Greetings Staff of the University!

As I reflect back on the past year and all that we, the staff of the UNC System, have endured and lost, I reflect upon a quote that I heard at a leadership seminar that I attended a few years ago:

“Culture does not change because we desire to change it. Culture changes when the organization is transformed; the culture reflects the realities of people working together every day.”

--Frances Hesselbein

Staff, we are in the midst of change and transformation – some for the good, some for the bad, and some we don't want at all. We have seen loss, we have seen gain, and we have seen, in some areas, devastation of jobs and lives. We have been asked to do more with less and we have been asked to change our way of thinking – to get used to doing without those things that make our jobs easier. Our leaders have made difficult decisions, many that we may not have agreed upon, but decisions that we know we have to stand behind because they were made in order to save the integrity of our University. The UNC System has a constitutional order to maintain affordable and accessible higher education and we cannot falter on that charge. We are in the midst of a cultural change and transformation, and as staff, we must take ownership and leadership in this cultural shift within the University. For years, we have given our state leaders the same message and now it is time for us to look within ourselves to find our new message.

It is time for us to create a culture of good change – of building up our University. I’ve said it before: We are the nuts and the bolts that hold this University together!

We are nearly 32,000 strong and we have big voices! It is time for us to use our voices in a way that our state leaders will take notice.

My charge for you is to get involved in your University, get involved in the transformation, and be a voice of change. I task you with reaching out to your campus Employee Forum, Staff Senate, or Staff Council and become involved. I task you to reach out to your Staff Assembly Delegates; each campus has three. I challenge you to ask them how you can help in the transformation on your campus, how can you help in motivating your work mates in change. Yes, Staff, we are in the midst of a cultural change and transformation! Yes, it is up to us to make sure it is an effective, efficient, and good change for our University System. Yes, let’s stand together and speak as one, let's stand together to show our great state and those that lead us that we are One Staff, One Culture, and One University!

Again, welcome to the new academic year and a new day in the University. Thank you for all that you do on a daily basis to make our system the best for higher education in the United States! Enjoy this new academic year issue of our newsletter and I look forward to hearing from you and how you can help in making our University a more effective and efficient University!

Kelley N. Eaves-Boykin, Chairman

This issue of the Staff Assembly Newsletter is dedicated to the memory of Mrs. Janet B. Royster, who served as Staff Assembly Parliamentarian until her death on June 8, 2011 after a brief but valiant battle with cancer.

Upon the inception of the proposed Staff Assembly Scholarship Fund, it shall be renamed the Janet B. Royster Memorial Scholarship Fund in honor of Janet's service to the UNC Staff Assembly and the University of North Carolina.
The Staff of the UNC System “Has A Heart”

– A Very Big One!

Throughout the month of February, the staff of the UNC System collected canned goods, plasticware, toiletries, and clothing as a part of the 2011 “Have A Heart” Campaign. Recognizing a much greater need in communities across the state brought on by the slumping economy, staff gave in greater numbers and quantities than ever before. Benefiting more than 20 local community food banks, refugees, and causes, totals for the 2011 campaign resulted in:

- Greater than 12,300 pounds of canned goods,
- Approximately 6,500 Ziploc bags, plasticware and toiletries,
- Over 100 coats and other clothing items, and
- $300 in cash donations

Thank you to everyone who participated in this year’s campaign. Together, the staff of the UNC System has shown that we have the power to make a true difference in the state of North Carolina.

**Pictured above:**
Top – Proceeds from each UNC campus helped contribute to the world record breaking effort of the North Carolina School of Science and Math. In a 24 hour period, the students of NCSSM collected 559,885 pounds of canned goods for the Food Bank of Central & Eastern North Carolina – setting a new world record!

Bottom – Staff Assembly Chairman, Kelley Eaves-Boykin, (second from right) personally delivers a check to Samaritan Ministries from Erskine Bowles in 2010. Samaritan Ministries also benefited from your generosity during the 2011 “Have A Heart” Campaign.
Seeking Nominations for the Erskine B. Bowles Staff Service Award

The goal of the UNC Staff Assembly is to improve communications, understanding, and morale throughout the whole of our respective communities, and to increase efficiency and productivity in campus operations. In as much, the Erskine B. Bowles Staff Service Award is given to a permanent, full-time staff member who has shown exemplary understanding, empathy, and devotion to mankind and whose accomplishments are consistent with the goals exemplified by Erskine B. Bowles during his tenure as UNC President and in accordance with the University’s public service mission.

It is requested that each campus nominate one permanent, full-time staff member from their institution as a potential recipient for the 2nd Annual Erskine B. Bowles Staff Service Award. Nominations are due no later than September 15, 2011. The recipient of this honor will be announced at the October 18, 2011 meeting of the UNC Staff Assembly.

For additional nomination guidelines and to submit the nomination for your campus, please visit the link below:  
http://tinyurl.com/erskinebbowles

Help Make our Campuses Violence-Free

Sexual violence is an umbrella term that includes sexual assault, rape, sexual abuse, stalking, relationship violence, and verbal and physical harassment. These actions are committed by lovers, partners, friends, acquaintances, family members, and strangers. Sexual violence affects people of all ages, races, genders, sexualities, and abilities. Although sexual assault is most often associated with women, men and children of all ages also experience unwanted sexual contact.

Many survivors of sexual assault suffer in silence, never reporting it to the police. This happens for many different reasons, including feelings of shame, fear of reprisal from their attacker, or pressure from others not to report. Many people who were sexually assaulted as children do not tell anyone or get help until they are adults. Most offenders do not go to jail, even though sexual assault is a criminal act punishable through the criminal justice system.

The statistics are staggering:

- Every 2 minutes, someone in the United States is sexually assaulted.
- 1 in 6 women and 1 in 33 men are victims of sexual assault.
- 85-90% of sexual assault survivors know their assailants.
- More than 60% of sexual assaults are not reported to police.
- Up to 50% of victims do not tell anyone about the assault.
- According to FBI statistics, sexual assault has the lowest false reporting rate of any violent crimes. Fewer than 2% of rape reports are found to be false.
- Only 1 in 100 rapists who are reported will be convicted.
- Fewer than 5% of rapists go to jail.
- 1 in 12 male students surveyed had committed acts that met the legal definitions of rape or attempted rape.

It is never a victim’s fault.

If students or other employees see you as a trustworthy and empathetic person, they may disclose that they have survived sexual violence. What should you do?

Listen and don’t judge. Avoid asking questions that could imply the victim is to blame, such as “How much were you drinking?” or “Why did you go with that person?” Instead offer your support with statements like “I’m sorry that this happened to you” and “It is not your fault.” Make sure the person knows what resources are available to them on your campus and in your community so they can seek help. Don’t make decisions for them or tell them what to do; instead, ask what you can do to support them.

How can you help end sexual violence?

- Become aware of the resources available on your campus and in your community.
- Learn about your institution’s policies and procedures and who/which offices on your campus address sexual violence issues.
- Arrange for your unit to receive education about sexual violence.
- Challenge rape myths and misconceptions.
- Model respectful behavior for students and coworkers.
- Don’t be a bystander. Intervene when you see inappropriate behavior.
- Challenge cultural norms that promote violence.
- Join a group on your campus that works against sexual violence. If one doesn’t exist, start one.
- Start a HAVEN program to develop a campus-wide network of allies to support survivors of sexual violence and to contribute to ending sexual assault on your campus: http://womenscenter.unc.edu/index.php?p=haven

We each have a responsibility to support the individuals whose lives have been impacted by sexual assault and other forms of sexual violence, to hold perpetrators accountable, and to speak out and work to end sexual violence.

For more information, visit the following:

- Higher Education Center: www.higheredcenter.org/high-risk/violence/rape
- North Carolina Coalition Against Sexual Assault: www.nccasa.org
- Project Safe: http://womenscenter.unc.edu/safe/
- Carolina Men Care: www.med.unc.edu/beacon/carolina-men-care/carolina-men-care
- V-Day: www.vday.org/home
- RAINN: www.rainn.org
- Green Dot Campaign: www.greendotkentucky.com

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