two rankings for the School of Nursing saw big jumps, the master’s degree program tied for fifth this year and the nursing administration program ranked fourth.

The complete University rankings and specialty listings follows. A comprehensive list of all rankings and data can be found at https://usnews.com/best-graduate-schools.

SCHOOL OF MEDICINE
Overall
• Primary care, 1st
• Research, 23rd
Specialty areas
• Family medicine, 4th
• Internal medicine, 26th
• Obstetrics and gynecology, 11th
• Psychiatry, tied for 20th

SCHOOL OF NURSING
Overall
• Master’s degree, tied for 5th
• Doctor of nursing practice, tied for 9th
Specialty areas
• Nursing administration, 4th
• Nurse practitioner: family, tied for 16th
• Nurse practitioner: psychiatric/mental health, across the lifespan, tied for 9th

SCHOOL OF SOCIAL WORK
Overall
• Tied for 3rd

SCHOOL OF LAW
Overall
• Tied for 34th
Specialty areas
• Clinical training, tied for 48th
• Dispute resolution, tied for 56th
• Environmental law, tied for 41st
• Health care law, tied for 27th
• Intellectual property law, tied for 41st
• International law, tied for 48th
• Legal writing, tied for 8th
• Tax law, tied for 25th
• Trial advocacy, tied for 34th

GILLINGS SCHOOL OF GLOBAL PUBLIC HEALTH
Overall
• Tied for 2nd
Specialty areas
• Marketing, 16th
• Production/operations, tied for 20th

KANAN-FLAGLER BUSINESS SCHOOL
Overall
• 19th
Specialty areas
• Accounting, 11th
• Executive MBA, 12th
• Finance, tied for 28th
• Management, tied for 18th

WHAT DOES THE FIVE-YEAR PLAN FUND?
The plan accounts for the University’s share of the cost of offering:
• Fare-free service to Chapel Hill Transit riders
• Subsidies for regional transit and vanpools
• Operating Point-to-Point services
• Inflation obligations
• Payments parking decks for patients and visitors
• LED lighting, a bike share program and other enhancements

receive 20 free weeknight passes. A temporary $1 pass will also be available to people who only need to park occasionally on campus on weeknights. Visitors may use unreserved lots or metered pay stations located throughout campus, many of which allow for mobile pay through the Parkmobile app. Hourly rates in metered spaces for visitors are $1.50 for South Campus, $1.75 for North and Mid campus. Visitors will be charged $1 to park in unmetered spaces for the evening.

As part of the public affairs category, U.S. News ranked Carolina programs and specialty areas based in the School of Government and the College of Arts & Sciences’ department of public policy.

ENGINEERING
Specialty areas
• Biomedical engineering/bioengineering, tied for 33rd (This is a joint department with NC State University.)
• Environmental/environmental health engineering, tied for 18th

All eligible instructors will be notified when the tool is available to them. Instructors interested in accessing their course data must complete a short online orientation that discusses how to use the data and avoid drawing inappropriate conclusions, such as reinforcing stereotypes about student performance.

Kalina Staub, a teaching assistant professor in economics who serves as faculty adviser to the Carolina Women in Economics Club, said, “I am excited to have access to the tool to examine if gender differences in grades exist in my introductory economics course.”

MCAD was developed in partnership with the Office for Institutional Research and Assessment, the College of Arts & Sciences’ Office of Undergraduate Education, the Provost’s Office, Information Technology Services and the Center for Faculty Excellence. It was pilot-tested and refined for more than a year and is now ready for a campus-wide rollout.

The Center for Faculty Excellence will be hosting workshops for instructors on using MCAD. Learn more at http://cfe.unc.edu/mcad.
Growing up in New England with a strong mother who wanted her children to succeed, Susan Klebanow said, taught her not to expect problems with being a woman.

And in her 33-year career of teaching and performing in Carolina’s music department, Klebanow said that she never felt out of place. “I was never the only woman anywhere,” she said.

While at Carolina, she met and married violinist and fellow music faculty member Richard Luby, who died in 2013. In 1990, shortly after giving birth to their son, Nicholas, she asked department chair Ann Woodward about changing an evening teaching assignment to daytime.

“She couldn’t have been more accommodating,” Klebanow said. “I have felt supported here, and over the years the department has hired many more women faculty. It’s healthy and important to have more women on committees expressing opinions about things. It changes the dialogue in a positive direction.”

As conductor of the two student groups, the Carolina Choir and the Chamber Singers, Klebanow played a significant role in some of the University’s most ambitious musical performances. One highlight was conducting the Carolina Choir in Stravinsky’s “Les Noces,” a work described as radical and original.

In 1988, she entered Carolina on an academic scholarship to study mathematics education. As a student-athlete in the grueling heptathlon, she set a school record that stood for 25 years, helped start an Atlantic Coast Conference track and field dynasty and was just shy of making the U.S. Olympic team. As a successful high school and college coach, she’s prepared male and female champions, including 2018 NCAA indoor champion Nicole Green. She taught high school courses ranging from algebra to AP calculus and earned a master’s degree.

As part of the first wave of female athletes to benefit from Title IX, “I was blessed to part of a generation of women’s programs that made their imprint not just at the conference level but nationally and in the world,” she said. “Professors and coaches here always demanded my best and never settled for anything less, and that’s what I took with me.”

College also opened her eyes to female leaders, particularly faculty members in Carolina’s School of Education and Afro-American Studies director Sonja Stone, who died in 1991. “I watched her walk through campus,” Hudson said. “I remember thinking when I got back here that I wanted to walk through campus with my head held high and have young women be inspired by me.”

Hudson is doing her best to be that role model, motivating students, with an emphasis on women. “I tell them to embrace being an alpha female, that you’re going to fill up a room and inspire people,” she said. “Don’t make yourself small. Don’t be afraid to outshine.”

Since taking the job as the solid waste manager for Facilities Services in 1998, BJ Tipton has, with her team, transformed the University’s recycling process from a program that used salvaged tomato sauce barrels as recycling containers to an efficient, data-driven and award-winning program that recycles and composts 9.5 million pounds of waste a year.

Early on, she listened to workers and contractors who knew how Carolina’s recycling worked. She used that information to build a database that tracked all campus recycling locations, indoor and outdoor, and their pickup schedules. “I’m a systems person, so I like to build systems that can sustain themselves,” Tipton said.

Just as recycling practices have changed with the times, so has the treatment of women in the workplace. At a previous job at another university, she was not taken seriously by campus law enforcement when she reported that a former male employee was stalking her.

“Like many women, I have experienced harassment and sexist language throughout my career,” Tipton said. “While conditions here are still not perfect, I am happy to say that I have seen a mature awareness about harassment at Carolina.”

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One of only 10 women among 268 Building Services employees, and the only female shop supervisor of 26, Tipton knows what it’s like to work in a department dominated by men. She and her supervisor, Todd Going, the interim director of Building Services, frequently talk about making the department more welcoming, such as using more inclusive language in meetings.

“It’s great that we’re able to discuss things like what changes in the work environment might bring more women, more people of color and more young people to the building and construction trades,” Tipton said.