

WOPRINKING

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@DUKE



Guilford College

Achieving the Dream of a Degree



Editor's Note

LEANORA MINAI

Thank You, Readers

As the year draws to a close, I want to thank you for reading Working@Duke, which celebrated its 10th year of publication in 2016.

The past year has been especially exciting. We refreshed the look of Working@Duke and designed a back page spotlight on social media. We also redesigned the Working@Duke section on the Duke Today news website and launched an e-newsletter, "Working@Duke This Week," which arrives in your inbox on Thursdays.

All of these enhancements are designed to continue providing you with "news you can use" in your work and life at Duke.

With the New Year upon us, I'd like to share a few thoughts on behalf of the editorial team:

You are inspiring. Every day, we interview and write about staff and faculty in the community. The breadth of experience and contributions from across the university and health system is amazing. Even in this edition, there are many inspiring stories, from the team winning one of the university's highest honors for coordinating a renovation of a historic campus building to the employee using a benefit to earn a degree.

Print readership remains strong. Readers get news online, but there are many who continue to enjoy print. Working@Duke readership surveys show that an average of 85 percent of employees surveyed in 2016 read the publication. The print publication still works well for employees who keep it as a reference and for a decentralized workforce where many people are not in front of a computer all day.

Let's keep building community. One common thread among readers who send feedback is how the Working@Duke publication helps them feel connected. Employees get a new tech tip or they read how a colleague lost 140 pounds using Duke resources. Whatever the topic, the publication connects us. I love how Michele L. Jones, administrative assistant in Undergraduate Education, puts it. She says the publication helps her learn more about her colleagues. "This, in turn, is the perfect icebreaker when you don't know someone," she says. "You can say to them, 'Hey, I saw you in Working@Duke.'"



The Working@Duke team visits Classic printing in Research Triangle Park. Back row from left: Leanora Minai, April Dudash and Priscilla Toms. Front row from left: Paul Figuerado, Bryan Roth, Paul Grantham and Greg Whitaker.

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2014 Gold, 2015, 2013, Silver, 2016, 2009, 2007 Bronze, Print Internal Audience Publications and 2012, 2011, 2009, 2008, 2007 Gold Medal, Internal Periodical Staff Writing

Cover photo: Shown are memorabilia from some of the colleges and universities attended by Duke employees using the Employee Tuition Assistance Program.

BRIEFLY

'Get Moving' in the New Year

Registration is open for Duke's annual Get Moving Challenge, which helps faculty and staff get their New Year off to a healthy start through a competition, wellness tips and team support.



The program, which runs Jan. 9 to March 19, invites employees to participate in the challenge as individuals or to form teams of five to 11 colleagues to see who can take the most steps, exercise the most minutes and lose the most weight. Registration for the 10-week challenge will remain open until Jan. 29. The first 2,000 employees who sign up receive a free pedometer to track their steps.

Weekly themes to spark motivation for this year's competition include food planning, stress management and mindfulness. Over the course last year's program, 2,011 employees tallied just over 413,000 miles, about 46,000 hours of exercise and dropped 3,554 pounds.

"I liked the feeling of connectivity between people within my school," said Elizabeth Barry, a help desk manager in the Pratt School of Engineering who amassed 14,833 exercise minutes during last year's Get Moving Challenge. "Camaraderie is a nice added piece that adds an extra amount of motivation for you or your team."

Enroll at hr.duke.edu/getmoving.

Be prepared for winter weather



Even though warmer, drier-than-normal conditions are expected this winter for the southern U.S., Duke employees should be prepared if snow or ice strikes.

In the event of severe winter weather, the Duke community should monitor emergency.duke.edu and the Working@Duke Twitter account (@WorkingatDuke) for real-time

updates about transit delays, dining openings, and other important information. Employees can also call (919) 684-INFO.

"Weather can be unpredictable, but one of the best ways to prepare and remain safe during a winter storm is to stay informed," said Kyle Cavanaugh, Duke's vice president for administration.

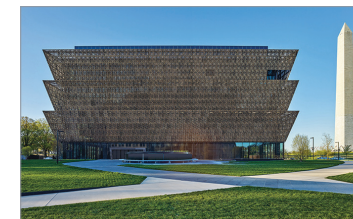
Staff and faculty are encouraged to review service designations by talking with their supervisors. Employees are assigned to one of three categories during severe weather: essential, reserve or delayed. Essential service employees are required to report to or remain at work; reserve service will be assigned at the time of severe weather; and delayed service employees will not report to or remain at work in severe weather.

Visit emergency.duke.edu for Duke's emergency policies.

MLK commemoration to highlight art and activism

The Duke community and public are invited to the annual Duke University Chapel service honoring the legacy of Martin Luther King Jr. on Jan. 15.

A discussion linking King's civil rights legacy to activism in the arts and architecture is at 3 p.m. in Duke University Chapel. Phil Freelon, who is from Durham, will talk about serving as the principal architect of the Smithsonian's National Museum of



The National Museum of African American History & Culture. Photo by Alan Karchmer/NMAAHC

African American History & Culture and the museum's connection to King's work.

"It was timely to honor Martin Luther King in the context of this important museum opening and the role that art has had in activism around issues of race and gender equity and LGBTQ issues," said Benjamin Reese Jr., vice president of Duke's Office for Institutional Equity.

Other campus events include a jazz concert and a special Rubenstein Library display of West Campus architectural drawings by African-American architect Julian Abele.

Learn more at today.duke.edu.

It's not too late to get a flu shot



With flu season underway and expected to peak between December and March, join the nearly 31,000 Duke employees who have already protected themselves and get a free vaccine.

"It is still important to get vaccinated, even after flu season has begun, because an individual person may be exposed any time during the season," said Dr. Carol Epling,

director of Duke Employee Occupational Health and Wellness (EOHW). "Vaccination is our best protection against getting the illness."

Duke employees can visit the EOHW clinic in the basement level of Duke Clinic's Red Zone for a shot. A valid DukeCard ID is required for a vaccination.

Visit flu.duke.edu for the vaccination schedule.

Your year-end benefits reminders

As 2016 comes to an end, here are some helpful reminders about Duke benefits:

■ Payroll deductions for medical, dental and vision benefits in 2017 begin in December 2016.

■ Payroll deductions for 2017 health and dependent care reimbursement accounts begin in January 2017.

■ Staff and faculty enrolled in 2016 health or dependent care reimbursement accounts must submit reimbursement claims for expenses incurred Jan. 1, 2016, through Dec. 31, 2016, by Saturday, April 15, 2017.

■ Employees enrolled in the 2016 health care reimbursement account can carry over up to \$500 of unused funds into their 2017 plan. After Saturday, April 15, 2017, any unused money over \$500 from a 2016 health care reimbursement account will be forfeited.

■ Employees can opt out of receiving print W-2 forms by logging into Duke@Work and choosing to receive the form electronically.

■ Duke will mail a 1095-C form to employee home addresses. Employees must use the 1095-C form when filing income tax returns. The form, mandated by the Affordable Care Act, provides information about the employee's health insurance coverage.

■ In 2017, employees must meet an annual \$100 deductible for brand name and non-formulary prescriptions purchased at a retail pharmacy (up to a 34-day supply).

■ Employees will receive new ID cards from medical plan and pharmacy vendors. Present the new cards at doctor's offices and pharmacies.





Trica Bates stands with her son, Trevor, after receiving a bachelor's degree with the help of Duke's Tuition Assistance Program.

Achieving the Dream of a Degree

Duke makes it possible for employees to earn their first bachelor's degree

Trica Bates wasn't supposed to go to college. In her family, the goal was to graduate high school and enter the workforce.

She did just that.

"Mine was a very old school, traditional family where you do whatever your parents do," said Bates, a customer service associate with the Patient Revenue Management Organization. "My mother graduated from high school and became a cosmetologist, and my father dropped out of school in sixth grade to help his father farm."

After Bates graduated high school in 1996, she worked for her mom at Hillsborough's A&J's Beauty Salon while attending cosmetology school and working at a local pharmacy.

"I had convinced myself that college wasn't for me and my life was supposed to be as a cosmetologist because my mom owned that business and that's what she did," said Bates, 38 and mother to 18-year old son, Trevor. "I kept believing I didn't need to go to school."

Seeking steady work, Bates landed at Duke in 2001, starting as a clerk for the Duke Affiliated Physicians program. Eight years later with encouragement from supervisors, Bates enrolled at University of Mount Olive to get a bachelor's degree using Duke's Employee Tuition Assistance Program.

"We had many conversations on how a degree would open doors for her and how it was important for not only her but her son," said Angela Ikner, Bates' former manager and an emergency department service access manager at Duke Regional Hospital. "Making her family proud is the most important thing to Trica."

In 2015-16, Duke reimbursed University and Health System employees nearly \$3 million for tuition expenses for 2,776 courses across 70 institutions. The benefit, available for full-time employees with at least two years of continuous full-time service, provides up to \$5,250 per calendar year in tuition.

"Support for our employees' educational pursuits has many mutual benefits because it allows people to fulfill lifetime ambitions and continues to advance the knowledge and skillsets of our workforce," said Kyle Cavanaugh, vice president for administration. "It is the proverbial win-win."

A four-year college degree has never been more important to find footing in the workforce. According to a 2016 poll by

CareerBuilder, nearly a third of 2,300 responding employers increased educational requirements since 2011 and 37 percent noted they now hire employees with college degrees for positions once held by those with high school diplomas. The need for a college-educated workforce was emphasized, with 60 percent of respondents saying companies require a higher skilled labor force. Getting a job and advancing a career increasingly relies on having a bachelor's degree.

"Much like a high school diploma twenty years ago, the easiest way to communicate a candidate's solid foundation is a college education, particularly one that includes experiential learning with classroom preparation," said William Wright-Swadel, Fannie Mitchell Executive Director of Duke's Career Center. "For most employers, college is the platform upon which experience becomes truly valuable."

First in the family

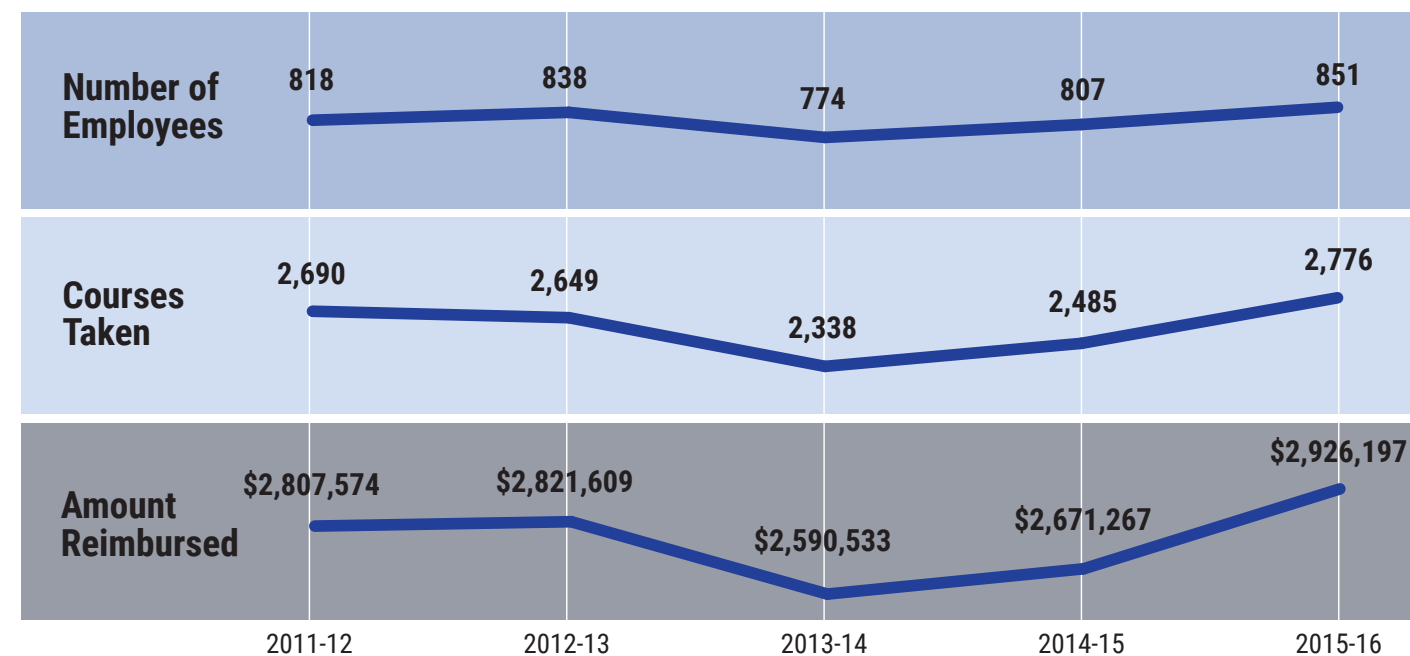
Trica Bates' road to her first college degree wasn't an easy one, but to reach her professional goal of becoming a manager or team leader, a degree was necessary.

Not long after she started classes at University of Mount Olive in January 2009, her son's father died in a fire. That put more responsibility on Bates to care for her son, Trevor, who was 12 years old at the time.

Then her brother was killed in 2010, forcing Bates to take a semester off college to focus on family. She returned to Mount

>> continued on page 6

Use of Duke's Tuition Assistance Program



During the past five years, Duke employees have used the Tuition Assistance Program to help cover about \$14 million in higher education courses. In 2015-16, nearly 900 employees participated in the program. Source: Duke Human Resources



Master's degree student Barry Varela, left, talks with Donna Zapf, director of Duke's Graduate Liberal Studies program.

Seeking a Master's Degree at Duke

When Barry Varela graduated college, "Don't You (Forget About Me)" was a number one hit and The Cosby Show was the most popular show on TV.

It was 1985 when he earned a bachelor's degree in English from Grinnell College.

About 30 years later, Varela's desire for intellectual development brought him back into the classroom, where he's using Duke's Employee Tuition Assistance benefit to help cover costs toward a master's degree in Liberal Studies from Duke.

"It's a goal for general self-improvement," said Varela, 53, who works in donor relations with University Development. "There's something to be said about the structure of a classroom that requires you to read books you wouldn't otherwise read and think about topics you might not think about."

He's on track to earn a master's degree in liberal studies in the summer of 2017 after taking courses on science and ethics, inequality and education. He's enjoyed the philosophical quandaries presented in class discussions. There's no particular end game for career advancement; the classes simply challenge his mind and expand his interdisciplinary knowledge.

"I have two children in college now, so if I didn't get any assistance from Duke, I wouldn't be doing it," he said. "It's very satisfying."

Learn more about Duke's graduate liberal studies degree at liberalstudies.duke.edu.

Olive that summer when her father died after suffering a stroke. She transferred course credits to Rocky Mount's North Carolina Wesleyan College in 2011, where she could double major in psychology and business. A year later, her mother died after lifelong complications from lupus.

"All this happened within a five-year span," Bates said. "It's enough to make a person ask why they would continue doing this – function normally and go to school. But I promised my father I would do it."

With help from family, friends and visits to Duke's Personal Assistance Service and Duke HomeCare and Hospice, Bates persevered.

She earned a bachelor's in psychology in May 2015 and is set to earn a bachelor's in business in May 2017. Bates was the first college graduate in her family, which inspired her son, now a freshman at North Carolina A&T pursuing a degree in nursing.

"There is no way to explain the feeling of walking across a stage with my son seeing what I accomplished," Bates said. "There are not too many places that give the kind of benefit that would have let me do that."

Back to school after two decades

Adam Barnes has a competition with his son, Adam Reed, and daughter, Frankie: he's trying to graduate college before they graduate high school.

Barnes, sourcing manager with Duke's Procurement Services, completed an associate's degree in print communications from Murfreesboro, North Carolina's Chowan Junior College in 1991 and went to work. Twenty-five years later, he's back at Chowan – now a four-year university – seeking a bachelor's degree in social sciences, which he expects to earn in May 2018. He estimates he pays 10 to 15 percent in tuition each semester because Duke's tuition assistance benefit covers the rest.

"Now there's not just two kids at our table doing homework, there's two kids and a dad," said Barnes, 45, who started at Duke in 2010. "I like to bounce ideas off them and involve them in my homework because it's a very proud moment for us to all sit together and have a discussion about what's going on at school."

Barnes said taking classes makes him more thoughtful. Psychology classes help him deal with interactions with coworkers, while a class about



Adam Barnes, sourcing manager with Duke Procurement Services, does his homework with his high school-aged children. He's working toward a bachelor's degree in social sciences from Chowan University.

the Middle East provided context around culture and stereotypes, teaching him about diversity and inclusion.

In addition to 10 hours of weekly schoolwork, Barnes makes a three-hour round trip drive Tuesdays and Thursdays to Weldon, where his Chowan classes are taught.

"If I want to further my career at Duke, I need a bachelor's degree," Barnes said. "I've worked for over 25 years, but when everybody wants you to have a degree plus experience, I felt this was good motivation."

Sasha Calden is in a similar situation.

She graduated from Burlington, Vermont's Champlain College in 1996 with a paralegal degree, but realized she didn't care for law. Instead, she pursued computers and programming. After working 10 years at Middlebury College, she came to Duke in 2008.

Calden, 40, IT manager and systems administrator in the Department of Biology, oversees IT staff who provide desktop support, configure servers and more. She recently reassessed career goals and realized that to become a top-level IT administrator, she needed to sharpen professional skills.

Five days a week after work, Calden sits at home in Cary, where she reads, writes notes and takes online quizzes as part of work toward a bachelor's degree in information systems management from East Carolina University. She takes five classes a semester through an online program and plans to graduate in 2018.


Her dachshund, Mac, plays with toys at Calden's feet as she takes classes in algebra, biology and computer science from 6:30 to 11:30 p.m.

"I've got 18 years of experience, but sometimes you have to go back to your roots and extend your education so you can give yourself opportunities to move forward," Calden said. "Duke is great at letting people know what their career progression can be, so it's up to me to put my education at the forefront."

Without the help of Duke's tuition benefit, she wouldn't have been able to enroll at ECU – the \$5,250 allotment covers annual tuition costs. She's relearning math skills and gaining new ones in business and information management. Calden is already planning for a master's degree.

"It's opened my eyes to where I'd like to be in five years," Calden said.

For her, like Trica Bates and Adam Barnes, the promise of what a bachelor's degree means for a career acts as strong motivation for long-term goals.

"Some things you have to prioritize," Calden said. "An education will help move my career in the right direction." 

By Bryan Roth



Sasha Calden's dog, Mac, joins her every night at home while she works to complete coursework toward a degree from East Carolina University.

How the Employee Tuition Assistance Program Works

The benefit is available to University and Health System staff and faculty who work at least 30 hours a week and have at least two years continuous full-time service. An eligible employee can receive up to \$5,250 for up to nine courses per calendar year at North Carolina SACS-accredited schools. Courses must be approved as part of a professional development plan. Employees must commit to remaining at Duke for two years after receiving their final reimbursement, or repay 50 percent of the amount reimbursed over \$2,500. Learn more at hr.duke.edu/tuition.

An Outlet for Theresa



Theresa Johnson, center, visits Sarah P. Duke Gardens with her daughter, Tariah, and her husband, Johnny, who was diagnosed with cancer in 2011.

How Duke's counseling service helped an employee after a cancer diagnosis

After her husband Johnny was diagnosed with stage four non-Hodgkin lymphoma, Theresa Johnson stayed with him every night after surgery on his spinal cord and during a three-month hospital stay while he received round after round of aggressive chemotherapy.

She slept in a recliner at a cancer center, taking breaks to visit the cafeteria for fruit cups or hamburgers. In the morning, Theresa went home to see the couple's daughter, Tariah, off to middle school and later drove her to basketball practices or games. Theresa also managed Johnny's landscaping and garbage pickup business, logging customer checks, paying employees, and filling trucks with gas.

After Johnny was discharged, Theresa made chicken pasta casseroles and gave him sponge baths. After a full year of caring for her husband of 20 years and their family, all Theresa wanted to do was sleep.

"Some of those feelings I had, my husband and my daughter don't have a clue about, because I didn't want them to see the broken-down side of me," said Theresa, 52, a project manager with Duke Patient Revenue Management Organization Operations Improvement. "All they saw was this rock that kept everything going."

Seeking help, Theresa made an appointment with Duke's Personal Assistance Service (PAS), a short-term counseling service offered at no charge to University and

Health System staff and faculty. She met with a counselor five times, from 2012 to 2013, to process her husband's medical journey, fatigue from being a family "superhero," and the stress of balancing family visits with her husband's immunosuppressed health.

During the first session, the counselor asked Theresa what brought her to PAS and how the service could help. Before Theresa could answer, she began hyperventilating as pent-up emotions rose to the surface.

"I just needed someone to vent to who wasn't going to take my venting somewhere else, that was not going to perceive it as I no longer cared for my husband or I didn't want to take care of him," Theresa said. "PAS was an outlet for me to say this is how I feel without having to think about Johnny, his family or Tariah."

Many other Duke community members have found support in PAS. From July 2015 to July 2016, PAS held about 4,000 in-person sessions with Duke employees and immediate family members. Counselors help with a variety of concerns, including depression, anxiety and stress, relationship issues with a spouse, partner or family member, substance abuse, and work concerns.

Duke employees and family members are eligible for up to eight sessions per concern. Services are confidential. Counselors also offer consultations at no charge for supervisors, managers and departments at Duke.

"PAS has made the biggest impact by providing a consistent, safe, private, competent resource over the past 30 years to help Duke faculty and staff with a very broad range of life issues," said Andy Silberman, PAS director. "Everybody has challenges in life that arise that require focus, time and energy."

Theresa's husband is now cancer free but takes medication for nerve damage in his feet caused by

radiation and chemotherapy treatments. Still, he runs his landscaping and garbage pickup business in Chapel Hill.

At Duke, Theresa has met one-on-one with colleagues going through issues at work or home. She shares her experiences with PAS and tells them not to be afraid to seek help.

"Everybody needs somebody," Theresa said. "If you want to be in a safe, neutral environment that's not going to impact your family, that's the best place to be, because PAS therapists are trained to provide you with the support that you need." ●

By April Dudash

Be Kind to Yourself

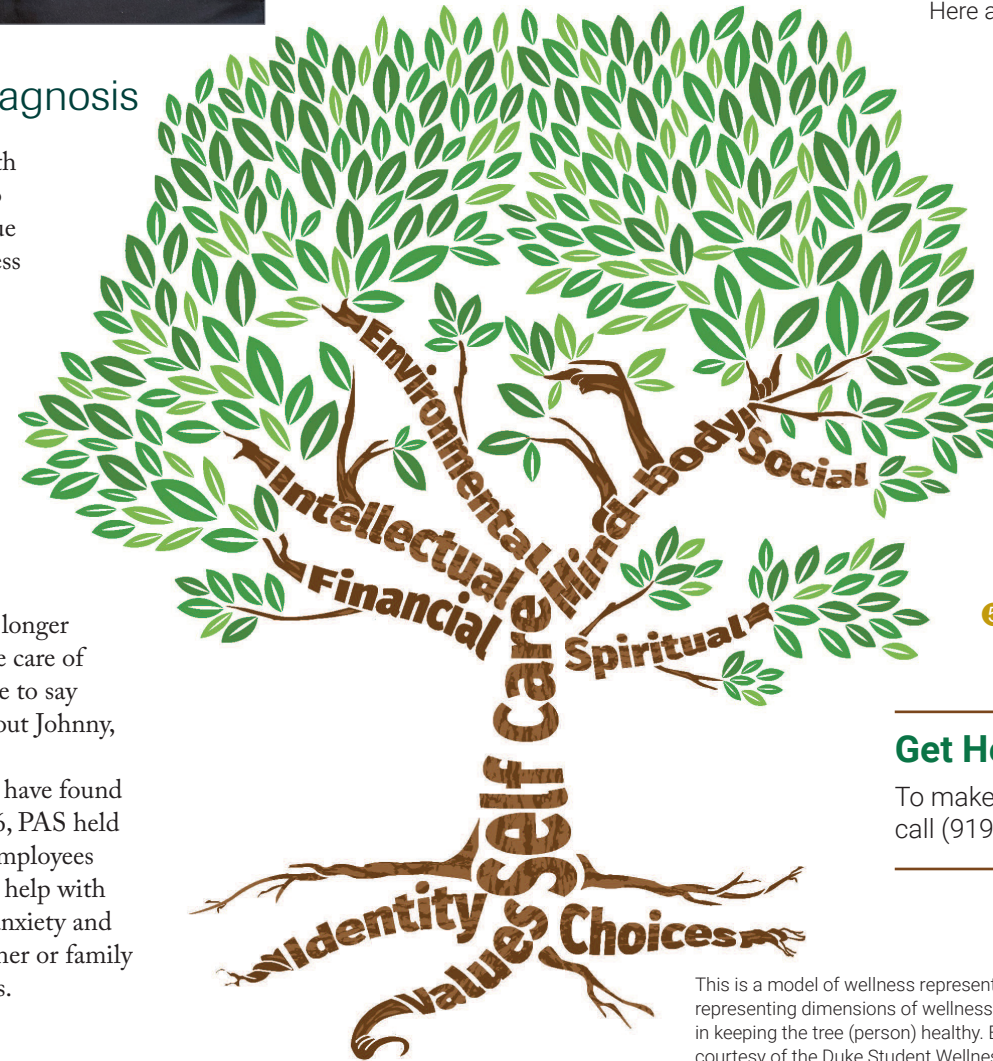
Part of Mark Leary's research at Duke focuses on understanding the differences between self-esteem and self-compassion.

Leary explains that self-esteem is the degree to which people evaluate themselves positively. Self-compassion is showing oneself kindness after making a mistake or experiencing a difficult life challenge, whether it is making a small error at work or going through divorce.

"Most of us have a tendency to beat ourselves up and be self-critical and be down on ourselves," said Leary, a psychology and neuroscience professor and director of the Interdisciplinary Behavioral Research Center at Duke. "Most people are far meaner to themselves than they are with other people."

Here are five ways to practice self-compassion:

- 1 You're not alone in the face of a problem. "A big part of self-compassion is recognizing that whatever problems you have or whatever you might have done, this is not unique to you," Leary said. "Whatever you've done has happened to millions of other people. ... Sometimes we all goof up, but you don't need to take it personally because we're all human."
- 2 Pinpoint the good things in life, said Julie Seel, a licensed psychologist with Duke Integrative Medicine. Take time daily to cultivate healthy relationships, view obstacles as ways to grow, and practice gratitude.
- 3 Don't let anxiety fester. "When life gets harder, we tend to bear down and work particularly harder," Leary said. "If you mess up at work, don't sit and think about it all evening. ... Life is tough. Be nice to yourself."
- 4 Take time for yourself. "For some people that's going out dancing, for others it's sitting alone in a garden," said Amy Powell, director of DukeReach in the Dean of Students Office. "Everybody has their own way of nourishing themselves and their spirit."
- 5 Display helpful reminders in your work space. "That can become a reminder of a person's self-worth and why they're a good person," Powell said.



This is a model of wellness represented by an image of a tree, which includes the roots of a person, the trunk of self-care, and branches representing dimensions of wellness. All parts are interactive and interdependent. The graphic depicts the parts that are involved in keeping the tree (person) healthy. Each dimension of wellness is essential in maintaining harmony and balance in life. Illustration courtesy of the Duke Student Wellness Center.

Get Help

To make an appointment with Duke's Personal Assistance Service, call (919) 416-1727. Visit pas.duke.edu for more information.

Meetups for Book Worms

Campus book clubs gather throughout the academic year



From left to right, book club organizers Arianne Hartsell-Gundy with Duke University Libraries, Dr. Laura Caputo with the Department of Medicine, and David Steinbrenner with The Kenan Institute for Ethics.

A discussion of the plot was underway in Bostock Library, where Low Maintenance Book Club members were investigating a murder mystery. Virginia Webb and other readers had finished Sir Arthur Conan Doyle's first Sherlock Holmes story, "A Study in Scarlet," and were examining Doyle's influence on the crime drama genre over finger sandwiches and Earl Gray tea.

"It was fun to revisit the book, and many of the people attended because they loved Sherlock years ago," said Webb, a staff specialist with the Duke Cancer Institute. "It was like being reacquainted with a friend you haven't seen for a long time, and it was entertaining to be with people who also enjoyed the visit."

The Low Maintenance Book Club is one of about a dozen known campus groups that get together to discuss everything from literature to medical nonfiction.

Crack open a book and continue learning by joining (or starting) a group:

Low Maintenance Book Club

The group organized by Duke Libraries meets two or three times a semester and reflects on quick reads from mysteries to science fiction.

"We've deliberately made it so people don't have to read an 800-page book," said Arianne Hartsell-Gundy, Low Maintenance Book Club's organizer and head librarian of the Duke University Libraries Humanities Section.

The group is open to Duke community members and gathers in the Edge on the first floor of Bostock. Learn more: guides.library.duke.edu/bookclub

Department of Medicine Book Club

Every three months, medical faculty and others meet in the Searle Center faculty lounge and bond over a book and a potluck.

In March, the book club will read "Modern Death: How Medicine Changed the End of Life" and hold a conversation with the author, who is Duke cardiology fellow Haider Warraich.

"Now that I've finished my residency and I'm faculty, it's nice to have this separate venue to get to know people in a much more informal way," said Dr. Laura Caputo, a medical instructor with the Department of Medicine and who leads the book club.

The group is open to the Duke community. Contact Caputo at laura.caputo@duke.edu to get on the email list.

Start a Book Club



The Kenan Institute for Ethics at Duke offers \$500 grants to departments that want to form a staff book club. Kenan has funded 10 book clubs, from the Department of Political Science to the Franklin Humanities Institute.

Paige Vinson, assistant director for Duke's International House, received a grant in 2015, and her group has used the money to buy books and lunch for monthly discussions.

"The conversations get so rich and so meaningful," Vinson said. "Having more intellectual conversations with my colleagues, sharing our own personal experiences ... is really a gift."

Learn more at dukeethics.org/book-clubs.

MEET THE

Teamwork and Diversity Award Recipients

From renovating the West Union to starting a department blog about diversity and inclusion, Duke employees were recognized in November for their teamwork and diversity efforts during the past year.

Teamwork and Diversity awards, two of Duke's highest honors, are presented annually to employees who foster collaboration, cooperation and open communication as a team or demonstrate a respect and value for differing backgrounds and points of view. On Nov. 1, the 2016 award recipients were honored during a luncheon at Sarah P. Duke Gardens.

HERE ARE THE WINNERS:

Teamwork Awards

West Union Renovation & Innovation Team

Paul Manning, Bobby Browning, Charles Catotti, Robert Coffey, Marcy Edenfield, Sara Garner, Chris Heltne, Leslye Kornegay, Barton Lawyer, William McCraw, Chris Roby



The Teamwork Award recipients with Duke President Richard H. Brodhead, center.

The West Union building transformation took about four years and 1.1 million staff hours of construction to complete. A team of employees from Facilities Management, Student Affairs and the Office of Information Technology developed a plan to operate the building and worked with subcontractors to ensure the building met students' needs.

"This group engaged in an incredible number of meetings, solved many highly complex problems and supported each other's efforts in innumerable ways," Vice President for Student Affairs Larry Moneta wrote in a nomination letter.

Diversity Awards

Lovest T. Alexander Jr.

Director of Diversity and Inclusion, Community and Family Medicine

The Duke Physician Assistant Program has strong recruitment partnerships with 17 historically black colleges and universities (HBCUs), thanks to Lovest T. Alexander Jr. Since 1986, Alexander has served as an intermediary between HBCUs and the program and introduces the physician assistant profession to underrepresented students.

"Mr. Alexander is a role model and sought-out mentor for faculty, staff and students at Duke and beyond," Nicholas Hudak, an assistant professor and clinical coordinator for the Physician Assistant Program, wrote in a nomination letter.



Benjamin Reese Jr., vice president of the Duke Office for Institutional Equity, left, with Lovest T. Alexander Jr.

Jennifer A. Goins

Program coordinator, Department of Immunology

Jennifer Goins' monthly blog [bit.ly/goinsblog] for the Department of Immunology raises questions and shares personal revelations about race, diversity and inclusion. She has served as the Department of Immunology's representative on the School of Medicine Inclusion Council for three years.

"Jennifer has been disarmingly open, sincere, and even courageous in revealing to her audience her own struggles and insecurities in facing these issues, what she is learning, and how she is bringing those lessons to bear on her own young family," Michael Krangel, chair of the Duke Department of Immunology, wrote in a nomination letter.



Duke President Richard H. Brodhead with Jennifer A. Goins.

Take Control of Your Health and Fitness

Duke's employee wellness program offers free consultations

The last time Kirby Forbes was at her ideal weight, 165 pounds, she was wearing a high-neck, long-sleeved chiffon and lace dress at her 1980 wedding.

Forbes, who turns 60 in December, now weighs 285 pounds, has high blood pressure, and is pre-diabetic. Being a grandmother motivated her to take a stand for her health – she wants to lose 100 pounds and eventually undergo bariatric surgery.

“I really wanted to take hold of my life and be more fastidious with taking care of myself,” said Forbes, an administrative assistant for the Duke Heart Network. “It’s getting those strategies to help me either when I’ve hit a plateau or when I get discouraged or when I hit a wall mentally.”

As part of her wellness journey, she receives free fitness consultations through LIVE FOR LIFE, Duke’s employee wellness program. After meeting in person with a fitness specialist in September, she received tips on incorporating exercise into her daily work routine, including walking flights of stairs at University Tower and getting out of her office chair and stretching.

Benefits-eligible employees can meet with a Duke fitness specialist two times a year at no charge. The consultation can be a 30-minute, in-person session in the LIVE FOR LIFE Clinic in the Duke South Clinic Red Zone, at Duke Raleigh Hospital or Duke Regional Hospital, or the consult can be conducted by phone.

LIVE FOR LIFE fitness specialist Taylor Leach said some employees are intimidated by the idea of a consult, but people are not scrutinized by how they currently exercise. Fitness specialists focus on small, realistic changes that fit an employee’s lifestyle and provide guidance for muscular strength, cardiovascular fitness, weight maintenance and more.



Duke administrative assistant Kirby Forbes tallies the flights of stairs she walks on a whiteboard in her office.

“What we’re looking for is just for them to move more,” Leach said. “You’re going to progress from where you are, whether you’re running half marathons or just starting out.”

During a consultation, employees can measure body composition, or muscle and fat distribution throughout the body, and participate in an optional personal fitness assessment that includes a 3-minute step test, flexibility test, crunches and pushups.

After her fitness consultation in September, Forbes started to log dates on a small whiteboard in her office to document flights of stairs she walks every day. She has invited colleagues to join her during her 3 p.m. exercise breaks.

Forbes is losing about one pound per week.

“If I can at least get walking in and steps in every day, I’m becoming accountable to myself,” she said. “After you exercise and actually do it, you think, ‘Why didn’t I start this before?’”

By April Dudash



Linda Perry, 67, receives coaching from Noah St. John, a dietitian and exercise specialist at the Duke Health and Fitness Center. A recent Duke study shows the value of weight training to combat muscle loss.

Regular Exercise: Key to Maintaining Strength While Aging

It’s not uncommon to slip, trip and fall as you get older, but a recent study by Duke researchers shows that it’s still possible to delay those threats if you pay closer attention to physical activity.

Published in June 2016 in the *Journals of Gerontology*, the study by Duke faculty shows that physical declines often begin in the 50s, but combating the body’s slowdown can be achieved by focusing on basic strength and endurance exercises in the years prior to reaching that threshold.

“Our research reinforces a life-span approach to maintaining physical ability – don’t wait until you are 80 years old and cannot get out of a chair,” said Katherine Hall, assistant professor of medicine at Duke. “The good news is, with proper attention

and effort, the ability to function independently can often be preserved with regular exercise.”

Her advice may be particularly useful for Duke faculty and staff: according to Duke Human Resources, the average employee age is 44, which falls in an ideal decade to focus on fitness to help curtail physical decline. The study, which included participants from their 30s through their 100s, showed that a physical slowdown was similar across gender and race/ethnicity as people aged.

Dealing with loss of strength and mobility is something Noah St. John works to prevent with Duke Health and Fitness Center members. As a registered dietitian and certified exercise specialist, St. John tries to highlight the importance of strength, aerobic and flexibility training.

“Aging isn’t a bad thing, it’s a natural part of the life cycle and beats the alternative,” St. John said. “If your body is naturally declining physically, the way

you slow that is by constantly giving it a challenge so it responds by increasing strength, stamina and athleticism to better handle that challenge.”

St. John said the key is creating a routine that fits the level of activity necessary for an active life. If the goal is to golf 18 holes and not feel worn out, finding ways to add cardiovascular activity and weight resistance are key. You shouldn’t be going to a gym and not breaking a sweat or not getting out of breath, he said. A routine should be a challenge you can barely meet. The focus should be on lifting weights and aerobic activity that makes you feel tired and puts enough stress on muscles to work but not overly strain them, he added.

“You use training to make your body adapt,” St. John said. “Instead of your body feeling tired and worn out at 55, you can push that out 20 to 30 more years.”

By Bryan Roth

Fitness and Wellness Resources

Staff and faculty receive a variety of free assistance from LIVE FOR LIFE, Duke’s employee wellness program. Specialists provide nutrition and fitness consultations, exercise programs, and discount memberships at local gyms, including Duke’s Brodie and Wilson recreation centers. Find your program at hr.duke.edu/liveforlife.



Above, Roberta Moore and her husband, Russ Barnes, attend their first DPAC show in August.



More Bang for your Broadway Buck

Employee discount at Durham Performing Arts Center

Laura Brooks wanted to celebrate her daughter's 21st birthday by taking her to see the musical "Cabaret" at the Durham Performing Arts Center. After looking online for tickets to a show in April, she found ticket prices for \$40 apiece instead of \$80 through the Duke employee discount program, PERQS. With the savings, Brooks also bought tickets to see the "The Lion King" at DPAC with her daughter.

"The DPAC is a beautiful place, and I don't think I've ever seen a bad show there," said Brooks, a senior analyst programmer with Duke Research Application Development. "I was going to take her no matter what, but getting to go to two shows for a little less than what two tickets would have cost is really great."

Duke is part of DPAC's Super Group program, which offers discounts to employees for Broadway shows and special events. Tickets are available to select performances and seating areas. Visit hr.duke.edu/discounts and select "Entertainment" to search for DPAC and the Super Group information.

Some upcoming shows with discounts include "An American in Paris" in January, "Hedwig and the Angry Inch" in January and February, and "Mamma Mia!" in May. According to the City of Durham, the 2015-16 season broke records for DPAC with 511,073 guests, 249 events and 119 sellout shows.

Roberta Moore, research administrator in the Duke Office of Research Administration, visited DPAC for the first time in August with her husband for their 12th wedding anniversary. They saw comedian couple Nick Offerman and Megan Mullally.

"I just really appreciated having the chance to go see a show at the DPAC at an affordable price," Moore said. "We got to go out to eat nearby, since there are lots of restaurants around American Tobacco and the DPAC, and went to a show. The whole thing was lovely." ●

By April Dudash

Find other PERQS fit for a night on the town at hr.duke.edu/discounts



A Second Life for Trees

Through 2018, Duke will add 1,000 trees across East and West campuses



Andy O'Shea, left, built a table from a campus tree. The table was placed in Giles Residence Hall.

In recent years, Duke has needed to take down trees and limbs on East and West campuses for reasons such as age, construction or storm damage as part of Duke's tree management program, which focuses on risk management, tree health and campus appearance.

But after leaving Duke, trees are finding a second purpose – often back on campus.

This summer, Andy O'Shea, a carpenter at Duke for 21 years, made a 24-square-foot table with two 6-foot-long benches with wood harvested from an oak tree that once stood by the Allen Building on West Campus. That tree, which lived to be a century old, is now in the kitchen in Giles Residence Hall, offering a space where students study and share meals.

"It's certainly not your run-of-the-mill, mass produced piece of material," O'Shea said. "Each piece has character and requires more work that gives you a little artistic license to bring it to life."

With each slab of wood, O'Shea likes to leave imperfections like saw marks, bumps and knots. A natural oil finish leaves his tables a dark brown. "It's about showing off the rustic aesthetics," he said. "I like to keep the wood's character."

Duke tries to repurpose fallen trees as part of Facilities Management's wood policy, which provides guidelines for what happens to trees and brush that must be removed. From building furniture to mulching wood for aesthetics, the effort has helped Duke earn a Tree Campus USA designation from the Arbor Day Foundation for eight straight years.

When a new Student Health and Wellness Center opens in 2017 at the corner of Towerview and Union drives, oak paneling in the lobby, pharmacy and some desks will come from trees taken down at the center's construction site.

At the West Campus Reclamation Pond, removed trees were returned as lumber for the pond's pavilion and decking, among other aspects. Additionally, when wood from Duke trees has been ground to pulp and sold, proceeds are donated to the Duke Forest.

"Our goal is to find a second use for all our wood," said Steve Carrow, a project manager with Duke's Facilities Management Department. "If we're able to save it to be used on campus or elsewhere, we're going to do it."

Duke has spent the past decade replanting new trees across East and West campuses. Through 2018, Facilities expects to oversee the planting of about 1,000 additional trees. By that time, a campus inventory tracking the number of trees is expected to stand at about 15,200.

"Duke is known as the 'University in the Forest,' and we intend to keep it that way," Carrow said. ●

By Bryan Roth

Learn about Duke's land management policies at sustainability.duke.edu/naturalresources

What you're sharing online



Duke CFM
@Duke_CFM

Congrats to our #familymedicine residency staff for winning the @WorkingatDuke Halloween photo contest!



Tracy Bethel
@TracyDHBethel

Thanks @WorkingatDuke for the flu shot this morning! So glad my employer supports this important public health initiative!



Celeste Ferguson
We can be everyone's eyes and ears - be safe!

Celeste Ferguson was one of several hundred participants in Duke's LiveSafe App Scavenger Hunt in November.

Go online to discover more

News You Can Use:

12 Must-Have Experiences at Duke

From a Gardens sunrise to helipad tour, add these activities to your campus "Bucket List."
bit.ly/dukeexperiences

Tips from LiveSafe App Lead to Arrest

Durham man is arrested after employees provide tips through safety app.
bit.ly/livesafearrest

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