CLA NEWS
On Wednesday, February 7, John Maxwell, renowned leadership guru, spoke to a collection of Carolina coaches, staff and administrators. He shared ideas from his new book which has yet to hit book stores, Talent Is Never Enough.

In his initial remarks, he also outlined the four keys to being successful: relationships, team building, attitude development and leadership. Relationships...people can’t go along with you if they do not get along with you. Team building...you can compound your influence through the multiplier of people. Attitude development...it is one’s attitude (attitude quotient, AQ) during times of adversity that is most telling. Leadership...leadership is the ability to influence nothing more, nothing less.

In short, he asked, “so you have talent, so what?” He explained that in the beginning (when we are young), talent alone separates performers. As we age, the talent gap narrows. This happens not because they (the talented) cease to be talented but rather because (some, if not most) talented people fail to make (and manage) the right decisions.

He claims that there are 13 choices that people can make regarding their talent. The consequences of those choices can either add or subtract from their talent, making them either Talent-Plus or Talent-Minus people.

You can choose to allow your (1) belief to lift talent; (2) passion to energize talent; (3) initiative to activate talent; (4) focus to direct talent; (5) preparation to position talent; (6) practice to sharpen talent; (7) perseverance to sustain talent; (8) courage to test talent; (9) teachability to expand talent; (10) character to protect talent; (11) relationships to influence talent; (12) responsibility to strengthen talent; and finally, and (13) teamwork to multiply talent.

John C. Maxwell is an internationally recognized leadership expert, speaker, and author who has sold over 12 million books. His organizations have trained more than one million leaders worldwide including Fortune 500 companies, international government leaders, and sports organizations such as the NCAA, the NBA, and the NFL.

Two of his books, The 21 Irrefutable Laws of Leadership and Developing the Leader Within You, have each sold over
a million copies.

INFORMATION ON CHILD CARE HELP

As a result of continuing interest in child care, the "Choosing and Using Child Care" class will now be offered on the 2nd and 4th Thursday of each month from 1:30-2:30 p.m. at the Administrative Office Building in Room 1500C. In addition, we are researching available options to provide this session on campus. If you would like to offer this class in your department contact Cookie Dais at 962-2550 or cookie_dais@unc.edu.

Choosing and Using Child Care is a workshop that is

Below is something from the Leadership Academy for the newsletter. I've also attached a photo and here is the cutline: Pictured are Steve Stoute (Graduate Intern, Student-Athlete Development), Cricket Lane (Director, Student-Athlete Development), John Blanchard (Sr. Associate Director of Athletics), John Maxwell, Jeff Janssen (Co-Director, Carolina Leadership Academy) and Shelley Johnson (Assistant Director, Carolina Leadership Academy)

March Birthdays

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<tr>
<th>Name</th>
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<td>Tommy Thigpen</td>
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<td>Cricket Lane</td>
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<td>Sam Paul</td>
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<td>Mark Gaines</td>
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<td>Marie Baker</td>
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<td>John Brunner</td>
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<td>Janelle Breneman</td>
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<td>Glen Lanham</td>
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<td>Joan Nipper</td>
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KUDOS TO THE NORTH CAROLINA TAR HEELS FOR CLAIMING THE SCHOOL'S 16TH ACC CHAMPIONSHIP WITH AN 89-80 CHAMPIONSHIP WIN OVER NC STATE ON MARCH 11, 2007 IN TAMPA, FLA. THE 16 TITLES EQUAL THE MOST IN ACC HISTORY.

CAROLINA'S SWIMMING CAPTAINS HOLD ALOFT THE ACC CHAMPIONSHIP TROPHY AFTER THE TEAM CLAIMED UNC'S 16TH ACC CHAMPIONSHIP IN WOMEN'S SWIMMING LAST MONTH. THE TAR HEEL WOMEN SENT HEAD COACH FRANK COMFORT OUT IN STYLE BY WINNING HIS 26TH OVERALL CONFERENCE TITLE.
designated for all stages of parenthood. During the session you will learn strategies for finding quality child care for infants, toddlers and school-age children. In addition, you will learn about community child care options.

Following the session, a family support counselor from CCSA will be available to answer questions and create a customized list of child care options to fit individual family needs.

Space is limited, so contact Cookie Dais to register at cookie_dais@unc.edu.

**DISCOUNTS FOR UNC EMPLOYEES**

The following new and updated discounts are now available for UNC-Chapel Hill employees:

** Shops and Services: For details, go to http://hr.unc.edu/employees/spa-employees/discounts/discount-shops.

-- BB&T: BB&T At Work offers CD and Savings Account special rates offered to UNC employees.


-- CenterPeace Companion Care, LLC: In-home and companion care, 10% discount on services.

-- Discount Contact Lenses.com: 10% off total order. Company offers contact lenses, reading glasses and other vision care products.

** Sports and Fitness: For details, go to http://hr.unc.edu/employees/spa-employees/discounts/discount-sports.

-- Carolina Hurricanes Hockey: Discounts on select games December through April.

** Apartment/Realty Discounts: For details, go to http://hr.unc.edu/employees/spa-employees/discounts/apts.

-- Colony Apartments: Security deposit and application fee waived for UNC employees.

** Arts and Entertainment: For details, go to http://hr.unc.edu/employees/spa-employees/discounts/discount-arts.

-- Group Tickets Plus: Ringling Bros. and Barnum and Bailey Brothers Circus, Feb. 7-11 at the RBC Center, special offer on opening night (2/7/07) and savings on other dates.

-- Broadway Series South specials: Offer extended through end of season! Save $10 per ticket on specific performances and dates.

** WHAT TO BRING TO YOUR APPOINTMENT: **

- Proof of identity (driver’s license; state ID card; passport; school photo; visa or military ID); copies of all W-2 forms; Social Security number for ALL individuals to be listed on your return; child care provider’s identification number (or Social Security number); amounts of other income (i.e., alimony or child support)

- CHEEK-CLARK BUILDING—505 West Cameron Avenue

- GILES-HORNEY BUILDING—103 Airport Drive (off Airport Road)

Cheek Clark Building (from the Carolina Inn) – Proceed about 4 blocks on Cameron Street, towards Carrboro. Building is on your left, just before the railroad tracks at 505 West Cameron St. Giles Horney Building is on Airport Drive. Airport Drive is off of Martin Luther King Blvd. (formerly Airport Road). From the corner of Franklin and Airport Road, drive north (away from campus) about ½ miles. Turn left onto Airport Drive -- Giles Horney is immediately on your right. The Master of Accounting Student Association (MACSA) receives funding to help operate this program from UNC-CH Parents Fund – Student Opportunities Fund Award.

** NEW NCAA NEWS FEATURE **

The NCAA recently added the “3-Minute Drill” news feature to its website blog, the Double-A Zone. The aptly-titled segment is a 3-minute video broadcast that offers a snapshot of current news and events in college athletics. Material from all three divisions within the NCAA will be compiled and presented in the “3-Minute Drill.” Stories, photographs, and video clips will be solicited from the NCAA membership for this new feature. The next installment will be available on March 1, 2007 at http://www.doubleazone.com/.

Additionally, weekly installments of “Mondays with Myles” can be found at this link. In this weekly podcast, NCAA President Myles Brand discusses current issue in college athletics.

These video features and the Double-A Zone blog are designed to create a news and discussion forum surrounding intercollegiate athletics.

** MARCH MADNESS POOLS REMINDER **

With the ACC and NCAA basketball tournaments right around the corner, all athletics department staff members and student-athletes are reminded that gambling is strictly prohibited by NCAA regulations. This precludes ALL TOURNAMENT POOLS, regardless of the cost involved (e.g., $5.00 pools).

In addition, this prohibition includes, but is not limited to, UNC office pools, as well as online tournament challenges and March Madness “Pick’em” contests in which there is a cost to enter and an opportunity to win cash or a prize at the completion of the contest.

Please contact the Compliance Office (962-6000) if you have any questions regarding gambling.
tutoring program to the children of all UNC staff. The mission of this organization is to provide a new medium through which UNC students can give back to the UNC community via a tutoring service for children.

Interested individuals can access a database of tutors at the Student-Worker Alliance for Tutoring web site at http://unchost.org/swat. The web-site lists the names of UNC volunteer student tutors, as well as the subjects and ages they can teach. Clicking on any student’s name provides more information, including their major and availability. Interested employees can either contact the student directly to coordinate a schedule based on the UNC student’s availability and the employee’s convenience, or email the program directly at swat@unc.edu with a tutor request and be personally paired up. Tutoring is available to all children in grades K-12. The tutoring will take place in either reserved study rooms on UNC campus or a location mutually determined by the employee and the UNC student.

Feel free to pass on this informa-

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**TAR HEEL PROFILE**

**Head Volleyball Coach Still Energized in 17th Year at UNC**

BY Nick Clarke, Athletic Communications

As he stepped onto the campus of UNC for the first time as head volleyball coach, Joe Sagula might never have expected that he would be at North Carolina for 17 years. “I was at my previous school for nine years,” said Sagula, “and I thought that was forever.”

But year after year, as the Tar Heel volleyball program has grown, Coach Sagula has returned to lead the team. “Every year I was at Carolina, it seemed like I was such a rookie again. And then the next thing I knew, I had been here over 10 years, and then it was 15 years,” said Sagula.

In the 17 years since he began his career in Chapel Hill, Coach Sagula has reshaped the Tar Heel program. Coming to UNC from the University of Pennsylvania, where he led the Quakers to three conference titles in nine years and was named Ivy League Coach of the Year in four consecutive seasons, Sagula entered his new job with high expectations.

At North Carolina, those expectations have been more than realized. In his 17 seasons, he has coached the Tar Heels to 157 conference wins, more than any other coach in history. His teams have gone 344-219 since he joined the program in 1990, a winning percentage of more than 61 percent.

Under Coach Sagula, the Tar Heel volleyball team has won four of the university’s 10 conference titles in volleyball and has earned six of its 10 all-time NCAA Tournament births.

In 2001, the team hosted first and second round NCAA Tournament matches in Chapel Hill, a first for any Tar Heel volleyball squad.

A year later, Sagula and the 2002 volleyball team had the best season in Tar Heel history. That year, the Tar Heels went 32-4, notching 30 victories for the first time since 1985. In conference, the team won 15-1, taking the regular season conference championship.

In the 2002 NCAA Tournament, the Tar Heels defeated Winthrop and South Carolina to advance to the NCAA Regional semifinals for the first time in school history. For his team’s play that season, Sagula was named conference and regional coach of the year.

In 2005 again, Sagula led the Tar Heel volleyball team to the conference championship, a 23-10 overall record, and a berth in the NCAA Tournament where the team advanced to the second round, once again earning the title of ACC Coach of the Year.

“There are a lot of great memories. There have been a lot of exciting matches here in Carmichael Auditorium,” says Sagula. “The 2002 year, with the team making it to the Sweet 16, was a great year, and the times we played in the Smith Center, with Midnight Madness, in front of 20,000 people, you can’t take that away.”

Despite the many memories, however, and all of his accomplishments, Sagula is not yet satisfied with his career at UNC.

“We talk to every recruit about competing for the national championship...In 2002 when we made it to the sweet 16, and we were in the top 16 in the country ranked 11th, that gave us a test and we said, ‘hey, we can do this, and we need to do it again,’” says Sagula. “That’s my goal right now. I want to get back to that top 16 in the country and give ourselves a chance to maybe go further...and to truly compete nationally.”

Sagula realizes, however, that championships do not come easy. A step up to the national level will take an unwavering passion from coaches and athletes alike.

“You need to have some passion for what you do,” Sagula explains. “If you have passion then you’re going to be excited about what you do and you’re going to do a better job.”

In addition to passion, and a great deal of hard work, improvement will also take time. After a down 2006 season in which a young Tar Heel team posted an 11-20 record, Sagula knows that achieving his goal could take several years. He remains determined, however, to get UNC volleyball to the top.

“The last two years we’ve been off, but I am really encouraged, and I think we can take good steps,” said Sagula. “I will not leave until this program is in really good shape.”

Ready to face the challenge, Sagula sees no end in sight to his UNC career. 17 years in, he is prepared for the next 17, and still as motivated as ever.

“I figure I have some good years ahead of me and I want to keep doing this,” said Sagula, “but I don’t want to keep doing it the way we did it this year, I want to do it better.”

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**Mark your calendar!**

**Department Play Day.....May 8**

**golf/tennis**

**Department Picnic.........May 11**

**More information coming soon....**
tion to people within your department who you feel would benefit from this service.

If you have any questions or suggestions, contact:
Kristin Economo, SWAT Parent-Outlet Coordinator
Phone: 919-260-8038
Email: economo@email.unc.edu
Sarah Press, SWAT Tutor Coordinator
Phone: 847-858-7317
Email: press@email.unc.edu
Aimee Krans, UNC Work-Life Manager
Email: aimee_krans@unc.edu

UNIVERSITY TRAINING & DEVELOPMENT PROGRAMS
*Our current Program Guide (November 2006 through June 2007) is available at
http://hr.unc.edu/employees/spa-employees/training/prog_guide/Nov06.pdf.*

Spaces are still available for several upcoming training programs. For complete course descriptions or to register, go to http://www.training.unc.edu.

If you cannot access the online registration system or have questions about these programs, contact Training & Development at 962-2550.

Tuesday, Jan. 23: How to be your own Personal Trainer
Friday, Jan. 26: American Sign Language

Thursday, Feb. 8: The Heart Healthy Message
Monday, Feb. 12: Mediation 101
Tuesday, Feb. 13: Are you ready to own your own home?
Tuesday, Feb. 13: Exploring Images of Women in the Workplace

Eligibility to participate:
All current permanent full-time or part-time SPA, EPA non-faculty and EPA faculty employees are eligible to enroll in training programs. In general, students, post-docs, temporary employees, retirees and spouses of UNC employees may enroll in specific programs on a space-available basis by calling the Training & Development Department two business days prior to the start of class. Non-UNC affiliates, such as employees of other State agencies or UNC system institutions, should call Training & Development at 919-962-2550 for registration information.

IMPORTANT HEALTH PLAN INFO
Open enrollment for employee health insurance for the 2007-08 plan year will begin March 1 and run through March 31, 2007. Changes made during the open enrollment period will be effective July 1, 2007, and continue through June 30, 2008.

This enrollment period covers both the Comprehensive Major Medical plan and the Preferred Provider Organization (PPO) options. During this enrollment period, employees can change plans, or choose to add or change their current spouse and/or dependent coverage.

Employees who are currently enrolled in one of the State Health Plan's insurance options will receive an enrollment package at their home address in late February. Employees who are not currently enrolled in health insurance, but are interested in signing up, can get enrollment information at the State Health Plan's website, statehealthplan.state.nc.us.

The enrollment period was moved earlier in the year to accommodate the plan's July 1 benefit start date.

To date, we do not have any information on any potential changes in premium costs or plan benefits for 2007-08. Both premium and benefit changes must be approved by the legislature, and the General Assembly has not taken any action on these items at this time.

We hope to receive additional information from the State Health Plan in the next two weeks. As soon as we receive this, we will let you know.

Let me know if you have any questions, contact your HR Facilitator.

MISCELLANEOUS INFO FROM UNC HUMAN RESOURCES

CAMPUS RECREATION is excited to announce a brand new program - Kids ROCK! (Recreational Opportunities for Carolina Kids).

This program is open to children of UNC faculty, staff, & students.

The program objectives are as follows:
* For Carolina students, faculty and staff to have an opportunity to play/exercise with their kids;
* To expose Carolina kids to a variety of fun, healthy activities;
* To combat a national rise in the incidence of juvenile obesity and diabetes; and
* To just have fun.

This is a free program for children of all ages. Please RSVP to Marty Pomerantz, pomerantz@email.unc.edu, at least 2 days prior to the program you want to attend so we can plan the number of treats appropriately. Activities have been selected to encourage fun interaction between parent and kid - this is NOT day care - parents/guardians are required to stay and participate.

A complete list of programs is available at http://www.campusrec.unc.edu/heels.html.

For additional information, please contact Marty Pomerantz, pomerantz@email.unc.edu.

SUMMER BLOOD DRIVE: Mark your calendar now—the 19th annual Carolina Blood Drive will be held June 5th from 7 a.m. – 6 p.m. in the Smith Center. Donation appointments and volunteers may begin signing up on Thursday, May 3rd. For additional information check the Blood Drive website: http://www.unc.edu/blood/.

EARNED INCOME TAX CREDIT and VOLUNTEER INCOME TAX ASSISTANCE: This year the income limits for qualifying for EITC has increased. You may qualify if: (a) You have more than one qualifying child and your earned income was less than $36,348 ($38,348 if married filing jointly). (b) You have one qualifying child and your earned income was less than $32,001 ($34,001 if married filing jointly). (c) You do not have a qualifying child and your

Carolina Kids Club Day @ Women's Lacrosse, Saturday March 17th @ 3pm vs UVA, RSVP to carolinakids@uncaa.unc.edu if you plan on attending.
earned income was less than $12,120 ($14,120 if married filing jointly).

Volunteer income tax assistance is available to UNC-Chapel Hill employees with income less than $50,000 who do NOT itemize and who are NOT self-employed. This assistance is provided by the Master of Accounting Student Association, Law School and Student Poverty Reduction Outreach Club. For an appointment, call 800-807-6349.