**NCAA Gambling Policy**

With college and professional basketball in full swing, please continue to be aware that the NCAA prohibits sports gambling of any kind at the collegiate or professional level. This applies to ALL collegiate student-athletes, coaches, trainers, and athletics department staff.

**NCAA Gambling Policy:**

- You may not place or accept a bet of any sort on any sporting event.
- You may not place or accept a bet for any tangible item. This includes cash, tickets, dinners, services, clothing, etc.
- You may not give information to anyone who places bets on college or professional sports.
- You may not place bets with bookmakers, through parlay cards, or any other method employed by organized gambling.

**What this means for YOU:**

- NO wagers on ANY professional or collegiate sporting event.
- NO participation in sports pools that have both an entry fee and a potential prize, including those run online by friends (e.g., college bowl pools, Super Bowl pools, NCAA Basketball Tournament bracket pools).
- NO internet gambling on sporting events.
- NO sports wagering using toll-free or other phone numbers.
- NO participation in fantasy leagues that have both an entry fee and a potential prize.
- NO involvement in “pick-em” contests, or as a “guest picker” of games in a newspaper or online website.
- NO exchange of information about your team with ANYONE who gambles. In other words, do not give out information about injuries, changes in the depth chart, team morale, discipline problems, etc. This information should stay within the department. If shared, this information could aid gamblers and bookies.

If you have any questions about the NCAA’s gambling policies, contact the Compliance Office at 962-6000.

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**2009 Holiday Schedule**

The 2009 holiday schedule is as follows:

11 holidays, plus one day as a University Closed Day

- New Year's Day: Thurs., Jan. 1 and Fri., Jan. 2
- Martin Luther King Jr. Day: Mon., Jan. 19
- Spring Holiday: Fri., April 10
- Memorial Day: Mon., May 25
- Independence Day: Fri., July 3
- Labor Day: Mon., Sept. 7
- Thanksgiving: Thurs., Nov. 26, and Fri., Nov. 27
- Christmas: Thurs., Dec. 24, and Fri., Dec. 25
- New Year's Eve: Thurs., Dec. 31 (University Closed Day - Employees use vacation, bonus leave or comp time)

For 2009, the University will observe Friday, Jan. 2, as a holiday in lieu of Veterans Day to provide an extended four-day weekend. In addition, Thursday, Dec. 31, 2009, is designated as a University Closed Day to provide another four-day weekend at the end of the calendar year. Employees can use annual vacation leave, bonus leave, or accrued compensatory time on Dec. 31, 2009. Given the significant amount of notice that employees have to plan for the University Closed Day, we do not expect any employee to be negatively impacted by the decision to close on that day. The Office of Human Resources will be available to work with departments to address individual leave situations and identify all available options to cover the day with pay.

It is noted that some departments have essential work that must be done on designated holidays and on the University Closed Day. SPA employees who work on holidays are paid holiday premium pay, in addition to hour-for-hour compensatory time up to 8 hours. No additional compensation or time off is given for work on a University Closed Day.

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**Celebrating Success**

On the strength of outstanding seasons by the women’s and men’s soccer teams, UNC ranked fourth in the Learfield Sports Directors’ Cup standings released Jan. 13 and including all fall sports. The Tar Heels finished first in women’s soccer (the program’s 20th national crown; see celebration above), second in men’s soccer, ninth in field hockey, 14th in volleyball and 42nd in football.

UNC has 290 points through the fall, behind a Pac-10 trio of Stanford (394), Oregon (323) and Southern California (304). Behind Carolina are Florida and Wake Forest, tied for fifth with 268 points each. Other ACC schools in the top 20 are Maryland (245), Virginia (244), Florida State (230) and Duke (208).
DEPARTMENT NEWS

In department news this month, several people who were already on staff have become full-time employees, while others have shifted to new roles and yet others are brand new:

• Sarah Humphries, formerly a graduate assistant in sports marketing, is now Assistant Director of Sports Marketing. An intern in the office since May, she coordinates marketing and promotions for women’s basketball and men’s and women’s soccer and also oversees Tar Heel Town.

As Sarah has taken on new responsibilities, marketing assistant Jeff Shepherd has stepped in to play a larger role in the office. He assists with the Carolina Kids Club, as well as track & field, gymnastics and wrestling.

• Eric Biener, who has been on the strength and conditioning staff since 2005, is now a full-time Assistant Strength & Conditioning Coach for Olympic Sports. He works primarily with men’s lacrosse, women’s tennis, and wrestling and also assists with baseball, men’s and women’s soccer, track and field (sprint/hurdle), and volleyball.

• Dave Arendas, Director of Baseball Operations, has been a part of the staff for the past three seasons and has moved into full-time position. He handles a variety of administrative duties, including travel, equipment, game-day organization and special events coordination.

• Nadia Lynch has moved from the business office to the men’s basketball office, where she has taken over as executive assistant to head coach Roy Williams. A 2001 UNC graduate, she has been a member of the staff for nearly three years.

• Anne Sexton has joined the department as Assistant Director of New Media. A 2004 graduate of UNC, she earned a master’s in sport management from Texas in 2007. She worked for NBC Olympics at the 2006 Winter Games in Torino and the 2008 Summer Games in Beijing and also was involved in various freelance projects at Texas and in Austin.

At UNC, she assists with editing and organizing the coaches’ shows as well as with the general video production needs of the department, including the video board for UNC events.

• Tim Smith was named Major Gift Director at The Rams Club in early December. Tim has been with The Rams Club since June 2005 when he served as a graduate assistant from the sport administration graduate program and he transitioned into the Director of Membership role in July 2006. In his new role, Tim will focus on raising funds for scholarships and capital campaign projects.

• Human Resources

Helping Heels Registry

The Work/Life Manager in the Office of Human Resources publishes Helping Heels, a registry of individuals affiliated with the University who are willing to provide a variety of caregiving tasks on a part-time informal basis. This could include any combination of the following: childcare, elder care and/or pet care.

The list is published three times per year. The Helping Heels registry is simply a referral program; interested families must contact the listed individuals directly to arrange an interview or to schedule care.

If you are interested in becoming a Helping Heel, providing childcare, elder care or pet care, the UNC-Chapel Hill Helping Heels provider list offers you a unique opportunity to advertise your skills and availability to the campus community and provide part-time care for families of Carolina students and employees.

To register, complete the on-line registration form at http://hr.unc.edu/formfinder/forms-workfamily/list. You must complete the registration form no later than Friday, Jan. 16, to be included on the spring 2009 registry.

If you are looking for a Helping Heels provider, the spring provider list will be available on-line after Jan. 23.

For more information contact Aimee Krans, Work/Life Manager, at 962-6008 or aimee_krans@unc.edu.

Sports Marketing

Carolina Kids Club Action

Upcoming Carolina Kids Club events:
Feb. 1, 2009
Carolina Kids Club Day at Women’s Basketball vs. NC Central at 2 p.m. Autographs after the game!

Feb. 8, 2009
Carolina Kids Club Day at Women’s Tennis vs. Florida at 1 p.m. Autographs after the match!

Feb. 22, 2009
Carolina Kids Club Day at Men’s Lacrosse vs. Colgate at 1 p.m. Autographs after the game!

Please RSVP to Carolinekids@uncaa.unc.edu for more info or if you are interested in attending any of the events.
T.P. Hutchinson
• Assistant Equipment Manager for Olympic Sports and Men’s and Women's Basketball

Born and raised: Logan, W.Va.
Education: B.A. in general education from Marshall University
Family: Single
Athletic background: Played basketball and baseball at Logan High School. In college I played intramurals and I still play basketball and summer softball.

Before your current position: I worked as an announcer at many radio stations back home, and that was my college job even while I was a student football equipment manager at Marshall University.

Job description: I help issue, clean, order and take care of all athletic equipment. You will find me at all events, but you usually won’t see me. I also help out the coaches when needed.

How long at UNC? I’ve been here a little over four years.

What’s something about your job that other people would be surprised to know? That’s it’s very time consuming.

What’s the best thing about your job? The people and attending all the different events.

Favorite pastimes: Basketball, Playstation, and hanging with friends.

Favorite restaurant: Texas Roadhouse

Favorite book: I really don’t have just one, but anything sports related will do.

Favorite TV show: The Office

Last movie you saw and grade you’d give it: Step Brothers ... Grade: A

A fun fact about you: I love to make people laugh.

Biggest pet peeve: People who cut me off when I’m talking.

Dream job: Working for the Chicago Bears.

Greatest athletic achievement: 1999 Marshall football team – being a part of a team that finished the season undefeated and ranked 10th in the nation was a pretty cool feeling.

What would you do with a completely free day? REST!!

If you could have dinner with anyone, who would it be and why? Michael Jordan – to learn about what it takes to be successful, and to get some good Carolina basketball stories.

What’s a little-known talent that you have? I like to make funny voices.

What would be your dream vacation? Somewhere warm ... with a cold drink in hand.

If you won the lottery, what’s the first thing you’d buy? I don’t know ... check back with me when I win the lottery.

And one more thing ...

Can you really learn more about T.P. without wondering, “What the heck does ‘T.P.’ stand for, anyway?” Here’s your answer, straight from the source:

“It stands for Thaddeus Paige. That’s my true first and middle name. The nickname T.P. came from my oldest brother when I was a kid. He said that it was much easier and took less time to yell T.P. than it would to yell Thaddeus. So, everyone in my family continued to call me T.P., except for when I was in trouble and that’s when my mom broke out the ‘Thaddeus Paige’ ... which usually meant nothing good was about to happen. There are only a few select people that call me by my real name to this day.”

Janine Holland
• Executive Assistant for John Montgomery, Executive Director of the Rams Club

Born and raised: Chapel Hill
Education: Trained as a dental assistant and lab technician
Family: Husband Lantz and daughters Brittany (21) and Courtney (16)

Athletic background: Played softball at University Baptist Church in a co-ed league many years ago

Before your current position: I was Dental Assistant for my father-in-law for 15 years here in Chapel Hill until his retirement.

Job description: I assist the Rams Club Director with any clerical needs and assist any of our donors with questions or concerns of any kind. I also work some of the Rams Club’s many special events that are held for our donors, as well as supervise two part-time receptionists here at the Rams Club.

How long at UNC? Started with the Rams Club 9 1/2 years ago.

What’s something about your job that other people would be surprised to know? So many of our donors are not UNC grads.

What’s the best thing about your job? Being around so many sports enthusiasts and wearing Carolina Blue to show the colors of our great school. Also, working with all the wonderful staff members here at the Rams Club. John Montgomery is a superior leader and I enjoy coming to work every day. After all, my office window overlooks the Smith Center – how great is that!

Favorite pastimes: Playing with my two Maltese dogs, going to the beach, and walking up Franklin Street.

Favorite restaurants: The Farm House and Breadmen’s, of course.

Favorite book: The Notebook, by Nicholas Sparks

Favorite TV show: Desperate Housewives

Last movie you saw and grade you’d give it: Sex and the City. I’d give it a 10.

A fun fact about you: I got to attend a NASCAR race in Rockingham a few years ago as a Rams Club outing, and Phil Ford and I got to go down and tour around the race track and stand on the Winners Circle as special guests. It was in February and we froze to death! I think that Phil had on more layers of clothes than anyone else there.

Biggest pet peeve: My daughters not picking up their cell phones when I’m calling them!

Dream job: Opening up a boutique/gift shop at the beach

What would you do with a completely free day? Go to a spa

What’s a little-known talent that you have? I was an extra in the graduation ceremony of the movie Patch Adams that was filmed here on the UNC campus. I actually got paid for the job!

What would be your dream vacation? Going to any tropical place with a sunny beach

If you won the lottery, what’s the first thing you’d buy? I would pay for both of my daughters’ college education, contribute a lot of money to the Rams Club to have lower-level Smith Center seats, and then go on vacation.
Honor Roll

Five Tar Heels Earn Phi Beta Kappa Nod

Five members of North Carolina’s varsity athletic programs were among 176 UNC students inducted into Phi Beta Kappa honorary society this fall. Mary Borgo (women’s fencing), Bill Dwoorsky (men’s soccer), Elizabeth Pittman (women’s basketball manager), John Powell (men’s fencing) and Jack Wooten (men’s basketball) earned the honor in recognition of their outstanding academic achievement.

Phi Beta Kappa membership is open to undergraduates in UNC’s College of Arts and Sciences and professional degree programs who meet stringent eligibility requirements. A student who has completed 75 hours of course work and has a grade-point average of 3.85 (on a 4.0 scale) or better is eligible for membership. Also eligible is any student who has completed 105 hours of coursework and has a 3.75 grade-point average. Less than one percent of all college students qualify to be members.

Averbuch Selected for Today’s Top VIII

Senior Yael Averbuch, who helped the UNC women’s soccer team to an NCAA title in December, was selected as a recipient of the Today’s Top VIII Award for 2009. Averbuch is the third Tar Heel in the past three years to win the prestigious NCAA honor, which is given annually to eight student-athletes who excel athletically, academically and in leadership and community service.

Joining Averbuch in receiving the recognition are: Kirby Blackley (Findlay, outdoor and indoor track and field); Dylan Carney (Stanford, gymnastics); Gregory Micheli (Mount Union, football); Kristi Miller (Georgia Tech, tennis); Louie Sakoda (Utah, football), Katy Tafler (Grand Valley State, soccer); and Angela Tinch (Virginia Tech, softball). The recipients will be honored at the NCAA Honors and Delegates Celebration January 15 at the NCAA Convention in Washington, D.C.

Averbuch was the fifth Tar Heel to win the award. Two Carolina student-athletes - Laura Gerragaughter (track and field) and Heather O’Reilly (soccer) - were Top VIII recipients in 2007. Other Tar Heels honored have been Sue Walsh (swimming, 1985) and Tony Waldrop (track and field, 1975). The award, given to seniors who have completed their athletic eligibility, has been known as Today’s Top VIII since 1995. From 1986 to 1994, it was the Top VI and from its inception in 1973 to 1985, it was Today’s Top V. Selection for the award is based 50 percent on athletics ability and achievement, 25 percent on academic achievement and 25 percent on character, leadership and activities. The Top VIII honorees are selected by the NCAA Honors Committee, which is composed of eight athletics administrators at member institutions and nationally distinguished citizens who are former student-athletes.

And More Honors for Averbuch ...

UNC’s Yael Averbuch was named the 2008 National Soccer Coaches Association of America/adidas Women’s Collegiate Scholar Athlete of the Year, leading a group of 75 players named to the NSCAA/adidas Women’s Collegiate Scholar All-America Teams.

Averbuch was joined on the 13-member first team by two Tar Heel teammates – senior goalkeeper Anna Rodenbough and junior defender Whitney Engen. Redshirt sophomore midfielder Ali Hawkins was named to the NSCAA Scholar Athlete second team.

Callahan Recognized by NSCAA

Senior midfielder Michael Callahan capped his final season with yet another honor, a spot on the NSCAA/adidas Men’s Collegiate Scholar All-America Team. The Cary native owns a 3.37 grade point average in economics and was a four-year starter in the UNC midfield.

Callahan, who tallied 11 points on three goals and five assists in 23 games in 2008, was a second-team NSCAA/adidas All-America selection and also claimed All-Atlantic Coast Conference and All-South regional honors this past season.

He was also recognized with a spot on the ESPN The Magazine Academic All-District III Team and was a candidate for the Lowe’s Senior CLASS Award.

Holiday Help

In December, UNC student-athletes participated in several projects to help make the holiday season brighter for others.

Beginning after Thanksgiving, student-athletes organized their Holiday Food Drive, teaming with athletic department staff to gather hundreds of food items for donation to the IFC Food Pantry. Special thanks to all of the staff members who brought food items to the Holiday Lunch – the response was tremendous!

Carolina student-athletes also took part in the Share Your Holidays project, in which teams "adopt" local families for the holidays. In the midst of taking finals and finishing up the fall semester, team members shopped for gifts for their families, then wrapped and delivered the selections. In 2008, Tar Heels teamed up to sponsor more than 25 families.

Tar Heel football players shop for gifts for their adopted families, assisted by the wives of several of the team’s coaches. Pictured left to right are: Lisa Williams (Charlie Williams’ wife), Lowell Dyer, Ryan Taylor, Mike Ingersoll, Kenneth Harris, Tammy Davis (Butch Davis’ wife) and Freda Blake (John Blake’s wife).
**Sports Medicine**

**Tips on Cold Weather Precautions**

Although not seen as often as effects of exercise in hot weather, exercising in the cold can lead to a number of concerns that affect not only the performance but also the health of you and your athletes. Cold exposure can make outdoor activity uncomfortable or even dangerous for anyone unprepared for extreme weather. Exposure to cold or even prolonged exposure to cool weather can lead to physiological changes causing unwanted consequences. It’s important to be aware of the early warning signs and symptoms of cold exposure and how to prevent problems.

Shivering is usually the first sign of dangerous cold exposure, as the body is trying to generate its own heat through uncontrolled muscle contraction. This should be your first warning to seek shelter and remove yourself or your athlete from activity.

The two most dangerous conditions that can result from cold weather exposure are frostbite and hypothermia.

**Frostbite** describes the freezing of superficial tissues of the face, ears, fingers and toes. Symptoms of frostbite include:
- Pain
- Burning
- Numbness
- Tingling
- Skin turns hard and white
- Skin starts to peel or get blisters
- Skin starts to itch
- Skin gets firm, shiny, and grayish-yellow

**Treatment**

To help a frostbite victim, get the person to a warm, dry place and remove constrictive clothing. Raise affected areas and apply warm, moist compresses to these areas. Do not rub frostbitten areas or apply direct heat.

**Hypothermia** is a more severe response to cold exposure that is defined as a significant drop in body core temperature.

Symptoms of hypothermia include:
- Shivering
- Cold sensation, goose bumps, confusion, numbness
- Intense shivering, lack of coordination, sluggishness
- Violent shivering, difficulty speaking, mental confusion, stumbling, depression
- Muscle stiffness, slurred speech and trouble seeing
- Unconsciousness

**Treatment**

At the first sign of hypothermia take the person to a warm, dry place or warm the victim with blankets, extra dry clothing or your own body heat.

**Prevention**

The first line of defense against cold exposure is dressing appropriately for conditions. Other factors that can negatively affect your ability to handle cold temperatures can include inadequate nutrition, dehydration, alcohol consumption, certain medications and health conditions such as diabetes and heart disease, which can significantly decrease a person’s ability to exercise outdoors in the cold.

**Human Resources**

**Info on 401K and 457 Plans**

This following message impacts those who participate in the N.C. 401(k) and N.C. Deferred Compensation (457) plans. The dates for the transition of investment options for the NC 401(k) and NC Deferred Compensation (457) plans have been extended to give plan members more time to examine their choices and make a decision.

**Date Changes**

- The deadline to opt out of the fund mapping has been moved from Jan. 16 to 4 p.m. on Friday, Feb. 27.
- The transfer of plan assets, called fund mapping, has been moved from Jan. 23 to March 6.
- All new contributions to both plans will be invested in the new funds by March 9.

**Additional Information**

- A new website that contains all of the information on the transition and the new investment options will be established by the end of this week and will be accessible from the Department of State Treasurer Web site at www.nc-treasurer.com. Another message will be sent as soon as the webpage is up and running.
- For now, members can review fund facts sheets at www.NCplans.prudential.com.
- For more information contact Aimee Krans, Work/Life Manager, at 962-6008 or aimee_krans@unc.edu.

To improve your comfort and safety while exercising in the cold, the American College of Sports Medicine recommends the following:

**Layer Clothing**

Several thin layers are warmer than one heavy layer. Layers are also easier to add or remove and thus, better regulate your core temperature. The goal is to keep the body warm and minimize sweating and avoid shivering.

**Cover your head**

Your head should be covered while exercising in the cold, because heat loss from the head and neck may be as much as 50 percent of the total heat being lost by your body.

**Cover your mouth**

To warm the air before you breathe it, use a scarf or mask. Do this especially if breathing cold air causes angina (chest pain) or you are prone to upper respiratory problems.

**Stay dry**

Wet, damp clothing, whether from perspiration or precipitation, significantly increases body-heat loss.

**Keep your feet dry**

Use a fabric that will wick perspiration away from the skin. Polypropylene, wool or other fabrics that wick moisture away from the skin and retain insulating properties keep the body warm when wet.

**Stay hydrated**

Dehydration affects your body’s ability to regulate body heat and increases the risk of frostbite. Fluids, especially water, are as important in cold weather as in the heat. Avoid consuming alcohol or beverages containing caffeine, because these items are dehydrating.

**Avoid alcohol**

Alcohol dilates blood vessels and increases heat loss so the odds of experiencing a hypothermic event increase. Alcohol can also impair judgment to the extent that you may not make the best or brightest decisions in a cold weather emergency. It’s best to leave the alcohol behind when you head out into the cold.