

ATHLETIC-ACADEMIC SCANDAL

Boxill replaced as director of Parr Center

Professor Jan Boxill was implicated in the Wainstein report.

By Brielle Kronstedt
Staff Writer

After being implicated in the University's athletic-academic scandal Wednesday, Professor

Jan Boxill lost her directorship of the Parr Center for Ethics. Boxill was replaced by Geoffrey Sayre-McCord, who was appointed interim director. Philosophy chairman Marc Lange and Sayre-McCord refused to comment on their personal reactions to Boxill's involvement in the bogus classes within the former African and Afro-American Studies



department. "I talked to my friends and colleagues about my reaction,"

Geoffrey Sayre-McCord will replace Jan Boxill as director of the Parr Center for Ethics.

Lange said. "I don't think I'm particularly interested in talking to the entire readership of The Daily Tar Heel about it." Karen Gil, dean of the College of Arts and Sciences, announced her decision Oct. 24 in a letter. Gil said she consulted Lange before making her decision. "(Sayre-McCord) is the best-

qualified person to lead the Parr Center at this time," Lange said. "He was instrumental in the founding of the center during the time when he was philosophy department chair." Sayre-McCord said he was not involved in the decision. "I was asked the evening before if I would be willing to," he said. "I have a bunch of research projects going on,

but there was just no question when asked if I would do it and do it with energy and commitment to what we can accomplish in the coming year." Lange said he is confident about the future of the Center under Sayre-McCord. "He is a world-renowned ethicist, and he has a great

SEE PARR CENTER, PAGE 4

ATHLETIC-ACADEMIC SCANDAL

Students stick up for their scandalized department

African, African American and Diaspora studies students are hurt.

By Kate Albers
Staff Writer

Qubilah Huddleston is sure she still has a future in African American studies. News of a longtime paper-class scheme in the African, African American and Diaspora Studies department still won't deter Huddleston, a UNC alumna, from becoming a professor in the field. "This scandal doesn't change me," said Huddleston, who's also considering an academic career in public policy. "I'm still unwavering in my passion for the discipline, because I understand the hard work that goes into it." In a report released Wednesday, former federal prosecutor Kenneth Wainstein found that Julius Nyang'oro, former chairman of the recently renamed Department of African and Afro-American Studies, worked with his secretary Deborah Crowder to create fake classes for almost 20 years. The classes helped athletes and other students maintain eligibility for scholarships. "With all of your major schools, the athletics are really popular, and just knowing what the athletes have to go through ... I'm not surprised that they were either funneled into classes or majors that weren't necessarily challenging for them," said Huddleston, who graduated in May 2013 and took multiple classes in the department during her time at UNC. Huddleston said she did not know about the bogus classes.

"It is going to be challenging for the department to continue recruiting people because of this scandal, and it's so nationwide," she said. Wainstein's report said these classes did not meet; instead, the students, many of whom were athletes, were only required to turn in one paper, which Crowder graded leniently. "I've had people ask me since (Thursday) if I was planning on changing my major because people wouldn't take me as a credible graduate in a AAAD major," said sophomore Emily Sheffield, who is an African, African American and Diaspora studies and biology double major. "One of my African studies classes this semester is one of the most difficult classes I've taken here in three semesters ... I do as much work for that class as I do for my analytical chem class." The report said current department chairwoman Eunice Sahle had knowledge of the courses and complained to Nyang'oro about the students who Crowder placed on her class rolls. Sahle never took action against the practice, according to the report. In the report, Wainstein said Sahle denied knowing about the classes. Sahle told Wainstein's investigative team she tried to convert one of the fake classes into a regular class with instruction and assignments. Sahle refused to comment for this story. Kenneth Janken, professor and director of undergraduate studies and honors coordinator for the African, African American and Diaspora Studies Department, said he thought the report was detailed and thorough. He would not comment about whether he's talked to individuals named in the report. "What I took away from the report is what I knew all along, which is that practically all the teaching faculty (in the department) were not involved in the creation and the maintenance of those classes," he said. Senior Omololu Babatunde, who is one of the organizers of the Real Silent Sam Coalition, which will hold its "Rally Speaking Back to the Wainstein Report" Wednesday, said she thinks the department is being targeted. "The report took an issue that is very intertwined and entangled and complicated and tried to use one space as a scapegoat," she said. "By discrediting that department, what they were actually doing too is really discrediting experiences of people of color and discrediting that fact — that their history, this space — should exist and that their history should be taught."

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Graduate students struggle to find housing



DTH/JOHANNA FEREBEE

Maggie Morgan-Smith, a graduate anthropology student, commutes from Raleigh to campus due to a lack of available housing in Chapel Hill.

New complex might offer option to graduate students

By Morgan Swift
Staff Writer

When it comes to finding a place to live, UNC graduate students are left with limited options that require a choice between affordability or convenience. But local developers are suggesting a solution in the form of a proposed new apartment complex. The Graduate is an apartment complex geared primarily toward UNC's graduate student population. The Chapel Hill Town Council approved a special use permit for the project Monday. The Graduate is a seven-story complex that would be located downtown at 105 Kenan St. Maggie Morgan-Smith, a UNC Ph.D. candidate in the anthropology department, said she encountered problems when she and her husband first made the move to Chapel Hill from Atlanta in 2008. "There were options," Morgan-Smith said. "But we sort of felt like the apartment complexes were geared to undergrads and the rental housing market was difficult to navigate."

Many student apartments downtown have been designed to accommodate single bedroom leases to suit undergraduate students' needs, said Jay Patel, project manager of The Graduate. "In grad student settings, they're a little older and may have families," Patel said. "They may prefer some privacy." He said The Graduate would sign leases for entire apartments instead of single bedrooms. Morgan-Smith said she and her husband first chose to live at Glen Lennox Apartments, but it was inconvenient because she could not walk to campus. When rent prices at Glen Lennox went up, she and her husband decided to buy a home. "Finding something convenient that didn't need a ton of renovations was impossible," she said. Morgan-Smith now lives in Durham with her husband and 1-year-old daughter. "It just was not really an option to live in Chapel Hill," she said. "In Durham we can have a house for half the price that doesn't need renovations versus living in a Cracker Jack box in Chapel Hill. The options in Chapel Hill aren't geared toward families or

graduate students who aren't willing to live with five roommates, and it's something that really needs to be addressed." Having a new complex just for graduate students would be a step in the right direction, Morgan-Smith said. Brandon Linz, another UNC graduate student who serves on the Graduate and Professional Student Federation's executive board, said when it comes to convenience and affordability, graduate students can have either one or the other. Linz said it took him approximately two months to find housing, and he now lives in Carrboro. "It would be nicer to live closer to campus," Linz said. "I'm a lab researcher, so I'm (there) at all hours of the night." Linz said some graduate students are forced to live places that aren't on the bus line. "Some people have to do a 10 to 15 minute bike ride to get to a park and ride," he said. The majority of graduate students probably live in Carrboro, said Shelby Dawkins-Law, president of the GPSF executive board.

SEE HOUSING, PAGE 4

Campus Rec is considering renovation plans

Campus Recreation has gauged student opinion on potential changes.

By Bri Cotton
Staff Writer

At Monday's drop-in meeting at the Student Recreation Center, students put their last chance to suggest changes to Campus Recreation facilities to good use. Bill Goa, Campus Recreation director, said earlier this month that Campus Recreation has been gathering input to determine facilities changes. Junior Kathryn Bennett said the changes are long overdue. "They look like they're from the 1960s," Bennett said about the current facilities.

General aesthetic aside, the facilities are also overcrowded and dungeon-like, lacking natural lighting, she said. "People call it a dark cave," she said. A firm based in Kansas City, Mo., 360 Architecture, has partnered with Campus Recreation and created three concepts that aim to solve the problems students have with current facilities. The first concept offers up to 202,000 square feet of levels with floor-to-ceiling glass windows, said Alexandra Bojarski-Stauffer, an architect for 360 Architecture. The plan would renovate Fetzer Hall, give Campus Recreation control of access to Fetzer from one side, build an addition south of Fetzer and move the

SEE CAMPUS REC, PAGE 4



DTH/ALEXANDRA YOUNG

Senior Anisah Jabar listens to James Braam, an architect for 360 Architecture, as he explains plans for the Student Recreation Center.

“You never think of the bad times — only the good ones.”

DAVID SHANNON

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COMMUNITY CALENDAR

TODAY

Reading by Lizzie Stark:

Journalist Lizzie Stark will read from her book, "Pandora's DNA: Tracing the Breast Cancer Genes Through History, Science and One Family Tree." Her

book addresses the challenging decisions that surround genetics and breast cancer. The event is free and open to the public.

Time: 3:30 p.m. to 4:15 p.m.
Location: Bull's Head Bookshop

To make a calendar submission, email calendar@dailytarheel.com. Please include the date of the event in the subject line, and attach a photo if you wish. Events will be published in the newspaper on either the day or the day before they take place.

CORRECTIONS

Due to a reporting error, Monday's page 6 story "Chamber inducts businessman who 'started from scratch'" inaccurately stated Al Pons' role in the Chapel Hill Tire Car Care Center. The business was founded by Sion Jennings in 1953 and sold to Pons in 1964. The business has stayed in the Pons family ever since.

Due to a reporting error, Monday's page 6 story "Q&A with UNC alumnus, donor Fred Eshelman" misquoted Eshelman. He said his donations are sometimes allocated to endowed professorships.

The Daily Tar Heel apologizes for the errors

- The Daily Tar Heel reports any inaccurate information published as soon as the error is discovered.
- Editorial corrections will be printed on this page. Errors committed on the Opinion Page have corrections printed on that page. Corrections also are noted in the online versions of our stories.
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A WICKED GOOD TIME



DTH/CLAIRE COLLINS

Elena Nealon, 12, dresses as Shock from "The Nightmare before Christmas" for the Performing Arts' station at Trunk or Treat. The event was hosted by the Town of Chapel Hill Parks and Recreation Department on Saturday.

DAILY DOSE

Ebola can't be sexy

From staff and wire reports

Because the American public likes to continue to prove how incredibly insensitive we're capable of being, there is now a "sexy Ebola nurse" costume for Halloween. Yes, you read that right. Someone thought it would be a great idea to sexualize and make light of a virus that has already killed thousands. Logistically, we'd also like to point out that we're not really sure how the "sexy Ebola nurse" differs from the ever-popular normal sexy nurse.

NOTED. A new University of Missouri study revealed that plants can tell when they are being eaten. The study also found that plants try to stop the eating process by sending out defense mechanisms. Lesson: Plants are friends, not food.

QUOTED. "I would! If she has good style. She'd have to prove herself."
— Kim Kardashian, on whether she'll allow her daughter, 1-year-old North West, to design for the esteemed Kardashian Collection in the future.

POLICE LOG

• Someone trespassed behind a building at the 200 N. Greensboro St. at 6:28 p.m. Friday, according to Carrboro police reports.
The person left the area after being given a trespass warning, reports state.

• Someone reported injury to personal property in a parking lot at 370 E. Main St. at 2:29 a.m. Saturday, according to Carrboro police reports.
The rear window of the person's vehicle was shattered, causing \$300 worth of damage, and there was a broken beer bottle near the vehicle, reports state.

• Someone was driving while impaired at the 100 block of West Poplar Avenue at 1:53 a.m. Saturday, according to Carrboro police reports.
The person was stopped for driving without lights on but was also speeding and failed to comply with license restrictions, reports state.

• Someone was drunk and disruptive and committed an assault on law enforcement at 127 E. Franklin St. at 1:57 a.m. Friday, according to Chapel Hill police reports.
The person threw food at an off-duty police officer, reports state.

• Someone committed larceny from a motor vehicle at a gas station located at 607 W. Franklin St. between 1 p.m. and 4:30 p.m. Friday, according to Chapel Hill police reports.
The person stole a ring valued at \$200 from the 2002 Toyota Highlander, reports state.

• Someone committed automobile theft and stole an unlocked vehicle from the Eastgate Shopping Center parking lot, located at 1800 E. Franklin St., between 3:00 p.m. and 5:25 p.m. Friday, according to Chapel Hill police reports.
The vehicle, a 2006 black Nissan Sentra, was valued at \$5,000, reports state.

• A suspicious vehicle was found in a yard at the 200 block of Erwin Road at 6:15 p.m. Friday, according to Chapel Hill police reports.

NURSING JOB FAIR

NOVEMBER 1(SAT), 9AM-12PM

HANES HALL, 2ND FLOOR

Learn about career opportunities with representatives from hospitals and health care organizations.

- Bring multiple copies of your resume.
- Professional attire recommended.
- Open to UNC-Chapel Hill students only.
- To view list of participating organizations, visit: bit.ly/UNCNur14.

UNC STUDENT AFFAIRS

University Career Services

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SATURDAY

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VS. VIRGINIA

SENIOR DAY

FETZER FIELD - 7:00 PM

TUESDAY

MEN'S SOCCER

VS. GA. SOUTHERN

FETZER FIELD - 7:00 PM

FRIDAY

VOLLEYBALL

VS. MIAMI

CARMICHAEL ARENA - 6:00 PM

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Student group unveils new UNC app

The mobile application has been in the works since 2012.

By Katie Kilmartin
Staff Writer

CarolinaGO, a mobile application designed to inform students of everything they need to know at UNC, has been in the making since 2012, and students' partnership with UNC's Information Technology Services has finally brought the app to fruition.

Between 10 a.m. and 2 p.m., devel-

opers will host a launch party for the app, which is available for free through the App Store and Google Play Store. Features of the application include University news, a calendar, a map and a bus tracker. Information on the dining halls and schedules for athletic events are also available.

"It really provides a set of information that anyone, either on campus or coming to campus or people who might be away from campus that are interested in what's going on, have an opportunity to learn more," said Chris Kielt, vice chancellor and chief information officer for ITS.

The app was originally a student government project included in the

platform of former Student Body President Will Leimenstoll, and the student group began working on the app during the summer of 2012.

Senior Nikita Shamdasani, a member of the student-led group that launched the app, said the mobile app is important because technology is such a large part of the lives of many.

"I hope that it will just make their lives easier," she said.

One unique feature of the app is an interactive map called the "Virtual Pit," which informs users about the organizations that will be in the Pit on any given day.

"No one can scream louder than someone else on the 'Virtual Pit,' so it's

nice because a smaller organization can have as much 'oomph' as student government for example," said junior Diana Dayal, who is a member of the student-led group. "It's equal space."

Dayal said the group plans to create an updated version of the app for the spring semester, which may include library hours and catalogues, a more comprehensive interactive map and Carolina Computing Initiative Printing locations.

She said it is hard to receive money as a student-led team, which is why they formed a partnership with ITS.

"We didn't want to just be something that students create and gets forgotten when we graduated,"

Dayal said.

ITS helped launch the app by paying for the software and working on the design. Carolina Creates also helped fund marketing for the group.

As the students involved in the creation of CarolinaGO graduate, Kielt said he hopes to continue working with students on campus to ensure relevancy within the app.

"ITS wanted to foster the creation of the app to provide a long-term home," he said. "As students graduate and go on, we wanted to make sure that was something we could build upon."

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VOTING SITE A HIT



DTH/CLAIRE COLLINS

Members of the Chapel Hill community vote early at the North Carolina Hillel on Monday. Last year, early voting was held at Rams Head Dining Hall.

A shortened early voting period hasn't slowed voters

By Erin Kolstad
Staff Writer

The early voting period for Orange County began Thursday — and so far, recent changes to North Carolina voting laws and a change in the polling location for UNC's campus do not seem to have significantly affected the number of people who are choosing to head to the polls early.

Changes to the North Carolina voting laws in January limited early voting to 10 days, but Tracy Reams, the director of the Orange County Board of Elections, said there is actually more time for voters to come during the shortened schedule.

"There are now more hours during the shorter period of time, so I don't feel that the change will affect turnout," Reams said.

Ella Koeze, a senior majoring in English and geography, said the reduced time period for early voting is a step backward.

"It is silly," Koeze said. "Early voting is a good

thing, so there should be more of it."

In addition to the change in the early voting period, the Orange County Board of Elections decided in the spring to change the on-campus polling location from Rams Head Dining Hall to North Carolina Hillel due to issues with accessibility.

"We put it there to facilitate students, so we hope they utilize the site," Reams said.

Koeze said N.C. Hillel was a good fit for her needs.

"I can vote more conveniently because I live in Carrboro," Koeze said as she was walking away from the polls Monday.

Reams said the new voting site has not affected the amount of early voters.

"The numbers are pretty comparable, so there is not a big difference."

At the end of the day Saturday, 6,690 people had voted in the Orange County general election. Of those, 698 people had voted at the N.C. Hillel site.

In comparison, in the 2012 general election,

which was a presidential election year, 9,882 people had voted early by the end of the first early voting weekend. Of those, 1,000 people had voted at Rams Head Dining Hall, the on-campus early voting site.

Presidential election years typically draw higher voter turnouts.

In both years, the ratio of people voting at the UNC campus polling location to the total number of Orange County voters has been about one to 10.

Linda Ellentuck, bookkeeper and operations coordinator at N.C. Hillel, said in order to accommodate the voting site, the Hillel staff had to make sure there was plenty of parking and a clean lower sanctuary where voting would take place, as well as ensuring extended hours and number of staff to work during the early voting period.

Ellentuck said there have been no problems with early voting at N.C. Hillel so far.

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State finds 1,425 non-citizen voters

The N.C. Board of Elections will conduct hearings for the impacted individuals.

By Benji Schwartz
Staff Writer

The N.C. Board of Elections has flagged 1,425 registered voters in North Carolina who likely lack citizenship status.

The audit examined more than 10,000 registered voters with data provided by the N.C. Division of Motor Vehicles and the U.S. Department of Homeland Security.

The state currently has more than 6.6 million registered voters, of which 30.4 percent are registered Republicans and 41.8 percent are registered Democrats.

Most recent polls indicate that the race between Democratic Sen. Kay Hagan and Republican Thom Tillis is close enough that a small number of votes could impact the results.

The N.C. Board of Elections has prepared instructions for election officials to challenge ballots of individuals on the list.

"We are working to ensure that no ballot cast by a non-citizen will count in this or any future election," said Kim Westbrook Strach, executive director of the board, in a statement.

According to state law, challenged voters are scheduled to have hearings with the board to examine their qualifications to vote and will be notified of their hearings 10 days prior to trial.

If a hearing can't be held before the election, the challenges will be heard prior to the next time the voter goes to the polls. Registering to vote in North Carolina as a non-citizen is a crime.

Carter Wrenn, a conservative political analyst, said in an email that he thinks the board has taken the right actions.

"It is a felony to register to vote illegally or to vote illegally," Wrenn

said. "People who do either should be prosecuted. That's the cure."

Wrenn added that the law allows for candidates to contest an election if it was close enough to be decided by improper votes — which would include reviewing votes withheld due to their challenged status.

Gary Pearce, a liberal political analyst, said he disagrees.

"This smells suspiciously like a Republican effort to justify suppressing the right to vote of hundreds of thousands of North Carolinians," Pearce said in an email. "Like college students."

In April, the board found 765 voters who shared first and last names and the last four digits of their social security numbers with individuals who voted in another state, suggesting voter fraud.

Democrats at the time claimed that the cases were likely clerical errors, while Republicans trumpeted the find as support for their voter identification law, enacted in 2013.

Pearce said Republicans are try-

OVERVIEW OF N.C. VOTERS

6.6 million
Total registered voters in N.C.
10,000
Voters examined by state board
1,425
Voters who might be non-citizens
5
Days remaining for early voting

ing to make an unnecessarily big deal out of the non-citizen voters.

"So the (board) found 1,400 people out of 6.6 million registered voters who may be non-citizens," he said. "That's about two-hundredths of 1 percent, if my math is correct."

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'Priceless Gem' rings relevant

The play uses a six-person cast and draws from student-athletes interviews.

By Robert McNeely
Senior Writer



In the wake of UNC athletic scandals and the recent release of Kenneth Wainstein's report, "Priceless Gem: An Athlete Story" not only captures many ongoing arguments about academics, but manages to give a spirited voice to the students feeling the repercussions.

Staged in the Center for Dramatic Art's Elizabeth Price Kenan Theatre, the play is the brain-child of professor David Navalinsky, senior dramatic art major Jackson Bloom and UNC alumna Ali Everts. The play is still being developed — Tuesday's performance was a reading without props.

The trio structured the show with a six-person cast, consisting of a narrator, a kind of ring-master and a quartet of student athletes who shared their perceptions about attending UNC.

What instantly stands out about the performance is the element of conversation it generates. The writers took the show's dialogue almost entirely from roughly 30 interviews with student athletes, fashioning it into a cohesive form to give the play structure.

This brought a tremendous reality to the world of the play and made the pauses, stutters and verbal fillers in each monologue fascinating to hear. The audience could easily feel the frustration and lamentations expressed by the athletes, almost getting to follow them in their emotional trajectory.

Although the dialogue was real and visceral, the character of the ringmaster interjected a comedic element into the athlete's discussion, parodying everything from the crocodile hunter to Jeopardy. This addition seemed to help theatrically ground the performance, creating an active and somewhat silly component to accompany the back and forth.

The ringmaster also brought conversational elements into the grander scheme of the play, adopting the persona of teachers or other students to shout out common phrases and platitudes.

Adding this interaction allowed for the athletes to segway into different points without it seeming incoherent or forcing them to pull ideas out of nowhere.


Because the performance was a reading, the show didn't feature costuming, elaborate blocking or props. However, the narration and stage direction indicated a great deal of design not seen.

It is unclear how those elements might translate into a full performance, but the audience seemed entertained from hearing parts of the show's greater design read aloud.

Even as a reading, "Priceless Gem" achieves its goal of highlighting the perspective of many student athletes and giving them a soapbox from which to be heard.

The show does not come off as seeking to capitalize or as trying to make itself relevant. Instead, it feels more like a genuine conversation about how UNC athletes are impacted by the scandals and how they are students as much as anyone else at the school.

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UNC-system happenings


UNC-C gets \$12.5 million grant

 UNC-Charlotte's College of Education will receive \$12.5 million in grant funding across five years from the U.S. Department of Education's Office of Special Education Programs. In conjunction with other universities, the money will be used to fund a new national assistance center for high school students with disabilities, helping ease their transition into college and the workplace. David Test, a UNC-C professor of special education, is leading the effort and said it could potentially serve millions of students. "What I hope is it will eventually improve outcomes for all students with disabilities."

WCU battles food insecurity

 More than 100 Western Carolina University students have assisted the Jackson County Glean Team in harvesting more than 14,500 pounds of produce and goods in an effort to reduce food insecurity in the area. Founded by Willie Jones, the Jackson County Glean Team is a group of volunteers who participate in events to harvest excess food to benefit community organizations. In Jackson County, 16.1 percent of the population is considered food insecure. The volunteers will next conduct "Fill-the-Bag," when they collect canned goods and toiletry items for members of the community.

NCSU starts business survey

 N.C. State University on Sunday released the first results of a new quarterly poll that measures the economy in the Triangle. Jeffrey Pollack, assistant professor in the NCSU Poole College of Management, said the Quarterly Outlook of Triangle Entrepreneurs indicates optimism among entrepreneurs. He collected, designed and analyzed the data. "Almost 87 percent of businesses that we surveyed were optimistic that sales are going to increase in the next six months," he said. "We get a sense that there might be some growth that could take place in the next six months that is going to be dramatic."

FSU hosts exhibit on violence

 Fayetteville State University is presenting the "Kin Killin' Kin" traveling art exhibition that presents images about violence among black youth. Dwight Smith, lecturer at FSU and professional artist, brought the exhibit to campus. "Much of it is sparked from the issues that are shown in the newspapers on a daily basis here in Fayetteville," Smith said. "From the problems of youth violence to people killing each other over very silly things." Smith said he hopes the exhibit, by James Pate of Dayton, Ohio, will spark a conversation in the community about violence.

PARR CENTER

FROM PAGE 1
deal of enthusiasm for and commitment to the mission of the Parr Center," Lange said. "The Parr Center is a leader in what it does, and I expect it will continue to be." Sayre-McCord said he is expecting to stay in the role until June 30. There's no plan for a search for a permanent

director, he said. He said the recent scandal caught him off guard. "Before I read the report, I watched the video conference and I would say I was shocked, very surprised and disappointed," he said. Despite the upheaval in his department, Sayre-McCord said he has high hopes for the future of the Parr Center. "I hope that as relevant

issues come to the floor, (people) will participate and contribute to the discussion that I think are so important in making sure that Carolina moves forward with appropriate transparency and energy to tackle the sorts of ethical issues that Carolina, especially right now, is in a position to address," he said.

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CAMPUS REC

FROM PAGE 1
gymnastics area. The second concept is nearly identical, with two differences: Gymnastics would remain in its spot, and two overpass walkways would connect the facility to the Student Union and Kenan Stadium, allowing students to walk from the Pit to mid-campus without having to cross South Road. The third concept plan proposes relocating the Bowman Gray Indoor Pool and replacing

it with a four-level building of exercise, yoga and cardio rooms. A natatorium and indoor pool would be constructed to the south of Fetzer. All three concepts aim to separate the three different areas that are housed in the SRC: athletics, recreation, and the Department of Exercise and Sport Science. James Braam, a design leader for 360 Architecture, agreed that the lack of space leads to discomfort. "It should be about inclusion, not intimidation," he said.

Braam also said a major focus of the concepts is to create sustainable buildings. "Students should have healthy buildings for healthy lifestyles," he said. Braam said UNC is also considering adding underground parking to the area. Ultimately, Bojarski-Stauffer said what is done is up to the University. "It's up to UNC to figure out at what point do they get money," she said.

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HOUSING

FROM PAGE 1
Many single graduate students who do not receive financial support from their parents are living off teaching stipends, which average around \$15,200, Dawkins-Law said. According to a PowerPoint presentation created by the former GPSF president, Kiran Bhardwaj, and former GPSF secretary, JoEllen McBride, UNC's stipends falls, on average, \$5,600 short of living wages in Orange County when fees are considered. UNC's on-campus housing at Baity Hill is available to students with families or to graduate students but is expensive and inconvenient, Dawkins-Law said. "Even if you do live there, the buses don't go back there, so you're extremely isolated from campus," she said. Even so, Rick Bradley, the associate director of UNC Housing and Residential

Education, said Baity Hill is nearly full every school year. "I would say at most we have had five empty spaces," Bradley said. Dawkins-Law said The Graduate would be a convenient option but might be too pricey for graduate students. "You might be saving money from commuting, but it has to balance out in the end," she said. Dawkins-Law said she thinks that while most housing is built with undergraduate students in mind, graduate students could be very desirable tenants. "We could stay in the housing we rent for four, five, sometimes even eight years," Dawkins-Law said. Chapel Hill Town Council member Lee Storrow said at a recent council meeting he generally supports the concept of having more residences and people living downtown. "I personally believe that we have a need to increase housing options for both

undergrads and young professionals in downtown Chapel Hill," Storrow said. "The limit on supply has led to very high prices." This has also led to a number of landlords being able to turn a substantial profit by converting single-family homes into student rentals, Storrow said. GPSF Student Family Advocate Lindsey Marie West Wallace said students with families have a much more difficult time finding housing. The Graduate was originally geared toward undergraduates but is now geared towards graduate students because Patel said he did not see many other apartments doing that. "Just looking at what offerings are already available, we realized there wasn't a high quality product," Patel said. "It's a good chance to provide something that wasn't already offered."

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EARLY VOTE. Orange County voters: Thursday 10/23 thru Saturday 11/1: NC Hill 210 West Cameron Avenue. Seymour Center 2551 Homestead Road. Carboro Town Hall 301 West Main Street M-Th noon-7pm, Friday noon-6pm, Saturday (10/25) 9am-2pm, Saturday (11/1) 9am-1pm. Voters can report address changes w/in Orange during early vote too!

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Child Care Wanted

EVENING BABYSITTER needed for 7 year-old daughter in our home outside Chapel Hill. Thursday nights 5:30-9:30pm, with occasional other nights, weekends also available. Must have own car, references and like dogs. \$12/hr. Respond to babysitterreply@gmail.com.

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ALL REAL ESTATE AND RENTAL advertising in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, sex, handicap, familial status, or national origin, or an intention to make any such preference, limitation, or discrimination." This newspaper will not knowingly accept any advertising which is in violation of the law. Our readers are hereby informed that all dwellings advertised in this newspaper are available on an equal opportunity basis in accordance with the law. To complain of discrimination, call the U. S. Department of Housing and Urban Development housing discrimination hotline: 1-800-669-9777.

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SOCCER TUTOR WANTED for 11 year-old boy in Carboro. 2 hrs/wk. \$15/hr. Call Judi 919-265-7808.

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LIVE IN ADVISER SOUGHT for UNC on campus fraternity. UNC grad, doctoral students (and other adults) with Greek leadership experience encouraged to apply. Furnished, newly remodeled apartment, full service meals, on campus parking and monthly stipend provided. See http://tinyurl.com/chiphilive-in for full position requirements and to apply.

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CLUB MANAGER for neighborhood swim and racket club. Responsibilities include managing staff; overseeing recreational programs; maintaining swimming pool, clubhouse facilities and grounds; managing membership; and all office admin. Life guard and CPO certificates are highly desirable. Hours are flexible part-time in off season, full-time May thru August. Send cover letter, resume and 3 references to club.manager.ssrcc@gmail.com by 11-15-14.

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SOFTWARE ENGINEER to work on enthusiastic team to help build ReadTheory.org. Must be proficient in JAVA, MVC, HTML, JS. Groovy/Grails is a plus. Email support@readtheory.org or call 919-475-3740 for details.

Personals

DEAR SWEETHEART, Monogamous? No risk? Are you sure? Honey, you need the AIDS Course! Spring, Wednesdays, 5:45-7pm, one credit. Enroll in Public Health 420, Section 1 (Undergrad) or Section 2 (Graduate). Love, Mon.

FEMALE PROFESSIONAL looking to share 2BR/2BA in quiet condo community. \$550/mo. utilities included. W/D, on busline. rmbeitia5@hotmail.com, 386-405-4863. 919-240-5385.

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Volunteering

YMCA YOUTH VOLLEYBALL (October thru December 2014) and BASKETBALL (January thru March 2015) are currently needed. Fall volleyball serves 4th-8th graders on Tu/Th nights. Winter basketball serves PreK-8th graders (Saturdays and weeknights for older divisions). Email: mike.meyen@YMCAtriangle.org.



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HOROSCOPES

To get the advantage, check the day's rating: 10 is the easiest day, 0 the most challenging.

Aries (March 21-April 19)

Today is a 9 – Contribute to your savings, like you've been dreaming. Take on new responsibilities today and tomorrow. Others get motivated by your leadership. Talk about money, and make decisions you've been considering. Squirrel some away for a rainy day.

Taurus (April 20-May 20)

Today is a 9 – Share a dreamy escape with your partner today and tomorrow. Compassion arises naturally. Brainstorm and generate new possibilities. You can sell an idea now. Use charm and persuasion. Paint a picture in glowing color. Relax and enjoy it.

Gemini (May 21-June 20)

Today is a 9 – Venture farther out in your thinking. Examine financial facts carefully, and plan for a future dream. Imagine new strategies, and consider new opportunities. Do a good deed. Soothe nerves with physical exercise. Envisioning can energize.

Cancer (June 21-July 22)

Today is a 9 – Set long-range goals with your family and partner. Prepare for venturing forth. Pay off a debt. Circumstances dictate one destination. Gather up earnings, and feed your savings habit. It could get sweetly romantic.

Leo (July 23-Aug. 22)

Today is a 9 – Your partner appreciates your clarity. Time to get busy! No more procrastination. What do you truly want? Consider preposterous suggestions. You're getting smarter. Your hard work pays off. Profit from meticulous service. Follow a financial hunch.

Virgo (Aug. 23-Sept. 22)

Today is a 9 – Imaginative work pays off. Finish work early today and tomorrow, after you get farther than expected. Opportunity arises out of the ether. What's wanting to happen? Simmer in a creative stew of heart-felt possibilities.

Libra (Sept. 23-Oct. 22)

Today is a 9 – Believe in your team. Set a new course, and launch it from home. You're forced to be practical, and that's good. Support your partner too. Encourage each other regarding dream careers and homes. Invest for love.

Scorpio (Oct. 23-Nov. 21)

Today is a 9 – Talk about your dreams and passions. Speculate wildly. Imagine different scenarios. A creative possibility gets revealed. Begin a new educational phase. Take a walking tour. Clean up messes. Get your friends involved. Start up a new campaign.

Sagittarius (Nov. 22-Dec. 21)

Today is a 9 – What would you do if money were no object? Daydreaming and fantasy reveal an actual opportunity. Imagine the most fun, fascinating way to occupy your time, and look for where you're already doing that. Schedule to include more.

Capricorn (Dec. 22-Jan. 19)

Today is a 9 – Watch out, world! Together with friends, you can take on something big. Negotiate for favorable terms. Apply for a grant. It's a good time to ask for money. Your work has been noticed. Love finds a way.

Aquarius (Jan. 20-Feb. 18)

Today is a 9 – Everything seems possible. Let yourself ponder today and tomorrow. Consider your dream career. What if you could do anything? What skills would that require? Look to see how to shift current practices. Ask your partner the same questions. Go inspiration mining.

Pisces (Feb. 19-March 20)

Today is a 9 – The crew's discussing epic adventures and dream exploration. Include some of that into your work, without losing focus. Participate in the fun after chores. Get social; friends can help with an obstacle. Find what you need nearby.

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Local festival might lure fewer film pros

By Zhai Yun Tan
Senior Writer

Durham resident Marilyn Hays became a film director by playing hostess during local film festivals.

She made connections by routinely showing visiting filmmakers around town.

"When you happen to be a creative person who knows a lot of people who are making films, they talk you into becoming a filmmaker, too," said Hays, who will be making her directorial debut in the ninth annual Carrboro Film Festival next month.

But Hays is also worried that such opportunities might soon disappear because of changes to the state's film incentives enacted in August.

Nic Beery, director of the Carrboro Film Festival, said the festival has not been directly affected by the changes to film incentives because it is geared toward independent filmmakers. But he is similarly concerned about the change.

"It does not affect me, but films should be made here in North Carolina," he

said. "My friends should be able to work here instead of having to go other states to work."

The tax credits that once lured big productions like "The Hunger Games" to the state were reduced and changed into a grant program. The new program will only give a total one-time allocation of \$10 million over the span of three years. There was no cap previously. To qualify for the grant, feature films need to spend at least \$5 million in the state, while the previous incentives only required \$250,000.

"If moviemakers aren't making movies here and creative people leave, then it sends a message to artists everywhere that North Carolina doesn't want you here," Hays said.

"If they don't make a climate that moviemakers believe they can maximize their chances to produce movies at a cost recoverable, they will move to some place where they can."

= said independent filmmakers are not directly affected by the change because they typically have

budgets below the minimum investment requirement.

But Hays said she and others will be affected by the reduced opportunities to interact with visiting professionals who come when they have productions in the area.

"All the big stuff is brought in from outside," she said.

"It gives local people a chance to hook up with big productions."

Many industry professionals visit festivals like Carrboro's to scout for talent when they film in the state, Beery said.

Rob Underhill, a filmmaker and longtime Carrboro Film Festival contributor, often hires visiting professionals to help with his local projects.

"They help establish the bigger film festivals — without them around, everything kind of shrivels," Underhill said. "I can make cooler movies with a bigger chance

of success, with more access to resources and top industry people."

Underhill works in Raleigh, where he said many industry professionals live while working on big productions. He has hired a visiting director of photography and a top score composer on his past projects.

But lately, he said he has heard about how difficult it is to find a film job in the state due to insufficient incentives.

"I know some folks who moved to Wilmington who are not sure if they can do it long term anymore," Underhill said.

"I think the biggest scary thing is that the incentives are going to go away, and these TV shows would rather move to somewhere else."

Hays said departing talent led her to hire the three main actors in her film from New York.

"It's hard to find professional actors in great quantities here because opportunities are limited in things like film here," she said. "The creative people leave the area."

Hays has plans to make her second small film with

a friend in Durham, but she aims to expand in the future.

"It's going to keep being small until it gets bigger," Hays said. "When it becomes bigger, we will have to eventually move away."

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2			9					6
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4	8			6	7	1		
		5			2			
	9	2	1				3	8
	2	7					5	3
1				6				2

Complete the grid so each row, column and 3-by-3 box (in bold borders) contains every digit 1 to 9.

Solution to Monday's puzzle

8	3	5	1	7	9	2	6	4
2	9	1	8	6	4	5	3	7
4	7	6	2	5	3	1	9	8
9	4	3	5	2	7	8	1	6
7	6	8	3	9	1	4	2	5
5	1	2	4	8	6	9	7	3
3	5	9	7	1	8	6	4	2
6	2	7	9	4	5	3	8	1
1	8	4	6	3	2	7	5	9

Tar Heel Tickets

What building is now serving as the primary polling site for the UNC campus?

And remember to tell all your friends how much you #lovemydth.

Los Angeles Times Daily Crossword Puzzle

ACROSS

1 Plant owner: Abbr.
4 Quieted (down)
10 Novelist Clancy
13 Go it alone
14 Starting squads
15 Commotion
16 *Tailor's fabric marker
18 Fortysomething, e.g.
19 Parts of stairs
20 Paving supply
21 "Suits" actress Torres
22 Oft-blessed outburst
23 *Like a job that doesn't cause ulcers
25 Nonstick kitchen brand
26 Pro offering IRA advice
28 Netherworld
29 Uppity one
31 Chapter in a geology text, maybe
33 Finished first
34 *Anna Sewell novel narrated by a horse
38 Early hrs.
39 Misspell or misspeak
40 Woodshop tools
43 "NCIS" actor Joe
46 Personal connections
48 Extinct emu-like bird
49 *Icon in bill-paying software
53 Top-selling Toyota
55 _ Hashanah

DOWN

1 Tribesman in a Cooper title
2 Apparently spontaneous public gathering
3 Logger's contest
4 Spending limits
5 Completed the course?
6 Slowly, to Mozart

7 Colorful parrot
8 Mideast leaders
9 High-speed www connection
10 Rolled up to the jetway
11 Danish birthplace of Hans Christian Andersen
12 Marshy tract
13 Torn-off paper pieces
17 McDonald's founder Ray
21 Research funding sources
23 Carefree diversion
24 " _ shall not ..."
27 Push-up targets, briefly
30 Boil briefly, as asparagus
32 Honest _
33 Tip off
35 Out of control

36 Composer Satie
37 Whined
41 Urbane
42 States as fact
43 Book copier of yore
44 Particle of light
45 _ Fables
47 Garbage vessel
50 Bingo relative
51 No right _; road sign
52 Jack of "The Texas Rangers"
54 Really love
57 Computer game title island
59 Studio with a lion mascot
60 Submissions to an ed.

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SAM SCHAEFER ASSISTANT OPINION EDITOR



Seth Rose
Justice League

Senior political science major from Durham.
Email: seth.rose25@gmail.com

The time is now, Chief Blue

Two months have passed since Michael Brown, an 18-year-old black man, was killed by Darren Wilson, a white police officer, in Ferguson, Missouri. The resulting uproar heightened racial tension in communities across the nation, with a focus on the role of the police. Locally, the Don't Shoot campaign, in which participants are photographed in a "hands up" pose to indicate innocence, was powerfully reproduced by the Black Student Movement in the Pit in August. These problems are not new. Recent events have underscored a long-standing reality of police racial bias in this nation. Only now, the urgency of such actions is more palpable; it is clear people have had enough with the racial brutality of police forces. The time for just police policy is now. Our neighbor on the other end of U.S. 15-501 is taking note. On Oct. 1, the Durham Police Department implemented a crucial change in property search policy. If the Chapel Hill Police Department is concerned with combating racial biases in its practices, it will follow suit.

Police officers in most cities only need a verbal affirmation to search your car or house. The new policy in Durham requires officers to obtain a signature of the person on a written consent form before doing the same search. With consent, a police officer does not need probable cause for a warrant for the search. Although it sounds like a minor technicality, written consent produces major changes. In 2012, Fayetteville became the first city in North Carolina to implement a written consent policy. The effects have been dramatic. In the two years before the policy was implemented, 4,427 black passengers were searched during traffic stops. In the two years since, 2,891 male black passengers and drivers have been searched, a staggering 35 percent decline. Less than 10 percent of Chapel Hill's population is black, but black people have represented almost half of the people searched at traffic stops here since 2012. Chapel Hill Police Chief Chris Blue held a community forum on Oct. 4 where residents asked questions and told stories about their experience with racial profiling. In Durham, community members, the religious community and organizers leveraged the stories of those affected by police biases to win the support of the city council and mayor. Similarly, the Chapel Hill Police Department community forums were an important first step. But to protect black residents from police targeting, Chief Blue must turn that input into actual policy.

A written consent policy is not a solution to racial discrepancies in law enforcement. In Fayetteville, the proportion of black people searched actually grew slightly following the implementation of the policy. But the sharp decline in overall numbers tells us that the policy will ensure fewer black people will be unjustly searched. It is not the answer, but it is an improvement. Your move, Chief Blue.

ATOMS TO ZEBRAFISH
Clark Cunningham drops some truth about GMOs.

EDITORIAL CARTOON By Jamal Rogers, jmlrgs@gmail.com



A useful inefficiency

Voters should not let North Carolina allow bench trials.

Mostly lost in the political fights surrounding this year's elections is a proposed amendment to the North Carolina constitution that will appear on every voter's ballot. The amendment would allow criminal defendants the right to waive a jury trial and instead have their guilt or innocence determined by a judge in a so-called "bench trial." North Carolina is the only state in the United States to not allow defen-

dants to choose a bench trial, but we recommend keeping it that way. Its proponents claim it will increase the efficiency of the criminal justice system. They are likely correct in this belief, but increasing the efficiency of a criminal justice system that is fundamentally broken and discriminatory would not generate more just outcomes. The United States imprisons its own citizens at a rate unprecedented in world history, and its main targets are racial minorities and the economically underprivileged. Speeding up the efficiency of this machine of discrimination is not an acceptable goal.

The inefficiency and fiscal wastefulness of the practice of mass incarceration is one of the primary pressures on the system to change. In 2011, the Justice Reinvestment Act was signed by Gov. Bev Perdue in response to out-of-control spending on prisons. The act cut back overly harsh sentences with the goal of reducing the prison population. Voting for the proposed amendment could ease those pressures and remove obstacles to unjust policies. At the very least, the issue must be studied more before a change to the constitution is made.

Sweet and super signs

Chapel Hill has made downtown friendly to visitors.

Students who have spent more than a semester on campus sometimes take their intimate knowledge of locations on and around campus for granted. Parents, prospective students and other visitors to campus are often left wandering without directions around Chapel Hill. The town's new signs giving directions to hot spots in the area are

a helpful addition for pedestrians and reflect a town leadership that is in-tune with the realities of visiting and living in Chapel Hill. The signs also have the advantage of encouraging environmentally friendly behavior. The signs, which will be strategically placed in nine different locations on Franklin and Columbia streets, give rough directions and estimated walking distance in minutes to popular and historic sites in Chapel Hill. Though it may seem like a marginal improve-

ment to a visitor's overall experience, there's more to selling the town to non-residents than being aesthetically pleasing. Considering the general state of the lower quad this semester, these signs are a solid and cost effective improvement to making visitors', as well as incoming students', experience in Chapel Hill problem-free. The signs should help, but locals and students can go further; if you encounter a confused-looking family poring over a campus map, don't be afraid to lend a hand.

BOO ASKED FOR IT

In which we find a ghoulfriend and try to keep Halloween PG

Drew Goins (not actually the devil) and Kelsey Weekman (undecided) are "You Asked for It," a column in which the two experts give you their rarely helpful advice. Results may vary.
You: I think my house is haunted. How do I ask a ghost out on a date?
YAFI: Take advantage of the supernatural condition of your house and set up some romantic entrapments, like you're asking someone to prom in the surprisingly successful 2006 movie "Monster House." Scrawl a flirty (but spooky) message on the mirror in the blood of the changeling you just slayed. Wait for her while watching from behind a picture frame with the eyeholes cut out. Her phone call will come from within your house, and the caller ID will be "Unknown." But don't worry — it's her! Still check on the children, though. Her call will likely just consist of heavy, rattling



Kelsey Weekman and Drew Goins
Assistant online editor and assistant copy editor.
To submit your own questions: bitly.com/dthyafi
breaths, so be on the lookout for other responses to your ghoulish gesture — candles lighting themselves, for instance, or a trap door opening to a renovated torture chamber now filled with rose petals and an in-progress flash mob by the locals (bats, goblins, etc.). And now, with consent, you have yourself a "boo." We'll see ourselves out.
You: Does a Halloweenier wanting to have a modest costume have any hope?
YAFI: Come All Hallows' Eve, Franklin Street turns into a Victoria's Secret

runway, but some people, whether they're motivated by cold, modesty or the Amish way, want nothing more than to be as covered up as the UNC academic scandal. If you fall into this demographic, fear not. Buckle your seatbelts and hang onto your tankinis for these wildly sensible suggestions. Online costume kits can fit the bill with just a bit of modification. Order three sexy police officer outfits and just stitch the pairs of short-shorts together into some fashionable capris. Or, if you'd like to forgo the played-out "sexy nurse" for a more realistic one, just don a pair of scrubs and extinguish the life from your eyes. Group costumes open a whole new avenue. Every skanky Cleopatra needs a fully wrapped mummy, and for each trashy Daphne, Fred and Velma, there's an appropriately covered Scooby. Go all out with a theme-park style mascot suit. Better yet, shroud yourself in cardboard as the Mystery Machine.

QUOTE OF THE DAY

"(Sayre-McCord) is the best-qualified person to lead the Parr Center at this time. He was instrumental in the founding of the center."

Marc Lange, on Jan Boxill's replacement at the Parr Center for Ethics

FEATURED ONLINE READER COMMENT

"Where is the remorse — no self sanctions, no I am sorry for filing a false response to the NCAA on the previous investigation ..."

johnjohnjohnjohn, on Roy Williams' response to the Wainstein report

LETTERS TO THE EDITOR

Change at UNC not guaranteed by report

TO THE EDITOR:
Your penetrating editorial "While the Iron is Hot" is in keeping with the historic protest of the DTH against the commercialization of college sport. I fear, however, that your front-page headline "The Beginning of the End" might more aptly, quoting Sir Winston Churchill, be "the end of the beginning." I see little evidence, notwithstanding a barrage of promissory rhetoric, that the administrative authorities at UNC are ready to confront the deeper rot exposed by the Wainstein report and others previously. Two elements are obvious and especially troubling: First, UNC is admitting "student-athletes" who are academically unqualified and require remedial programming that, to say the least, is irregular and at worst leads to the cynical evasion of academic standards. I am familiar with the sentimental arguments — chiefly, that some underprivileged young people thereby get help that is otherwise unavailable. But the question is whether sentimentality outweighs the cynicism. Meanwhile, the University is making itself an accomplice in dishonesty. It is tutoring these young people in techniques of evasion that will not serve them well in life after — and for that matter during — sport. Further, and perhaps even more damaging, these evasions of responsibility and truth make a shambles of the honor system. Secondly, the athletic establishment at UNC (especially in the so-called "revenue sports") operates in virtual independence of constituted university authority. Just why this is so — and has been so for years — is unclear. One perennial factor is the doubtless reluctance of busy administrators to challenge a powerful and affluent vested interest. UNC is now in growing danger of being relegated, in public report, to the status of institutions notorious only for their prowess in football and basketball. This must change, and be seen to change, if the academic integrity of the University is to be restored. Only then will we move on from "the end of the beginning."

In the past, NumbersUSA has worked to create a divide between environmentalists and immigration activists. They assert that environmentalists should support anti-immigrant legislation in order to reduce population growth. In the past, their campaign was successful. But in April of last year, the Board of Directors for the Sierra Club passed a unanimous resolution supporting immigration reform. It included this statement from Allison Chin, Sierra Club president at the time, "By establishing an equitable path to citizenship ... we can empower those in our society who are most vulnerable to toxic pollution to fully participate in our democracy, fight back against polluters and demand public health protections and clean energy solutions." We, immigration and environmental activists, unite today to denounce the belief that immigration reform would harm the environment. Environmental and immigration concerns have much more in common than Mr. Beck would have the public believe. To improve the problems that face the environment and immigrants, we must stand together.

*Emilio Vicente
Students United for Immigrant Equality
Jasmine Ruddy
Sierra Student Coalition*

An unnecessary show of force

TO THE EDITOR:
Friday, I brought my daughter to campus, in part to consider it for her to attend next year. We were invited to the movie "The Purge: Anarchy" by a student political group, and thought it would be a fun event. But we were met by five armed law enforcement officers, some in bulletproof vests and extra gun magazines. We had passed three in the lobby and another at the door, for a total of nine officers since entering the Student Union. As a father, I was appalled. It was an obvious knee-jerk reaction to the participation of the student "radical" group. How unfortunate, as the critical analysis of the film they distributed raised some poignant and relevant issues such as state sanctioned violence as socio-economic control. We are struggling with this issue as we question the militarization of our police and their heavy-handed tactics, especially in communities of color. This was a golden opportunity for the University to engage with this student group to create an event that was both entertaining, thought-provoking and educational. Instead, they decided to threaten the audience with violence. As a veteran, I don't say that casually. When you send armed personnel, you are threatening violence and courting tragedy. I can tell you this: My daughter will not be attending UNC-Chapel Hill.

R.E. Bell

SPEAK OUT

WRITING GUIDELINES
• Please type. Handwritten letters will not be accepted.
• Sign and date. No more than two people should sign letters.
• Students: Include your year, major and phone number.
• Faculty/staff: Include your department and phone number.
• Edit: The DTH edits for space, clarity, accuracy and vulgarity. Limit letters to 250 words.
SUBMISSION
• Drop off or mail to our office at 151 E. Rosemary St., Chapel Hill, NC 27514
• Email: opinion@dailytarheel.com

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inTOUCH

UNC EMPLOYEE FORUM NEWS | READ US ONLINE: [FORUM.UNC.EDU](http://forum.unc.edu) | OCTOBER 2014

Same-sex spouses of employees eligible for benefits

By Katie Turner

Employee Forum PR and
Communications Committee chair

On Oct. 14, Chancellor Carol Folt announced the extension of benefits to same-sex spouses of qualified UNC-Chapel Hill employees.

Her announcement came as a result of the Oct. 10 ruling that struck down North Carolina's ban on same-sex marriage.

In a message to the campus community, Chancellor Folt said she was pleased that the State Health Plan and NC Flex had begun immediate enrollment for same-sex marriages performed prior to Oct. 13.

"Same-sex marriages performed after this date would be treated as qualifying events, just as with opposite-sex marriages," she elaborated.

According to the State Employee Health Plan website, the recent ruling "is considered a qualifying life event and eligible spouses will have 30 days to add their spouse. ... Beyond this initial 30 days, marriage is a qualifying life event and members will have 30 days to add a spouse to their health plan coverage."

The effective date of coverage for this enrollment cycle is Nov. 1, 2014.

The LGBTQ Center released a statement in response to the decision, which emphasizes the importance of benefits equity to staff recruitment and retention.

"The LGBTQ Center applauds the



PHOTO COURTESY OF KATIE TURNER

Angel Collie, assistant director of the LGBTQ Center, passes out information to staff about the center's programming. Collie is raising awareness of the announcement that the University's benefit programs will extend to partners of same-sex couples who are employed at Carolina. The announcement came as a result of a recent court ruling that struck down the ban on same-sex marriage.

announcement by Chancellor Folt and Vice Chancellor Washington that UNC employees with same sex partners will now be able to have equality in health insurance benefits," the statement said. "This is an important step toward living up to the non-discrimination statement

and will make UNC more competitive in recruiting and retaining the highest quality employees."

At a recent meeting of the Employee Forum with the vice chancellors, Associate Vice Chancellor Matt Brody said staff in the Office

Human of Resources were "excited about this new development" and they "welcome developments surrounding spousal equivalence."

For more information on enrollment, visit <http://go.unc.edu/x6N7F>

Revised sexual assault, harassment policy affects staff as well as students

By Kelli Raker

Employee Forum delegate

The Policy on Prohibited Discrimination, Harassment, and Related Misconduct, including Sexual and Gender-Based Harassment, Sexual Violence, Interpersonal Violence and Stalking became effective on August 28, 2014. The policy applies to all employees and students. It clearly defines the types of conduct prohibited by the

University and clarifies key terms such as "consent."

The University also adopted new procedures for reports involving a student as the responding party.

This change means that if a member of the faculty or staff report experiencing discrimination, harassment or related misconduct that is prohibited by the policy from a student, the new procedures apply. These procedures provide an easily navigable adjudication pro-

cess.

A 22-member task force comprising students, faculty, staff and a community member drafted recommendations for the revision of the policy.

The task force reviewed and improved University processes for reports of sexual misconduct and discrimination. Last summer, Employee Forum members participated in task force meetings and contributed to recommendations for defining terms

such as "sexual harassment."

The University plans to begin reviewing procedures involving faculty and staff as the responding party in the near future. Stay tuned for information about new training from the Equal Opportunity and Compliance Office about the policy and how to support students or your fellow staff members if they experience discrimination, harassment or related misconduct.

All employees are encouraged

to review the new definitions in the policy and resources on campus. You can learn more information at <http://sexualassaultanddiscriminationpolicy.unc.edu> or on the main portal for information and resources about such conduct at <http://safe.unc.edu>.

Want to learn more right now? Sign up for a HAVEN training at <http://safe.unc.edu/haven>

Kelli Raker served on the task force.



PHOTO COURTESY OF KATIE TURNER

Delegates Ana Schwab and Yvonne Dunlap greet staff at the Employee Forum's table.



PHOTO COURTESY OF KATIE TURNER

Staff do the "wobble."

Staff 'kick up their heels' at Appreciation Day

By Katie Turner
Employee Forum PR and
Communications Committee chair

Staff had much to be thankful for this Employee Appreciation Day. After a week of cold wind and rain, the Carolina blue skies and mild weather set the scene for a day of fun outdoor entertainment.

The Office of Human Resources at UNC-Chapel Hill sponsored the annual Employee Appreciation Day event of activities and free

food. Tents and information booths lined the courtyard in front of Davis library. Facilities employees were gathered around basketball hoops, while others enjoyed a complimentary breakfast of fruit, bagels and coffee provided by Carolina Catering.

In the Great Hall of the Student Union building, departments set up table displays with raffles, swag and information about their programs. One of the more popular activities was the cash booth. Staff who caught marked bills were awarded a prize that corresponded

with the bill captured.

Liquid Pleasure entertained the crowd outside of the Frank Porter Graham Student Union with a sultry blend of old soul and hip-hop songs. The group performed animated renditions of "Brick House," "Soul Man," "Baby Got Back," and "Hot in Herre." A cover of V.I.C.'s "Wobble" brought a dozen well-coordinated staff to the dance floor.

Forum delegates Josh Ferrari, Matt McKirahan, Ana Schwab, Tammy Cox, Yvonne Dunlap, Todd Hux, Lois Douglass-

Alston, Arlene Medder and Kathy Ramsey greeted staff members at the Employee Forum table. They educated staff about the Employee Forum Book Club, programs and committees.

The event impressed new staff members who hadn't previously attended. Justin Hubbard, assistant program manager at World View, described the atmosphere of the event, "This is my first Employee Appreciation Day at Carolina. I didn't know what to expect, but it turned out to be a fun community event with great food."

Take your seat for our next book club event

By Ronda Manuel
Employee Forum delegate

Since its inception in 2013, the Employee Forum Book Club has engaged staff throughout the University. It serves as an opportunity for staff to step away from their daily routines to interact with colleagues through thoughtful and intellectual discussion on a specific book and topic.

The chair of the Employee Forum, Charles Streeter said although the conversation may begin with a discussion around the book, it may lead to dialogue about deeper issues.

The September book selection allowed UNC staff to join the campus discussion on the first-year summer reading selection, *The Round House* by Louise Erdrich. This award-

winning novel addresses the issue of sexual assault and the ethics of social justice from the perspective of a Native American adolescent on a reservation in North Dakota.

Those who gathered to discuss the book included Administrative Support Specialist Margie Scott from the Office of Diversity and Multicultural Affairs. Scott chose to attend in order to meet other colleagues around campus and to have an outlet from the day to day work routine.

"The Book Club allows us to share different perspectives that some of us may have missed. It is very interesting to see different ideas and perspectives people have from reading the same book," Scott explained.

In October, the Forum hosted another intriguing conversation about the late Maya

Angelou's book, *The Heart of a Woman*. In this story, Angelou shares the personal experiences of black American artists and writers in New York seeking their place in the world. Through her struggles on this path, Angelou also chronicles the experience of raising a black man in America.

If you are interested in learning more about the Employee Forum's Book Club, please contact employeeforum@unc.edu.

It is not too late to register for *The Ocean at the End of the Lane* by Neil Gaiman on Wednesday, November 26. We hope you and your colleagues will join us to share your perspective and to participate in the discussion. Be sure to register to reserve your space at <http://tinyurl.com/p92acnp> to receive a free lunch.

Upcoming selections

November

Wednesday, November 26 at noon— *The Ocean at the End of the Lane* by Neil Gaiman

December-January

(no meeting in December)

Friday, January 30, 2015 at noon— *The Goldfinch* by Donna Tartt

February

Friday, February 20, 2015 at noon — *Tales of the City* by Armistead Maupin

March

Friday, March 27, 2015 at noon— *Behind the Beautiful Forevers: Life, Death and Hope in a Mumbai Undercity* by Katherine Boo

April

Thursday, April 30, 2015 at noon— *Middlesex* by Jeffrey Eugenides

Also see the Daily Tar Heel article titled "UNC employees build literary connections" at <http://go.unc.edu/Wj64D>

Staff profile: Newton Lawrence, Moving Services

By Katie Turner
Public Relations and
Communications chair

Newton Lawrence is the man responsible for keeping the University moving. He holds the title of Vehicle Equipment Operator, but his job entails so much more.

I recently had the pleasure of interviewing Mr. Lawrence about what drew him to Carolina, his secret to longevity in the housekeeping department and some of the strangest places he's been on campus. I started by asking him about his background before he came to Carolina.

NL: I was born and raised in Kingston, Jamaica. My wife and I were friends from our child days, when we were young teenagers. She migrated to the United States and after a couple years passed she came back to visit. We had children, and she would bring them back and forth from the U.S. to Jamaica to visit me. We did that for six years until I finally came to the U.S. in 2000. She was working as a housekeeper for the Holiday Inn and the University. Now she works in an after-school program in the public school system.

KT: What positions and job titles have you had?

NL: I got a temporary job with housing support at the University in August of 2000. I worked as a temp until I got a permanent position in housekeeping in 2003. I worked with that group for about a year until I became group leader in 2004.

KT: What do you like best about working at the university?

NL: I love meeting new people and learning about different cultures. I have to say my favorite thing is the diversity of university.

KT: Can you give an example?

NL: This person I met a couple years ago was from Burma, and he taught me a lot about his culture. It was hard to understand and vague because of his communication skills. I met one lady I work with who is Native American and she would tell me about her background.

KT: What is an average day like in the moving services department?

NL: My average day is busy. Moving furniture is my main priority, but I also help another group that delivers housekeeping supplies across campus. Sometimes when they are backed up or others aren't around I step up and help. Their crew will help me if we are short-handed with a move.

KT: What is the biggest challenge of working at the university?

NL: The biggest challenge is moving furniture in tight spaces when the stairwells are narrow and there's no elevator.

KT: What is the hardest move you've ever had to do?

NL: Since I've been at the university the hardest move was moving Dr. [Christopher] Payne from the first floor of Carr building to the third floor. That day I went home and my muscles were cramping. [Interviewer's note: Carr building is one of the few buildings on

campus without an elevator. Its tight, steep staircases make carrying things up and down especially hazardous.]

KT: Where is the strangest place you've ever done a move? Attics? Basements of old buildings?

NL: One time I did a move in Brinkhous-Bullitt and had to use the elevator for the move. That was hard for me because I've never seen a dead body before. We used the same elevator that the staff used to transport bodies for autopsies. That's the strangest and weirdest elevator encounter I've ever had. I never really thought of dead person like that. I was thinking about the people mourning for the loss of that person. That was strange to me.

KT: Can you share a little bit about hobbies?

NL: I'm a movie fanatic. I like action movies or watching basketball. My two favorites are Tar Heel basketball and Lakers' basketball. Sometimes the Heels will play and the Lakers will come on after, and that is a full night for me. (chuckling) I like music, too. Back in Jamaica I was a DJ. I got an iPad Mini at Student Stores. I found out there's a DJ2 app and I loaded that up on it. I like to plug it in to my surround sound and deejay for the home crowd. I'm a reggae fan. I like some R n B, but my main music is reggae.

KT: If there's one thing you wish you knew when you started working at Carolina what would it be?

NL: I can't say there are any changes I would have made. For me to advise a person coming in, I would tell them this is a wonderful



PHOTO COURTESY OF CHARLES STREETER

organization. Play your role. That's what I do.

Finally, I wondered how Newton had managed to stay in Moving Services so long when so many others hadn't. It's a physically demanding job and the work isn't always recognized or appreciated. I asked him what his secret was to longevity at Carolina. He said, "Be positive and do everything to the best of your ability. Stay on top of things and be mindful of your surroundings."

He paused for a moment and added with a knowing smile and laugh, "And follow the rules."



PHOTO COURTESY OF KATIE TURNER

Campus Community Garden director Claire Lorch greets staff at Employee Appreciation Day.

Volunteering in the Community Garden

By Arlene Medder
Carolina Campus Community
Garden Committee chair

Did you know that you can bring a group to the Carolina Campus Community Garden to volunteer? It is a great team building exercise and the garden is always thrilled to have help.

Kelli Raker, an Employee Forum delegate, learned about the garden through the Forum. The Office of Student Wellness has their staff training in August, which includes team-building. They have done a ropes course previously, but this year they volunteered at the CCCG. Those who took part said they enjoyed it and plan to return to the garden to volunteer. An extra benefit: team-building at the garden is free!

The UNC Food Research Program also volunteered in the garden. They understand the importance of access to healthy food. They volunteered in the garden to support the garden's mission to provide access to fresh fruits and vegetables to UNC employees. Jessica Davis, a research assistant in the program, said they enjoyed spending time in the garden clearing, preparing and planting fall crops. Those crops will eventually nourish some of the housekeeping staff who help to make UNC a great place to work.

Every year, the School of Law sponsors a work day volunteer event at the CCCG. The law school provides a van to shuttle volunteers from the law library and school to the garden.

Nadera Salaam, director of human resources at the School of Law and

a former delegate to the Employee Forum, recounted her experiences in the garden. In the summer, she volunteers with her son. She feels the garden is a great way for children and adults to learn about our food. From the Philadelphia suburbs, she is interested in learning what fruits and vegetables look like in their natural state. She is more selective at the store, she frequents farmers' markets, and she takes part in community supported agriculture programs.

Volunteering in the Garden qualifies as Community Service Leave. Garden workdays are 3-6 p.m. Sundays and 4-6 p.m. Wednesdays. Arrangements can be made for groups at other times.

For more information: <http://uncgarden.web.unc.edu> or contact Claire Lorch at clorch@email.unc.edu.

#UNCstaff take over Twitter for scavenger hunt



The Employee Forum would like to recognize the following generous volunteers and sponsors for donating gifts and services to the scavenger hunt:

Daily Grind
Bull's Head Bookshop
Nicole Spruell Photography
UNC Student Stores
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Fleet Feet
RnR Grill
Venable Bistro

Old Chicago
UNC Athletics
Carolina Brewery
Noodles & Co.
Top of the Hill
SEANC
Evan Adair

As students prepare to return to classes, staff are especially busy. We are tidying up the campus, arranging meetings for the school year, helping students with their schedules and directing nervous parents as they navigate the campus with carloads of dorm supplies. To ease the transition to the new academic year and add to the excitement, the Employee Forum sponsored a fun event on campus for staff.

On Aug. 15, the Employee Forum held a scavenger hunt that involved staff from all corners of campus, and even as far as Morehead City. Using our Twitter handle (@EmployeeForum) and #UNCstaff, we posted clues about the locations of 50 prize vouchers. Employee Forum delegates volunteered to hide vouchers and tweet clues.

Staff members who found vouchers took pictures of themselves and their colleagues and posted them to Twitter. The winners sent their vouchers to the Forum office and redeemed them for donated prizes. All winners were entered in a grand prize drawing for a free Kindle.

Tweet much?

By Tammy Cox
Employee Forum
treasurer
@gettammy

For those of us who are novice tweeters, the Employee Forum organized a staff Twitter Basics class. The idea sprung from the scavenger hunt held earlier in the season which used Twitter as a platform to give clues to the hidden treasures. In addition to giving away great gifts, including a grand prize Kindle, it gave many of us an interest in learning how to

tweet.

Andy Bechtel, associate professor of journalism and mass communication, agreed to teach us the basics. Registration was filled to capacity and a wait list was created for those who did not get a chance to register early. The class, held on Oct. 16 at Davis Library, included a tour of Twitter, as well as a hands-on opportunity to establish accounts for those without one and to enhance skills for others.

We learned how to follow, unfollow, mute and block fellow tweeters. Since Twitter only allows 140

characters, we discussed how to write concise, brief content that conveys information of interest to our desired audience. We discussed how to create mindful posts since we are in a professional setting.

Many of us now follow Professor Bechtel, as well as university accounts such as @EmployeeForum and @unc_hr. Since the class is in high demand, a second has been scheduled for Nov. 11.

To register for the upcoming session, visit <http://tinyurl.com/m2k9dl3>

inTOUCH

inTouch is a publication of the Employee Forum at UNC-Chapel Hill.

Contributors include Katie Turner (Editor), Tammy Cox, Ronda Manuel, Arlene Medder, Kelli Raker, Charles Streeter

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