



Goldsmith (left) at last year's walk in Chicago with a friend.

Walking all night long for suicide prevention

On June 26-27 Carrie Goldsmith, a staff member in the UNC Eshelman School of Pharmacy, will participate in the American Foundation for Suicide Prevention's Out of the Darkness Overnight, an 18-mile walk, from sunset to sunrise, to raise funds and awareness for suicide prevention.

"On January 26, 2009, my dear friends and I lost Susan Tucker Bowen. She was a brilliant artist, great friend and all around good person who also happened to be battling mental illness. Shortly after her funeral, I heard about the American Foundation for Suicide Prevention's Overnight, which was in Chicago that year. At 7 p.m. on June 27th 2009, five months to the day we learned we lost her, we left Soldier Field to walk 18 miles through Chicago's night-time streets. It was eye-opening, healing and overwhelming all at once. I can't bring Susan back, but I can try to help others not lose their friends. Join me if you like. Walk with me if you want. Just please, do what you can to help make suicide prevention a national priority."

In the U.S. nearly 1 million people make a suicide attempt each year, and every 16 minutes someone dies by suicide each year. Proceeds from the Out of the Darkness Overnight support a variety of programs including distribution of the Foundation's new educational film on teen depression titled *More Than Sad: Teen Depression* (www.morethansad.org) and the accompanying film for teachers that helps them recognize suicide warning signs and risk factors as well as how to refer students for help. Both films aim to reduce teen suicide by addressing the leading cause, depression.

According to scientific research, more than 90 percent of people who die by suicide have an underlying mental disorder at the time of their death, most often depression, bipolar disorder and/or substance abuse. Suicide doesn't discriminate. It affects all age groups and socio-economic backgrounds. It is the fourth leading cause of death among adults 18 to 65-years-old and the third leading cause of death among teens and young adults. Individuals ages 65 and older account for 16 percent of all suicide deaths.

"Participants in The Overnight agree to raise at least \$1,000 each to walk, however, my personal goal is to raise \$1,500," Goldsmith said. To help her reach her fundraising goal or to get more information about The Overnight, call 888-TheOvernight or visit www.TheOvernight.org.

About the American Foundation for Suicide Prevention:

The American Foundation for Suicide Prevention is the leading national not-for-profit organization exclusively dedicated to understanding and preventing suicide through research, education and advocacy as well as to reaching out to people with mental disorders and those impacted by suicide.

inTOUCH

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Contributors: Carrie Goldsmith, Steve Hutton, Mark ter Horst, Gena Carter, Brenda Denzler.

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Race for the Cure ... Or pause for the Cause?

BY BRENDA DENZLER, PH.D.

It was, as you can imagine, quite a shock to be told last year that I had breast cancer.

"What am I going to do?" I wondered, thinking with about all those races to discover a cure for breast cancer that I avoided in the past, despite having friends who are breast cancer survivors.

"I'm not a jogger. I hate running!"

But now, hoping to become a breast cancer survivor, myself, I felt a moral obligation to put on my tennis shoes, be a team player and race for the cure like everyone else.

OK. I admit it. The question of participating in a race for the cure was not the first—or second—thing that crossed my mind. I was too busy learning about inflammatory breast cancer (IBC), the rare and very aggressive BC sub-type that I was diagnosed as having.

IBC is diagnosed in 1-5% of the women in the U.S. who get breast cancer each year. It's the "lumpless" breast cancer, usually presenting without any lump at all, which means that it seldom shows up on mammograms. No one knows what it looks like at Stage I or Stage II. It only shows itself when it has progressed to Stage IIIB or beyond.

Because of the way it usually presents — with a red, inflamed, swollen breast, but no lump — it's often misdiagnosed as mastitis or a bug bite, and time is often wasted on ineffective treatments.

So one of the first things I learned during those horrible few weeks last July was that I was, oddly enough, lucky. My diagnosis was made within three weeks of when I first noticed symptoms, and it had not spread outside of the lymph nodes under my arm. The cancer was Stage IIIB — "only" locally advanced, not metastatic.

I kept telling myself and everyone else that I was lucky, but in my heart, I sure didn't feel very lucky. I learned that the survival rate for IBC is much worse than for "regular" breast cancer — somewhere around 40-50 percent at five years after diagnosis. And as I learned, "survival" in Cancer Land doesn't necessarily mean "disease free." It means "still alive."

Needless to say, this did not appeal to me. Other than the signs of disease in my breast, I felt perfectly fine, perfectly healthy. And that's what I wanted to be again when my cancer treatments were finished: perfectly fine, perfectly healthy.

But that was the second thing I learned last July: modern cancer treatments do not leave you perfectly fine, perfectly healthy. In fact, given the way they work, they cannot leave you like you were before. They cause too much collateral damage. While they may (or may not) get rid of your cancer, they leave you with a whole host of actual and potential secondary health issues that you have to deal with for the rest of your life—however long or short it may be.

I finished with my treatments on March 10th of this year. As far as we know, I am now cancer-free, and I am immensely grateful for that. But I have not been made healthy and whole like I used to be before cancer. And I never can be.

I have had to take drugs that damaged healthy cells in my body as well as the cancer cells, and the damage to those healthy cells may cause me to get another kind of cancer later on. I've also taken drugs that may have damaged my heart in ways that haven't shown up ... yet.

My body now has surgical scars and some resulting limitations. With time, I should be able to work

through a lot of them. But in the end, my body will never be the same even if I don't have another sick day in my life.

I no longer have a whole set of lymph nodes to drain lymphatic fluid from my arm. Between the surgery and the radiation therapy, I am now at increased risk for getting a condition known as lymphedema. Though my (male) oncologist repeatedly told me this was no big deal because it is "easily managed," I have found that women who have to cope with lymphedema caused by their cancer treatments tend not to be quite as nonchalant about this side-effect.

The radiation therapy also did its share of damage—frying about 20% of the volume of one of my lungs. Fortunately this only amounts to about 10 percent of the combined volume of both lungs, and the human respiratory system comes with a lot of reserve capacity, so I should never notice what I've lost. But on the other hand, I could also develop breathing problems from this treatment at any point.

In fact, if the cancer doesn't come back and get me, I could still die from the effects of my treatments. I know people who have.

Between the side effects you get while you're undergoing cancer treatment and the long-term side-effects that you either have to cope with or watch out for, sometimes it can seem as if the cure for cancer today is not that much better than the disease it was trying to treat.

If this is the unvarnished truth about modern cancer treatment, then you'd think I would be thrilled to race for the cure, right? Clearly we need better treatments. They need to be less toxic and less damaging.

They also need to be more effective. Each year, 40,000 women who have undergone treatment for breast cancer die of their disease. Yesterday, the woman who first saved my life by telling me that she thought I had IBC and that I needed to get to the doctor was told that her own remission from breast cancer has ended. It's come back in her liver and lungs.

So hell yes. I will put on my tennis shoes, and I will wear a pink shirt, and I will race for the cure. I will race for Nancy, and I will race for Ashley. I will race for myself. I will race for the 190,000 women who will become my new, involuntary sisters in the struggle to survive breast cancer this year.

But this has to stop. Because I don't like to run, and I don't want that many sisters.

Research dollars spent on finding more and better cures are important, as are research dollars spent on figuring out what causes breast cancer and how to stop it before it even starts. But there is not enough money being allocated today to find the answers to these questions. Out of every \$100 spent on breast cancer research, only \$2 is spent on research into the causes.

So to the community of breast cancer researchers and to the foundations that support their research, I say:

All of this racing around to find a cure for breast cancer is great. But maybe, just for a little while, in the midst of all this racing, we should stop and think more carefully about what we're racing toward.

We have an obligation to treat the breast cancer patients of today and tomorrow in the best ways we can devise. I don't want to take away from that goal. My life depends on that research.

We have an equal obligation to try to prevent the patients of tomorrow from ever becoming patients in the first place. In this race for a cure, let's not forget to pause for the cause. That would be the best "cure" of all.

Contact Brenda Denzler at denzler@hughes.net.



Brenda Denzler



in TOUCH

UNC EMPLOYEE FORUM NEWS | READ US ONLINE: FORUM.UNC.EDU | MAY 2010

State health plan dominates Forum community meeting

Changes to the state health plan took center stage at the Employee Forum's community meeting last month.

About 100 attendants asked questions and learned more about the changes, which include requiring smokers to pay more for their health care.

But since that meeting, state employees have learned that they don't have to worry about random testing to identify smokers trying to beat the system.

In early May, plan administrators scrapped the testing plan because many people were honest about smoking.

At the April 16 meeting, Brian Usischon, senior director for employee benefits and services, gave details about health plan enrollment and answered questions. Following the meeting, human resources and the Forum helped employ-

ees enroll in the plan, potentially saving them money by not dropping into the more expensive plan.

This year, there are two basic plans, one where the health insurance pays for 80 percent of health care costs, and one where it pays for 70 percent. The 70/30 plan is the one smokers and others are supposed to join.

Questions at the meeting included whether an employee can sign up for the 80/20 plan while placing their children in the 70/30 plan. They cannot.

Subscribers who want to save money should be sure to use in-network providers and enroll in health care savings accounts, Usischon advised.

Pre-existing condition status applies to spouse and dependents enrolling in the program but not employees, Usischon

noted. He did not know how overweight employees Body Mass Index (BMI) would be factored into health costs next year.

Premiums are established by the State Health plan, not Blue Cross/Blue Shield, he said.

Also at the meeting:

-Chancellor Holden Thorp spoke about prospective budget cuts. He said the University is preparing for a 5 percent cut, which will affect classrooms this year.

-Vice Chancellor Brenda Malone talked about the cooperation between Human Resources and the Forum and new initiatives in revising the University grievance procedure and establishing a new management training program, ULEAD.

-Employee Assistance Program consul-

tant Susan Criscenzo gave listeners an update on the program's work helping the estimated 20 percent of employees undergoing serious personal problems in the workplace. The EAP helps employees manage those crises.

Consultations are confidential at 929-2362. Struggling employees can also seek help from the Deer Oaks behavioral health organization, she said.

An employee suggested the University grant employees one hour of paid time a week to exercise in advance of the prospective BMI testing. Another employee asked where medical costs were going. Usischon said that employees should contact their physicians for information on costs. This employee also advocated use of community leave for funerals.

EPA staffers face common obstacles

By **MARC TER HORST**

CHAIR, STAFF RELATIONS, POLICIES AND PRACTICES

University employees who are classified as exempt from the State Personnel Act, often described as EPA-NF, don't often get an opportunity to ask questions about issues that pertain to their specific category of employment.

That's largely because the vast variety of EPA-NF workers are spread across university departments, seldom working with others with similar job descriptions. And many EPA-NF employees work on year-to-year contracts, making them feel too insecure in their jobs to complain.

In response to those difficulties, the Employee Forum and the Office of Human Resources will host a special, EPA-NF-focused meeting at 10 a.m. June 21 in the Pleasants Family Assembly room in Wilson Library.

How did the meeting come about?

The staff relations, policies and practices committee of Employee Forum seldom discusses concerns of EPA-NF staff. So I started talking with Koyah Rivera and Ashley Fogle about concerns we have heard as EPA-NF staff. It became clear there might be some common issues, and we decided to ask other staff for their input.

Many employees lament the lack of formal opportunity for career growth at UNC. With career banding for SPA (State Personnel Act, overseen by the Office of State Personnel, OSP) positions, salary ranges, designations and responsibilities change with experience and successful completion of duties. For EPA-NF, it completely depends on the nature of the job. For many, the next step up is often held by faculty or requires significant experience to assume the administrative role.

Unlike SPA positions, EPA-NF positions do not have the same protections outlined by the North Carolina Office of State Personnel. This promotes the perception that EPA-NF staff are more likely

to lose their jobs. The elimination of multi-year contracts and the truly at-will status of EPA-NF staff amplify the sense of job insecurity. The result: EPA-NF are hesitant to speak up.

Koyah Rivera and I sat down with Matt Brody, associate vice chancellor for human resources, also an EPA-NF employee; Vanessa Ragland, director, EPA NF H; and Chris Chiron, senior employee and management relations consultant.

Despite the perception, university policies do protect EPA-NF employees against unfair practices. HR reviews all end of appointments to assure proper compliance. If problems exist, the relevant Dean or Division HR Office is consulted. HR strives for good management practices, which includes endorsing policies protecting EPA-NF employees.

It became clear more needs to be done to educate EPA-NF staff on their University-protected rights. Equally critical, if not more important for the future, ways to encourage EPA-NF staff to share their concerns should be developed. The June 21 general meeting to offer information and encourage conversations is a start. Are there common themes of concern? Are there already mechanisms in place to address issue?

Brenda Malone, Vice-Chancellor of Human Resources, Matt Brody, Gena Carter (Senior Director, Employee and Management Relations), and Vanessa Ragland will present information from HR, with time for comments and questions from EPA-NF staff. Please contact me for more information or to submit a question or comment.

Reach Marc ter Horst at terhorst@unc.edu or 843-5802

Thanks to Kathy Bryant, director, HR Communications, and Matt Brody for help with the article and to Don Jones, assistant to the Associate Vice-Chancellor in HR) and Matt Banks for help scheduling the meeting.

Treasure Hunting



Sarah Myers from Recycling works during move-out week. The items sold in the Tar Heel Treasure sale come from the piles of debris left after students leave residence halls. The sale was Saturday. See story page 2.

Tar Heel Treasure saves trash, benefits many

The crowds turned out Saturday for the second annual campus-wide yard sale known as Tar Heel Treasure.

Preliminary figures show the sale generated about \$10,000 before expenses are factored in, and about \$7,000 after they are factored in. Final numbers should be ready in a couple weeks.

Held at the Dean Smith Center this year, Tar Heel Treasure is a campus initiative seeking to change how UNC handles end-of-year move-out waste.

Many University departments and staff, along with campus student government and student volunteer groups, worked to make the event successful.

In previous move-out seasons, students left items behind, in and around the residence halls. Futons, carpets, televisions, desk lamps, binders, clothes, food, school supplies, and microwaves are examples of what has been counted among left-behind goods.

If they did not find their way to the donation bins first, many of these valuable items were discarded as waste and sent to landfills.

The Tar Heel Treasure program collects still-usable goods and offers them to the campus community through a giant yard sale.

The program not only reduces landfill waste, but also provides the UNC community access to still usable goods at bargain prices. Furthermore, any revenue generated by the sale will be donated to Habitat for Humanity's Build a Block program.

The success of the Tar Heel Treasure program depends upon residence hall students donating usable goods, volunteers providing the necessary people power to sort and set up the sale, and the community attending the event in search of great bargains.

FOUR OBJECTIVES OF TAR HEEL TREASURE:

1. Diverts a large volume of items from the landfill.
2. Offers the opportunity for the University and students to give back to the community through volunteerism.
3. Offers reusable goods to the community at bargain prices.
4. Generates funds in support of a great cause.

PARTNERS

- * Department of Housing & Residential Education
- * Office of Waste Reduction and Recycling
- * Carolina Union
- * UNC Athletics
- * Facilities Services
- * Department of Public Safety
- * Executive Branch of Student Government
- * Residence Hall Association
- * Campus Y



PHOTO COURTESY OF STEPHEN MITCHELL

Shoppers at the Tar Heel Treasure sale snatch up good deals and do their part to keep trash out of the landfill.

Carolina Counts finds value in centers, institutes; keeps moving plan forward

BY MARC TER HORST

The university's centers and institutes took a demoralizing hit last year from both state legislators and the Bain Report.

But as the Carolina Counts project works to implement the recommendations of Bain, the efficiency experts, administrators have learned centers and institutes have a vital role to play at the University: They bring in research money.

Executive Associate Provost Ron Strauss, currently leading the Centers & Institutes portion of Carolina Counts, said these entities have "amazing levels of productivity" that outweigh the cost of overhead. In addition to bringing in money, they have an impact on important collaborations across campus. They are like an engine, he said, "allowing faculty to generate grant funding."

Strauss took over leadership after Elmira Mangum left the University in February for a job at Cornell.

Reading the Bain report might make people assume the University would be better off with fewer centers and institutes, but it's clearly not the case.

Instead, the committee is in the final stages of reviewing a policy for defining, establishing, reviewing and closing centers and institutes, Strauss said.

There are more than 100 centers and institutes on campus, off all missions and sizes, so one of the first tasks of the committee was to define them. The draft policy defines centers and institutes as organized administrative units in one or both of the following categories:

- Provide support to faculty, staff, and students from different disciplines in research, instructional and/or public service endeavors that benefit from coordination across multiple perspectives and units

- Ensure the professional curation of scientific, scholarly, natural or cultural resources and collections and provide these to organizations and individuals within the university and/or in the larger community for the purposes of research, education, and public service

- Result in strengthened and enriched programs in research, reaching, and / or service; enhanced opportunities for faculty, staff, students, and the public; and heightened economic impact in the state.

ID ^	Initiative Areas	All Projects	Active Projects	Completed Projects	On Schedule Projects	Delays/In Danger Projects
1	Organization Structure	1	1	0	1	0
2	Procurement	11	6	5	6	0
3	Information Technology	33	23	0	23	0
4	Finance	5	2	1	2	0
5	Human Resources	7	5	2	5	0
6	Centers & Institutes	7	4	3	4	0
7	Research Support & Compliance	16	10	3	10	0
8	Energy Services	9	6	3	6	0
9	Facilities Services	14	7	7	7	0
10	Space Utilization	15	11	3	11	0
ID	Initiative Areas	118	75	27	75	0

By that definition, many campus entities that have the word center or institute in their titles aren't considered as such. These include the Writing Center, the N.C. Health Careers Access Program, buildings such as the FedEx Global Education Center, clinical centers, centers embedded within larger centers or institutes and entities within departments that are more appropriately considered research or clinical services programs of individual faculty members.

Included in the policy is a two-step procedure for establishing new Centers or Institutes. An oversight committee will review proposals. The committee is composed of the executive associate provost (chair), vice chancellor for Research and Economic Development, associate provost for Academic Initiative, associate provost for Finance and Academic Planning, dean of the College of Arts and Sciences and the deans from two professional schools appointed annually by the provost on a rotating basis.

Each center or institute will be reviewed periodically. Initial review will occur three to five years after the cen-

ter or institute is established, and subsequent reviews occur every eight years.

External accreditation, such as national museum accreditation, will also be considered. The review will be conducted by a team of three people appointed by the administrative officer to whom the unit reports. The report will then be presented to the Centers and Institutes Review Committee mentioned above.

This policy addresses 5 of the projects listed under Centers & Institutes, a significant jump forward. The business clusters project is already in progress. The remaining two projects listed on the website are: 'set guidelines for State funds utilization' and 'develop a self-sustaining business model for centers and institutes.'

Joe Templeton and Mike Patil have met with the Employee Forum's executive committee. We look forward to future discussions as projects under all 10 emphasis areas develop. Additionally, at a recent Forum/ Vice-Chancellors/ Provost meeting, Vice-Chancellors who are project leaders agreed to speak at a delegate meeting later this year.

How to keep up with Carolina Counts

If you need information on Carolina Counts, check out the project's website.

Carolinacounts.unc.edu, lists the progress of improvement projects under 10 areas of emphasis.

Clicking on each area reveals a list of projects to be addressed. Under each project, you can find information such as the project leader, project status and a brief description. There's also a target date, in keeping with Carolina Counts' objective of delivering measurable results.

As of Mid-April:

- Facilities Services is well on its way with half of their projects completed.
- Procurement, Research Support & Compliance, Energy Services and Facilities Services are on track with a significant number of projects on schedule.

- Information Technology has an ambitious goal of completing 33 projects.

Statistics: More women in SPA jobs laid off in 2009

By STEVE HUTTON

Women in SPA positions are at a higher risk of layoff than other employees, an analysis of 2009 layoff data reveals.

The office of Human Resources provided information on who was laid off in 2009.

Women comprise 59 percent of the non-faculty workforce, but they account for 63 percent of all layoffs. Analysis shows that this result is not statistically significant (probability = 0.20, a significant result must be 0.05 or less).

When only SPA employees are considered by gender, the result is nearly significant (p=0.06).

SPA employees comprise 79 percent of the non-faculty workforce, but this group accounts for 84 percent of all layoffs. This situation is statistically significant (p=0.052) and is probably due to the fact that budget reductions are more focused on state dollars.

When considering employees in four groups (gender x classification), SPA women comprise 46% of the non-faculty workforce but 56 percent of layoffs. SPA men comprise 32 percent of the workforce but only 29 percent of layoffs (p=.03).

While it is clear that SPA employees are more likely to be laid off than EPA employees, the combination of being SPA and female places an employee at a higher risk of layoff. For example, SPA women are nearly twice as likely to be laid off than EPA women.

These questions arise: Is this outcome because SPA women are in positions that are more easily consolidated or eliminated? Or is this because SPA women were never hired or promoted into positions on an equal footing with men?

This "trend" runs counter to that in the U.S. as a whole, where men are losing jobs and women are returning to the workforce.

There are no indications that race is playing a role in layoff selection. It should be noted that many temporary employees were dismissed prior to laying off SPA employees. In particular, housekeeping dismissed all temporary employees in some job classifications, most of whom are black or Burmese.

However, a structural problem was revealed in regards to race. Most races divide into about 23 percent EPA and 77 percent SPA. Blacks are only 12% EPA and Other only 4% (p<0.0001).

2009 Layoffs broken down by Gender

	N*	% Total N*	Layoffs N†	%Total Layoffs†	Laid Off % of Row
SPAWomen	3820	46	109	56	2.85
SPA Men	2664	32	56	29	2.10
EPA Women	1038	13	15	8	1.45
EPA Men	732	9	16	8	2.19
Total Women	4858	59	124	63	2.55
Total Men	3396	41	72	37	2.12
Total SPA	6484	79	165	84	2.54
Total EPA	1770	21	31	16	1.75
Total	8254	100	196	100	2.37

2009 Layoffs broken down by Race

	N*	% Total N*	Layoffs N†	%Total Layoffs†	Laid Off % of Row
Asian	574	7.0	15	7.7	2.61
Black	1402	17.0	36	18.4	2.57
Hispanic	154	1.9	4	2.0	2.60
Native American	33	0.4	1	0.5	3.03
Other	25	0.3	1	0.5	4.00
White	6066	73.5	139	70.9	2.29
Total	8254	100	196	100	2.37

†Numerators via Kathy Bryant, OHR, January 2010.

*Denominators obtained from the Office of Research Services, Fall 2009.



PHOTO COURTESY OF DEBORAH BENDER

Volunteers build raised beds at the Carolina Campus Community Garden with newspapers and compost before planting broccoli and lettuce. The Wilson Street garden will provide food for UNC employees.

Community Garden flowers with volunteers

By CARRIE GOLDSMITH

The Carolina Campus Community Garden, located on Wilson Street off of Cameron Avenue is a space provided by the University and supported by staff, students and local residents as well as generous donations from sponsors to grow vegetables and fruit so that all UNC employees have access to fresh produce.

On March 21 and 22, the CCCG hosted its first of a series of weekly Garden Work Days, in which 55 people showed up to garden, learn about gardening, and plant the first vegetables, some of which are already being harvested. The volunteers built an amazing 25 beds, established walkways, and laid

down mulch. Work Days are scheduled to be held every Sunday from 3-5pm and on top of that, Brian Usischon from University HR confirmed that employees can also use Community Service Leave to spend time helping to grow and harvest food in the CCCG.

This project has been supported by the Employee Forum from the beginning, and we are proud to see the garden blossom into the lovely green space it is. With so many delicious vegetables growing they need your support.

If you have any questions about the Carolina Campus Community Garden, or information about helping with the garden, please contact **Claire Lorch** at clorch@email.unc.edu.

VIOLENCE AT WORK: WHAT TO DO

After recent workplace violence events on college campuses across the country, the Office of Human Resources recently enhanced the University's Violence in the Workplace policy to include guidance for reporting threats of workplace violence:

*** For violence in progress or an immediate threat, call 911 (UNC Public Safety);**

and
*** For a potential threat, call 843-3444 (Employee & Management Relations in the Office of Human Resources)**

"The University is absolutely committed to providing a workplace that is free from all types of workplace violence," said Gena Carter, senior director for employee and management relations in Human Resources. "The changes to this policy clearly reinforce that commitment."

Additionally, the policy now includes information regarding a new Employee Threat Assessment and Response Team which is charged with assessing and responding to immediate and potential threats of workplace violence. This team will be responsible for receiving threat reports, conducting thorough assessments, determining appropriate responses, tracking and reporting workplace violence information, and conducting related training.

To read the workplace violence policy and to learn more about the Employee Threat Assessment and Response Team, refer to hr.unc.edu. The keyword is workplace violence.

If you have questions about the policy, you can contact your supervisor, your department's HR facilitator or Employee & Management Relations (843-3444).

— From Gena Carter