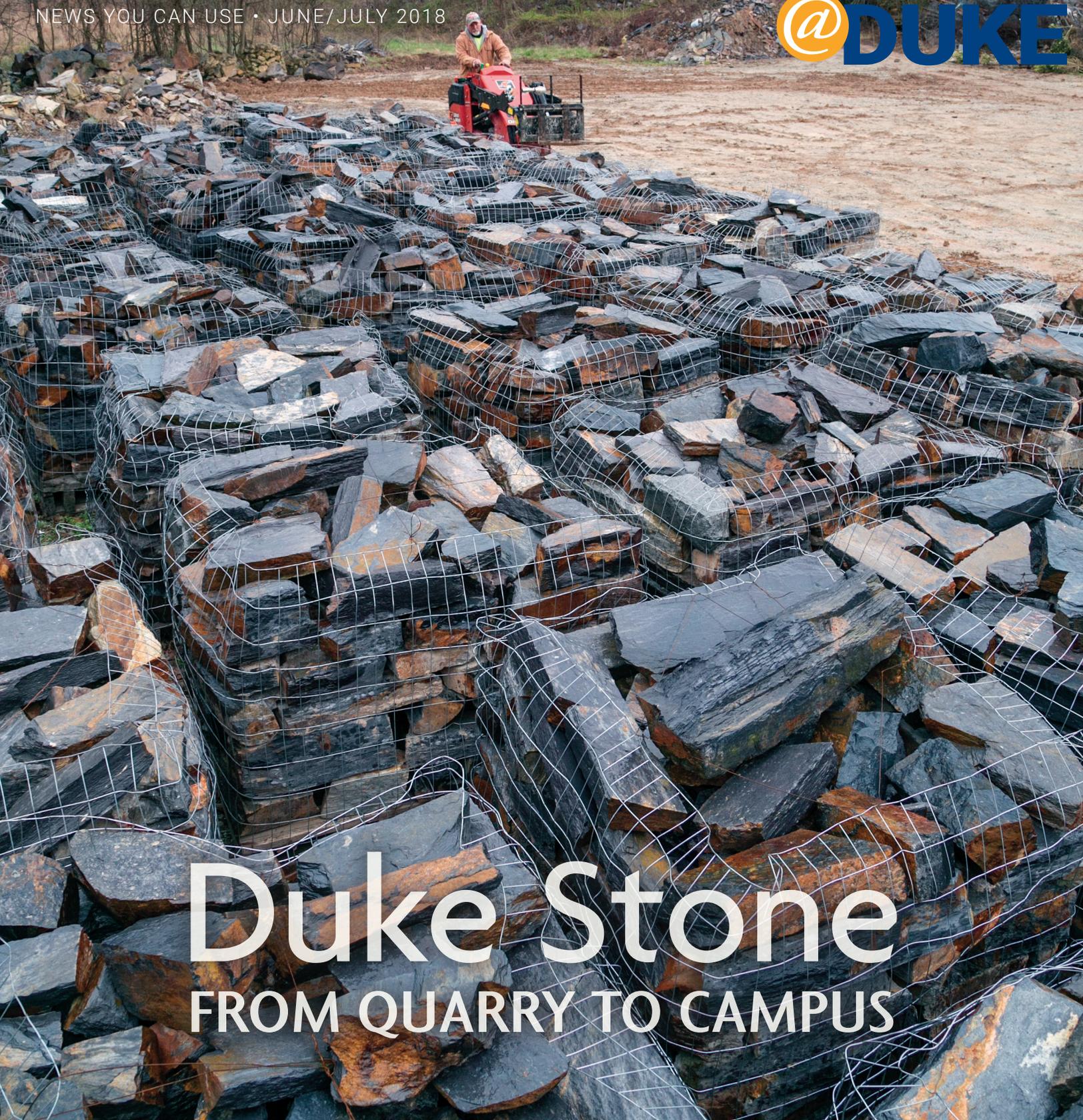


WORKING

NEWS YOU CAN USE • JUNE/JULY 2018



Duke Stone

FROM QUARRY TO CAMPUS



Editor's Note

LEANORA MINAI

What Does Your Duke Time Off Look Like?

This summer, as part of our "Duke Time Off" photo contest, we invite you to share photographs of your hobbies, fun times, and big and small summer adventures.

Working@Duke hosts the photo campaign each summer (see story on page 11) as a reminder to take advantage of Duke's generous time off benefit and to illustrate the mental and emotional rewards that come with unplugging from work.

According to "Project: Time Off," an initiative by the U.S. Travel Association, slightly more than half of Americans are not using all the vacation time they earn. And, the group says, this can affect your level of happiness at work and home.

I talked with Nichole Capitanio, director for Duke's Personal Assistance Service, about the importance of taking a break. She said whether you take one day or a week off, that time away eases stress, improves your health and relationships and gives you the "mental distance" to solve problems.

"Taking time off is so beneficial for your mental and physical well-being and your creativity," she said. "The work will always be there. Time is something you can't get back."

Nichole also noted the importance of prioritizing and planning for time off by blocking time on your calendar for activities and travel and sharing vacation plans with colleagues.

"You send a message that it's okay," she said.

You don't necessarily need to leave the Triangle area or break your budget to take time off. With summer upon us, here are a few ideas for activities to help you refresh:

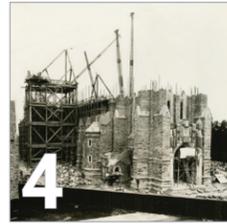
Prime your creative side. Visit the Nasher Museum of Art at Duke (free for Duke employees), or Raleigh's North Carolina Museum of Art, where admission to the permanent collection is free.

Listen to music on a lawn. The "Music in the Gardens 2018" series runs through July 25 at Sarah P. Duke Gardens. Tickets are half-price (\$5) for Duke employees. You can also use your employee discount to enjoy music under the stars with the North Carolina Symphony during Summerfest in Cary. And on certain Thursdays this summer, grab a spot on the lawn by the Lucky Strike tower at American Tobacco in Durham for live music.

Picnic in Duke Forest. Did you know that Duke Forest maintains two picnic shelters located off Highway 751 that are available to rent? Each site has a grill, table, and other amenities.

We can't wait to see your summer fun pictures. Share them with us on social media using **#DukeTimeOff** or upload photos here: bit.ly/DukeTimeOff2018.

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Visit **Working@Duke** daily on Duke Today: working.duke.edu

Cover photo: Tim Williams moves pallets of Duke stone around Cleve Wagstaff's property in Roxboro.



2017, 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

BRIEFLY

Parking permit renewal begins

The parking permit renewal process begins in June with changes in rates to continue to help cover enhanced parking facilities and technology.

Beginning in August 2018, rates will increase only between 25 cents and \$11 per month, depending on permit type. The change in price affects all Duke parking permits.

For employee permit holders who pay for permits through payroll deduction, no action is needed on their part. These permits will automatically renew, and rate updates will be applied. Duke community members who are not eligible for payroll deduction or have one-year permits must renew. Forms, available at parking.duke.edu, must be completed and delivered to one of the parking offices by end of July to ensure delivery of new permits before mid-August.

Get 2018-19 parking rates and learn about Duke's alternative commuting options and perks at parking.duke.edu.

Enjoy discounts to summer dance and music festivals

Duke employees can save on tickets to the American Dance Festival and Music in the Gardens this summer.

The **American Dance Festival**, which runs June 14 to July 21, is offering a 20 percent discount on tickets. Tickets range from \$12 to \$60 before the Duke employee discount. The festival, now in its 85th season and 41st at Duke, features 53 performances by 26 companies.

Lee Nisbet, associate registrar and visual resources manager for the Nasher Museum of Arts, has been attending the festival for about 14 years.

"The quality of dancers coming to this festival is always outstanding," she said. "It's really heartening to see the value of arts and arts education at Duke and in Durham."

To see the schedule and receive the employee discount, visit americandancefestival.org and enter promo code **EDU18ADF**. Your DukeCard must be presented at the Duke Box Office window to receive the discount in person.



Be sure to also check out Duke Performance's **"Music in the Gardens 2018,"** a two-month series featuring outdoor concerts at Sarah P. Duke Gardens.

Staff and faculty receive a half-price discount to each of the six shows during the series, which runs June 13 to July 25. Tickets after the savings are \$5 for Duke employees and free for kids 12 and under. All shows start at 7 p.m.

"If you don't attend Music in the Gardens then you're missing out," said Gina Streaty, engagement and diversity specialist at Duke Clinical Research Institute. "You're in this beautiful setting listening to beautiful music. It's just wonderful."

Visit dukeperformances.duke.edu for the full schedule.

New professional development courses begin in June

Duke's Learning & Organization Development (L&OD) will feature four new courses among its offerings through December 2018.

Part of Duke Human Resources, L&OD provides courses for management development and technical training. The offerings are modified each semester in response to feedback from employees and supervisors.

Among the 115 classes taught by L&OD instructors through this December, there are four new offerings. They are: "Feed Forward: Giving & Receiving Critical Performance Information," "Storytelling: The Art of Advanced Presentation Skills," "Navigating Challenging Personalities," and "Crucial Accountability," a two-day course on how to identify and resolve performance gaps and strengthen accountability.

"They've been great classes," said Tracey Madrid, an administrative assistant with the Department of Population Health Sciences who has taken several L&OD courses. "And L&OD has great trainers. They're thoughtful. They're organized. They give you a new way of thinking about things."

Sign up for an L&OD class at hr.duke.edu/training.



Duke Football season ticket deals start at \$78

Danai Adkisson had only been at his job at Duke for a few months in 2015 when he bought Duke football season tickets for himself and his wife, Kelsie, a clinical research specialist in Duke Behavioral Medicine.

College athletics has always been a big part of their relationship. They met playing in the marching band at the University of Wyoming – he played drums, she played piccolo – and they've always enjoyed games together.

"We definitely liked being a part of that culture, so it was one of the first things we wanted to do when we got settled here," said Adkisson, a programmer for Duke's Office of Information Technology.

They'll be cheering on Duke Football again this fall since Adkisson has already purchased season tickets for 2018, taking advantage of new discount options.

New this season, employees can find discounted season tickets in any one of the eight seating areas of Brooks Field at Wallace Wade Stadium. Season tickets for employees start at \$78.

Anyone thinking of buying either season tickets or single-game tickets shouldn't wait. Prices will inch up after August 24.

"If you know you're going to come, go ahead and purchase early and you'll save the most money," said Chris Alston, Duke's director of Duke Football Marketing. "The earlier you order, the less expensive your tickets are going to be."

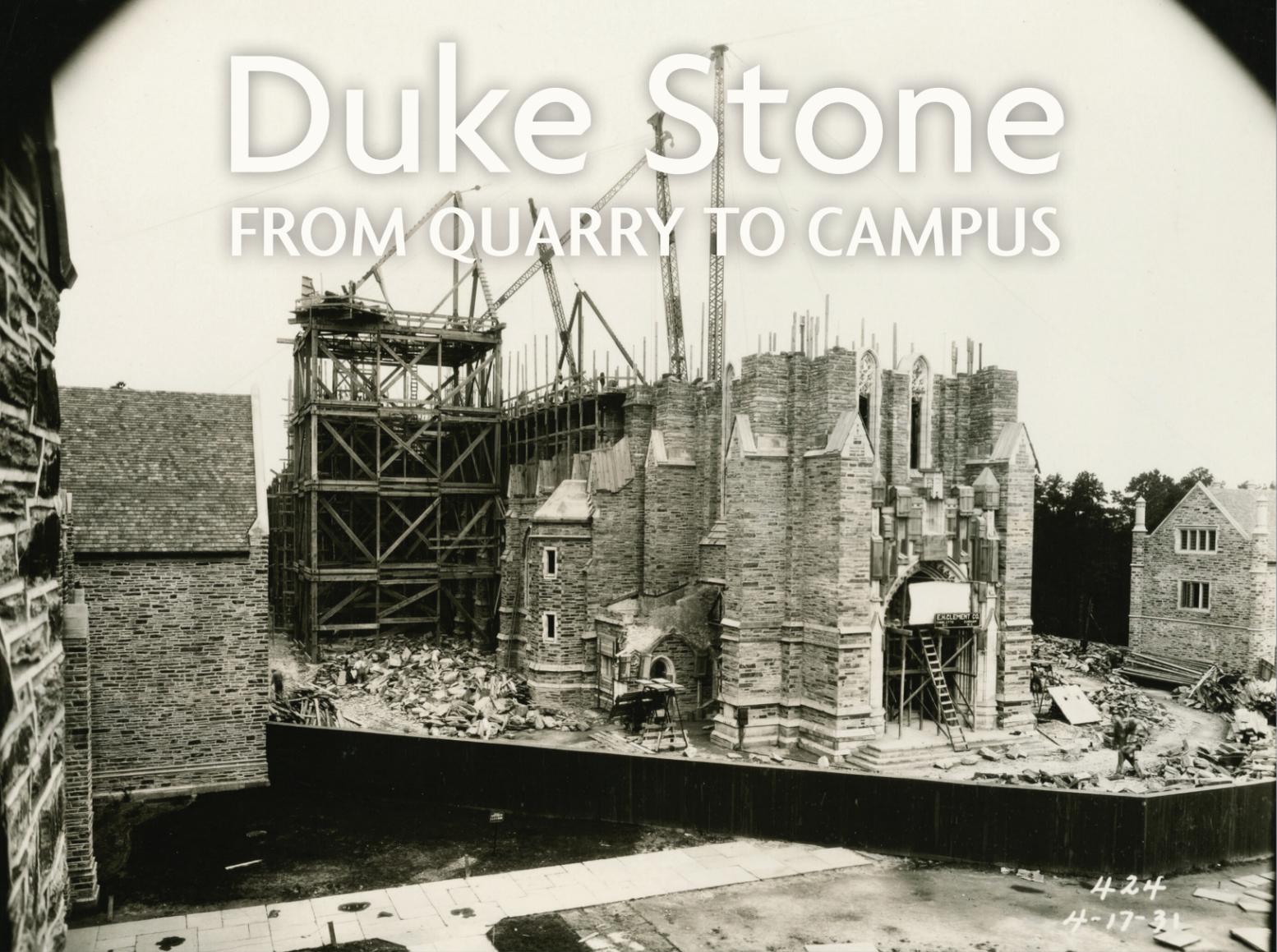
In addition to the employee discount, Duke Football is offering other promotions, including the 277 Club for Durham residents.

Duke's 2018 schedule features six home games, including showdowns with in-state rivals North Carolina Central University, North Carolina and Wake Forest. The season begins at home on Aug. 31. Mark your calendars: The Duke employee appreciation home game is Sept. 22 against North Carolina Central University.

Call the Duke Athletics ticket office at **(919) 681-2583** to see the best deal for you.

Duke Stone

FROM QUARRY TO CAMPUS



Duke University Chapel under construction with Duke stone in 1931. Photo courtesy of Duke University Archives.

A special stone serves as Duke's common thread

Off a quiet road near Hillsborough, a gated driveway disappears into thick piney woods. The driveway snakes through forest, past another gate, and ends in a clearing.

Off to one side is a cliff face obscured by young, stubborn loblolly pines pushing up through the sprawling pile of stones below. The stones at the foot of the cliff are a jumble of earthy colors: Deep blues, rich browns, dusty grays and fiery ochres.

Duke's campus sits roughly 14 miles to the east in Durham. But it's also right here. This is Duke stone.

This quiet quarry in a far-flung corner of Duke Forest is the only place you'll find the building stone seen in roughly 100 buildings and campus walls across Duke University and Health System.

"There aren't a lot of campuses where this kind of tradition has been maintained," Tallman Trask, Duke's executive vice president, said of the stone. "We can't always maintain it, but we can always honor it. That matters."

The story of Duke stone is that of a young university's ambition to stake its claim among the nation's elite in the 1920s. Its journey from quarry to campus is also the story of the ingenuity and passion of those who continue to build the institution today.

And it all begins at the quarry, where stone that's blasted from the side of a hill waits to become part of Duke.



Paul Manning, director of Project Management for Duke's Facilities Management Department, holds a piece of stone at Duke's quarry outside of Hillsborough. Photo by Jared Lazarus, Duke News & Communications.

Finding the perfect stone

"We don't get a lot of this anymore," said Paul Manning, director of Project Management for Duke's Facilities Management Department, as he holds a mottled brown stone at the quarry.

In more than 90 years of digging, certain quarry areas have been exhausted, and new pits have opened. Started in the 1920s, Pit No. 1 yielded the perfect mix of blues, grays and browns for Duke University Chapel, Page Auditorium and other buildings at the core of West Campus.

As West Campus came together in the 1930s, the best stones were saved for Duke University Chapel. The selection of stones in the building features 17 shades of color, from rust orange to slate gray. The stones are of varying sizes, but much longer than they are tall, giving the walls graceful horizontal lines.

"To me, every stone represents a human hand," said Luke Powery, Dean of Duke University Chapel. "It represents people. A human being had something to do with every single piece of stone."

In the 1970s and 1980s, the Bryan Center and Sands Building were constructed with mostly brown and tan stones from Pit No. 2. The still-active Pit No. 3, which opened before Duke's recent flurry of construction, has produced largely blue and gray stone now going into the Karsh Alumni and Visitors Center and Hollows Residence Hall.

"We want everything to look like it's been there since the 20s," Manning said.



A rail line helped bring Duke stone to West Campus while it was being built. Photo courtesy of Duke University Archives.

Honoring the original color palette of Duke stone makes sense, especially given the lengths Duke's early leadership took to find the stone.

In 1924, after a \$6 million gift from James B. Duke and his family to then Trinity College created a need for more space, plans were made to construct another campus on a hilly, forested tract to the west of Trinity's original footprint, what is now East Campus.

With ambitions of becoming one of the nation's elite institutions, the newly formed Duke University was designed to echo the older, more well-known Northeast universities that featured gothic buildings of earthy, multi-hued stone.

"They wanted to find stone that made it look like the university was growing out of the ground, like it had been here forever," Manning said.

Transporting stone from quarries several states away was expensive, so James B. Duke tasked university leaders with finding a more reasonable alternative.

That job belonged to Frank Brown, an English professor and university official in charge of construction at Duke. Brown scoured the area looking for stone that had the appearance and availability that would work for Duke's new campus.

He sent a sample to Jasper Stuckey, North Carolina's state geologist. Stuckey recognized it as the same kind of stone he'd seen in a footpath at a friend's Chapel Hill home. That stone had been quarried on a 72-acre farm near Hillsborough. It didn't take long to find the farm, and Brown began the process to buy it.

In a March 1925 letter to Horace Trumbauer, the architect whose firm was designing Duke's campus, Brown's excitement is undeniable. He writes that the stone will be "very much more attractive" than the stone used by Princeton University and that the quarry of its origins could be bought "for a song."

James B. Duke was thrilled with the appearance of the stone, its proximity to campus and the price of obtaining it – around \$3.50 a ton, roughly a fifth of the cost of the stone at Princeton.

The decision was made to buy the quarry, meaning the stone from the Orange County woods would soon become Duke's architectural common thread.

>> continued on page 6



Stone mason Cleve Wagstaff works a piece Duke stone, something he's done for four decades. Photo by Jared Lazarus, Duke News & Communications.

A beautiful but tricky stone

From bike racks at the Bryan Center to additions to Cameron Indoor Stadium, the chisel marks of stone mason Cleve Wagstaff and his team can be found in stone across campus.

Nearly every piece of Duke stone used on campus today passes through Wagstaff's shop outside of Roxboro, where it's transformed by hand from jagged quarry rocks to boxy slabs ready to be incorporated into a wall.

Wagstaff's shop, which allows for a sweeping view of his 125 acres of rolling farmland, is surrounded by pallets holding carefully stacked blocks of shaped and ready Duke stone.

"It's not a very friendly stone to work with," said Wagstaff, who has worked with the stone for roughly four decades. "Most stone masons shy away from it. But with the shades of blues and browns, it's just a beautiful stone. It's not like much of anything else you'll see in North Carolina."

Duke's quarry sits on the eastern edge of the Carolina Slate Belt, which runs North-to-South through the North Carolina piedmont. The quarry's stone was formed by the flows of ancient volcanic activity. Over time, consolidation and metamorphism



Sterly Wilder, Duke alumna and associate vice president for Alumni Affairs.

led to the rock taking on characteristics of slate, leaving it streaked with irregular seams. This means the stone has the combination of being both strong and unpredictably brittle.

While Duke stone is tricky to work with, the payoff is worth it.

Lining his chisel up where he senses a seam, Tim Williams, one of Wagstaff's veteran masons, grabs a hammer and whacks at a dull gray stone. When the rock gives way and splits, the interior is a vibrant auburn.

"You never know what you're going to get," Williams said.

Evoking lasting memories

When the Karsh Alumni and Visitors Center was in the planning stages, university leaders asked Sterly Wilder what she'd like to see in the building at Chapel Drive and Duke University Road. Among the first things she mentioned was Duke stone.

"You could put that stone anywhere and, when you walk up to it, you know it's Duke," said Wilder, associate vice president for Alumni Affairs. "No matter when you graduated from Duke, that stone really evokes memories."

If you want stone for your own memories, it's worth mentioning that the stone isn't for sale. It's only used on Duke's campus.

Over at the Karsh Alumni and Visitors Center construction site, masons have been working to ensure the modern building with sleek glass walls and smooth wooden arches has a dose of that timeless Duke stone when it opens in the summer of 2019.

"Every one of these masons is sort of an artist at this point," Wagstaff said. "They don't just pick one brick up after another and go with it. They know what they need in order to get the right look."

Once masons place a corner piece, they work sideways, selecting stones that create the mix of size and color, while keeping the horizontal mortar joints crisp and straight.

"The allure of the Duke stone when it's laid up properly is that it looks so linear, so horizontal," said Ray Walker, staff architect with Duke Facilities Management Department. "It doesn't have to be perfect. But it has to be straight enough to where your eye picks up this long look."

Walker, who has worked at Duke for 44 years, is still struck by the magic of Duke stone.

That magic is in how Duke's stone walls can look both strong and soaring, both colorful and clean. It's in the way uniform masonry lines dance with the irregular geometry of unique, hand-cut stones. It's in the way a building made of stones blasted from the earth can change with the sky.

"When the sun hits the Chapel tower in the late afternoon, at certain times of the year, the stone turns gold," Walker said. "Sometimes you forget how beautiful this place is." ●

By Stephen Schramm



Pictured from the top: The final leg of Duke stone's journey to campus sees it shipped from Cleve Wagstaff's shop in Roxboro, to construction sites such as the Karsh Alumni and Visitors Center, where it's unloaded, shaped and placed into walls. Photos by Jared Lazarus, Duke News & Communications.

Following the Flow

Making the most of campus storm water

About once a month, someone from the Duke University Wetland Center climbs in a metal rowboat and floats to the center of a reclamation pond on the far edge of West Campus.

On a recent sunny afternoon, Lab Manager Belen de la Barrera and Visiting Assistant Research Professor Neal Flanagan handled the task.

Rowing to one spot, and then another, they lowered instruments that measured the water's temperature, salinity, transparency and depth. In notebooks they scribbled readings about the amount of dissolved oxygen, dissolved solids and sediment.

After collecting samples and sealing them in plastic jugs, they rowed back ashore.

"It's definitely nice to get out of the office, especially on sunny days" Flanagan said as walkers circled the dirt track that weaves around the pond's 12-acre site.

Completed in 2015, the reclamation pond, also known as Duke Pond, is a major piece of Duke's drainage strategy for water that flows across campus, whether in streams or storm water. The pond drains 22 percent of campus and provides water for the nearby Chiller Plant No. 2, which pumps cold water around campus to cool buildings. The pond saves around 100 million gallons of potable water annually – and, on sunny days, it's a prime spot for a stroll.

The pond is the most visible example of Duke's thoughtful approach to water. But if you follow the journey of water on this corner of campus before, during and after it collects in the pond, you'll see that it's not the only example of how Duke is trying to conserve and improve water quality.

"It's all connected," said Mark Hough, university landscape architect. "Duke looking at storm water holistically, as a system, has made a huge difference. We can deal with it as a campus and be much smarter about it."

Learn how, along its path, Duke's storm water can be used for irrigation, treated sustainably, captured for buildings or studied by faculty and students.

The bioretention area near the Trent Semans Center filters sediment and nutrients from water as it flows toward Duke Pond. Photo by Stephen Schramm, Working@Duke.



The 12-acre Duke Pond on West Campus is a major piece of Duke's storm water strategy. Photo by Megan Mendenhall, Duke News & Communications.

Duke Medicine Circle cisterns

Surrounded by Duke University Hospital's towers of steel, stone and glass, Duke Medicine Circle offers a dose of green calm. The landscaped oval features a small open meadow, quiet gardens and flowering trees that come alive in spring.

Underneath the circle are two cisterns that combine to hold roughly 100,000 gallons of runoff from the roofs of nearby buildings. The water in the cisterns irrigates the plants and grass in Duke Medicine Circle and a handful of other nearby landscaped areas.

There are several other places on campus where storm water runoff is captured and used for irrigation. Hough offered a tip on how to spot them.

"If you're walking on campus and you see any part of an irrigation system that's purple, it's using reclaimed water," Hough said.

Trent Semans Center bioretention area

While the pond collects sediment and nutrients from runoff, thus keeping them from becoming problems downstream, it can't



be expected to do all the work. Upstream from the pond, Duke constructed a handful of bioretention areas to filter storm water with the help of different types of soil and plants.

One such setup can be found in front of the Mary Duke Biddle Trent Semans Center. Featuring water tumbling over pebbles and plants shooting up between cement ledges, what looks like a decorative water feature is a system that cleans runoff from the center's massive roof and other nearby spots before draining into the pond.

"It holds the water like a filter and then the plants use the nutrients," said Ryan Lavinder, a civil engineer with Duke Facilities Management Department.

Environment Hall's water reclamation system

Behind a locked door on the lower level of Environment Hall, pumps stir to life every few minutes, sucking water from a black 500-gallon tank, through a pair of filters and into pipes that shoot up into the building above.

In a LEED Certified Platinum building, this tangle of pipes, pumps and tanks is every bit as big a sustainability selling point as the solar panels and rooftop garden.

The tank holds storm water collected from the rooftops of Environment Hall and the nearby Levine Science Research Center. The pipes lead to Environment Hall's 43 toilets, which use the reclaimed water before it heads into Durham's sewer system.

"This makes it one of our lowest water consumers among major buildings on campus," said Duke Facilities Management Energy Manager Casey Collins.



SWAMP Project

Since 2004, the Stream and Wetland Assessment Management Park (SWAMP), run by the Duke University Wetland Center, has given Duke students and faculty a chance to learn about stream restoration techniques while improving the condition of Sandy Creek and its tributaries that sweep across West Campus.

The SWAMP project, and others it has inspired, have helped Duke remove 500 tons of sediment, 64 percent of the nitrogen and nearly 40 percent of the phosphorus from the water it sends downstream.

Curtis Richardson, the John O. Blackburn Distinguished University Professor of Resource Ecology at the Nicholas School for the Environment and the director of the Duke University Wetland Center, started SWAMP after seeing the dire condition of Sandy Creek due to development.

Swollen by too much runoff, the creek's quickened pace left it flowing through a deep groove and sending excessive sediment and nutrients downstream. Through work designed and implemented with the help of students, SWAMP restored wetlands and brought back the creek's gentle sloping flood plain and natural meandering path.

"My idea was that universities should be model systems," Richardson said. "We got the students involved, and I used my wetland restoration classes to design the solutions. It's led to four Ph.Ds, 15 master's projects and hundreds of students going out there and working."

Duke's reclamation pond flows into Sandy Creek, which, like the pond itself, is used as a vital source of data for Duke University Wetland Center research.

"You've got to have multiple approaches across the whole watershed," Richardson said. "It's a whole combination of things that have made Duke a model system for water."

By Stephen Schramm



In the lower level of Environment Hall, a tangle of pipes, tanks and machines allows reclaimed storm water to be used in the building's 43 toilets. Photo by Stephen Schramm, Working@Duke.



Duke Medical Interpreter Joel Pena, right, talks with hand transplant patient Rene Chavez. Photo by Shawn Rocco, Duke Health.

Speaking the Language of Care

Medical interpreters at Duke Health play a vital role

When Rene Chavez and his Duke Health doctors gathered for one final meeting prior to his hand transplant surgery, there was plenty to discuss. Forms had to be signed, lingering worries had to be eased and, with fewer than 25 hand transplants performed in the country at that point – and none in North Carolina – communication was crucial.

Before the meeting ended, Chavez, who lost his left hand in a childhood accident, led a prayer.

“He was praying for the Lord to bless the hands that were going to touch him,” said Maria De La Cruz Bunce, a Duke Health medical interpreter. “It was a very beautiful moment.”

Chavez, a 54-year old grandfather from Texas, speaks Spanish as his first language. As one of roughly 25 full-time medical interpreters in Duke Health’s International Patient Services Department, Bunce played a significant role, ensuring communication between Chavez and his caregivers flowed freely.

“Interpreters make possible the communication between the medical team, the patients, their families and friends,” said Linda Carime Cendales, an associate professor of surgery at the Duke University School of Medicine who led the transplant team. “I’m always impressed with their knowledge, their command of their languages, their understanding of the context, and most importantly, their compassion.”

Serving a diverse community, and with high-level care that attracts patients from around the globe, Duke medical

interpreters field around 200 requests per day. There are around 20 Spanish interpreters on staff, as well as others who speak Arabic, French and American Sign Language. Interpreters for other languages can be arranged by phone, by video or in-person through an agency.

Interpreters undergo training on medical terminology and how to be a calming influence for patients while not altering interactions with doctors.

“Our job goes from simple questions, like ‘What is this appointment for?’ to conferences where you’re dealing with life and death issues,” said Medical Interpreter Flora Weisleder.

Nouria Belmouloud, program coordinator for International Patient Services, said interpreters give non-English-speaking patients the same relationships with their doctors as an English speaker. That means they must not filter dialogue.

“We tell patients, ‘I’m your voice. Whatever you want to say, I will say,’” said Grisel Diaz, a medical interpreter.

Diaz and the other interpreters must also be ready for anything. Medical Interpreter Joel Pena discovered that in 2016.

Two weeks after Rene Chavez’ successful transplant, a news conference was held featuring members of the hand transplant team and Chavez. Pena was chosen as the interpreter for Chavez. “The press conference was something new for me,” Pena said.

Fielding media questions and translating answers from Chavez, Pena showed the outside world how language barriers are never insurmountable for Duke patients. ●

By Stephen Schramm

SHARE YOUR Summer Vacation Photos

Duke Time Off prizes include an overnight stay at JB Duke Hotel, dinner at Washington Duke Inn and Duke Stores swag



Pictured from left: Audra Ang won last year’s grand prize for sunflowers at Neuse River Greenway Trail in Raleigh. Michael Palko, informatics educator with Duke University Health System, shared photos from his vacation to Ocracoke Island.

From now through mid-August, Working@Duke invites all Duke staff and faculty to share photos as part the #DukeTimeOff campaign to highlight hobbies, fun times, and big and small summer adventures.

Last year, employees shared approximately 430 photos, including pictures from six different continents.

Michael Palko, an informatics educator with Duke University Health System, was one of last year’s most active participants, sharing pictures during a family vacation at Ocracoke Island over Memorial Day weekend.

“You have to take a ferry to Ocracoke, and it feels like you’re just getting away from everything,” he said. “It’s really important to take time off like that to find the right work-life balance.”

To be eligible for prizes, photos must be taken between May 23, 2018 and Aug. 10, 2018, and shared by current University and Health System staff and faculty during the same time period.

Ways to share your 2018 pictures:

- Post the photo and use the #DukeTimeOff hashtag on Twitter, Instagram or Facebook. Note what you’re doing with your time away. Remember, please be sure to use #DukeTimeOff so we see your snapshots on social media;
- Post a photo and caption on the Working@Duke Facebook page: [facebook.com/workingatduke](https://www.facebook.com/workingatduke);
- Or, upload a picture here: bit.ly/DukeTimeOff2018



During the campaign, the Working@Duke Editorial Team will award Duke-themed beach chairs, towels, water bottles, and Frisbees from Duke University Stores. Grand prizes at the end of the campaign include:

- An overnight stay with breakfast for two at the JB Duke Hotel
- Dinner for two at the Washington Duke Inn’s Fairview Dining Room

Kate Thieda, a counselor with Duke’s Personal Assistance Service, said taking time off is helpful for boosting mental and emotional well-being, a core theme of Healthy Duke.

The mental and emotional benefits of a vacation, which can take the form of a “staycation” at home, include a decrease in stress, improved productivity and a boost in happiness.

“You can’t be at your best if you haven’t taken the time to recharge and come back with new perspectives,” she said. “You don’t even have to go anywhere. Durham and the Triangle have amazing things. What matters is doing whatever makes you happy.” ●

By Jonathan Black

Share Your Pics

Post your photos on social media using #DukeTimeOff. Not on social media? Upload your photos: bit.ly/DukeTimeOff2018



Finding Peace of Mind

Free will preparation adds extra value to Supplemental Life Insurance Plan

Kim Talbott, center, her husband Kelly, left, and daughter Kasea, right, will go on vacation this summer with peace of mind after preparing wills. Photo courtesy of Kim Talbott.

When Kim Talbott, her husband Kelly and their 5-year old daughter Kasea pile into their car and head toward Pigeon Forge, Tennessee, for a family vacation this summer, they'll do so with a little less worry.

After years of putting it off, Talbott and her husband recently got their wills prepared for free with a feature that comes with Duke's supplemental life insurance benefit.

"We should have done it way before now," said Talbott, a benefits specialist with Duke Human Resources who enrolled in supplemental life insurance a few years ago. "We just finally got ourselves together to do it."

Staff and faculty in the supplemental life insurance plan receive will preparation services at no charge. The service is provided by lawyers in the Hyatt Legal Plan network, which features roughly 500 attorneys in North Carolina.

"The importance of life insurance cannot be overstated," said Sandra Daniels, plan manager with Duke Human Resources. "If you don't have it, your family can be devastated if there's a loss, especially if you're one of the primary sources of income. You can't put a value on knowing that your family will be OK financially if something happens."

Supplemental life insurance is a voluntary employee-paid group term plan that offers additional coverage for one-to-eight times your annual pay up to \$2.5 million. Duke employees who work at least 20 hours per week are eligible to apply for the

insurance to cover themselves, their spouse/spousal equivalent and dependent children. Some exceptions may apply; all plan details are at hr.duke.edu/supplemental.

Staff and faculty enrolled in the plan are eligible for Will Preparation and Estate Resolution Services, which include will preparation, will updates and full coverage of attorney fees for probating an estate when using a participating plan attorney. The service also provides advice and consultation to beneficiaries.

Talbott said getting a will was something she'd talked about doing for a long time, but it wasn't an urgent priority. After becoming a parent, the distractions of day-to-day life kept her from getting a will together, though the lack of one continued to bother her.

"Anytime we'd get in the car, I'd think about what could happen," Talbott said.

So earlier this year, when the family made plans for their summer vacation – which featured a five-hour drive – Talbott decided a will had to be part of pre-trip preparation. She said the process was easy, and she was able to use the same lawyer her family used when they bought their home.

With the will complete, Talbott said her family will make their summer trip with a little more peace of mind.

"I would encourage anyone to get this done," Talbott said. "You need to be prepared." ●

By Stephen Schramm

To enroll in supplemental life insurance benefit, visit hr.duke.edu/supplemental

Make Smart Use of Your Workday

Professional development course offers advice on managing priorities



In a strategy learned from the "Managing Multiple Priorities" course, Tracey Torain lets co-workers know when she's doing tasks that need her undivided attention. Photo by Stephen Schramm, Working@Duke.



Tracey Torain's day might see her build development intel for school leaders, prepare for events, file giving records or mentor work-study students.

She knows how to do all this, but doing it efficiently used to be a challenge.

"I needed to learn how to keep all these balls in the air and not drop them," said Torain, advancement services coordinator with Duke's Fuqua School of Business.

Torain's ability to handle competing pressures improved after taking "Managing Multiple Priorities," a class offered by Duke's Learning & Organization Development (L&OD), a unit in Duke Human Resources. L&OD offers classes, customized workshops, organization development opportunities and consulting services to employees and departments.

Here are some lessons from Managing Multiple Priorities, which will be offered on August 20 and September 20.

Stay fresh

Cassie Lewis, staff assistant at the Sanford School of Public Policy, expected the class to consist only of tips for

organizing her workload. Instead, she was surprised when Joy Birmingham, the instructor and L&OD's assistant director of professional development, urged the class to take a lunch break and occasionally get up for fresh air.

A tired mind often leads to a loss of focus and creates a risk for burnout.

"There were times when I would just hammer through to get something finished," Lewis said. "Instead I'd just be spinning my wheels. Now, I get up, take a break and come back with a fresh mind. Then I can finish the task and not be burned out afterwards."

Learn how to list

Like many people, Mark Schreiner's workday was built around a to-do list that, as the day went on, often became long and unorganized, going from helpful guide to daunting distraction.

"It can be overwhelming," Schreiner said.

The web content strategist for the Pratt School of Engineering now builds lists using three lessons from the class.

Quick, easy tasks aren't listed. He just does them.

He's honest with himself and colleagues about what can get done that day and what will have to wait.

He picks three main objectives per day. Other work can pop up, but focusing on three primary tasks makes him more productive.

Protect your time

With so many demands, Tracey Torain said it was hard to find uninterrupted periods to complete pressing tasks. Emails, phone calls and questions from co-workers often derailed her productivity.

The course taught her to be protective of her time and to let co-workers know when she's focusing on something important. While in the midst of a major project, Torain places a whiteboard near the entrance to her cubicle. It says she's busy and lists a time when she'll be available to talk.

"It's much better," Torain said. "Since doing this, interruptions have gone down." ●

By Stephen Schramm

Pick a professional development class: hr.duke.edu/training

Your Guide to Summer Fun Savings

Enjoy the zoo, water parks and more with employee discounts

A particularly friendly gorilla decided to greet Ashley Jones' daughter during a recent trip to the North Carolina Zoo in Asheboro. Tenley, 5, was watching through a glass panel as the gorilla ate when the animal banged on the glass. Tenley looked at her mom and giggled. "She loved it," said Jones, a grants and contracts administer for the Duke University School of Medicine. "One of the zookeepers told us this particular gorilla loves playing games with the guests."

Like Jones, you can save on admission to the 2,200-acre zoo using the Duke employee discount. Tickets, which generally cost \$11 to \$15, are \$9 to \$13.

Check out other destinations offering discounts as you plan your summer adventures.

Cool down at Wet'n Wild

The sun bore down on Patrice Clegg, but she didn't mind. She was lounging on a tube, floating along the "Lazee River" at Wet'n Wild Emerald Pointe water park.

"The Lazee River is my speed," said Clegg, a financial care counselor for Duke Sports Physical Therapy. "You just slowly roll along in the water and watch the people come and go."

Emerald Pointe in Greensboro is home to about 12 water slides, raft rides and wave pools. Duke employees save up to 30 percent on admission, reducing ticket prices between \$8 and \$16.

Other amusement parks offering discounts are Carowinds in Charlotte and Kings Dominion, north of Richmond, Virginia.

Step back in time

Explore 18th century Colonial Williamsburg in Virginia.

The living-history museum and foundation covers 300 acres with replica buildings from the 17th, 18th and 19th centuries. Guests can learn how people cooked, lived, worked and played early in U.S. history.

Included in admission is access to two art museums, trade shops and tours of homes, government buildings and gardens.

With Duke's discount, employees save \$4 to \$9 on tickets.

Cheaper airport parking

Save on parking when you travel with a discount for FastPark and Relax, an off-site parking site about half a mile from Raleigh-Durham International Airport.

FastPark and Relax provides covered parking, complimentary luggage assistance and shuttle service to and from the airport.

Duke employees who enroll in the "Relax for Rewards" program prior to travel save 20 percent on parking, bringing the total to \$5.75 per day. 

By Jonathan Black

Get a Discount

Visit hr.duke.edu/discounts for details on the listed discounts and others. Your NetID and password may be needed to access deals. Share your summer fun pics on social media using [#DukeTimeOff](https://twitter.com/DukeTimeOff).

Slow and Steady

John Ervin loses 125 pounds with help from Duke Farmers Market

Sitting in the Duke University Hospital emergency room with a bacterial skin infection, John Ervin realized he needed to turn his life around.

At the time in late 2016, doctors diagnosed Ervin, who weighed 350 pounds, with cellulitis, a bacterial skin infection worsened by poor circulation.

"That health issue scared me into getting my act together," said Ervin, 48, laboratory manager for Duke's Kathleen Price Bryan Brain Bank and Biorepository. "I knew if I didn't take the steps to be healthier that I was a good candidate for worse health problems down the road."

Soon after the emergency room scare, Ervin set a New Year's resolution to get active and make healthier food choices. He started walking on a treadmill for 30 minutes after work and changed his diet by cutting out burgers, fries, burritos, hot dogs and biscuits.

Instead, he visited the Duke Farmers Market, now in season, on Fridays to buy broccoli, cauliflower and strawberries, a favorite snack. He eliminated alcohol and ate a salad nearly every day for at least one meal.

He has lost 125 pounds.

Ervin, who now weighs about 225 pounds, credits his weight loss to setting small goals such as losing five pounds per month and slowly adding jobs to his treadmill workouts.

His friends took notice. And his wife, Hoa Nguyen, a nurse at Duke, helped by making sure no cookies slipped into the pantry.

Brian Mace, who's known Ervin for about 20 years, said Ervin's scientific nature helped him treat his weight loss like an experiment: Focus on the process.

"He didn't try to find any shortcuts," said Mace, a research associate in Duke's Department of Neurology. "I'm really proud of him for keeping this up. It's really noticeable how much more energy he has."

Ervin also participated in the Get Moving Challenge, an annual fitness competition for employees. He logged nearly 5,200 minutes of exercise, finishing 87th of 2,744 participants this year.

"This weight loss journey came down to 'how bad do I want it?'" Ervin said. "It takes hard work. It takes dedication."

This year, Ervin fulfilled a promise to his 17-year-old son, Ben, to complete the United States Navy Physical Readiness Test, which involves curl-ups and push-ups, as well as a 1.5-mile run.

His next goal is to weigh 200 pounds by February 2019.

"My kids notice what I'm doing, and they're proud of me," Ervin said. "It's hard to pat yourself on the back sometimes, so it's a really special feeling when my family and friends say I'm doing a great job." 

By Jonathan Black



John Ervin shops at the Duke Farmers Market. Photo by Les Todd.

Get on the road to better health with LIVE FOR LIFE, Duke's employee wellness program: hr.duke.edu/liveforlife

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Duke University ranks among top 20 large employers in 2018.

bit.ly/BestEmployer2018



Duke University School of Nursing
April 10 • Durham

Our Duke Emergency Nursing Students group recently hosted an event with Duke Life Flight that was the perfect opportunity for students to learn about Duke Life Flight's unique type of nursing. Thank you, Duke Life Flight, for taking the time to educate our students about your career, show them the helicopters and share your passion! [Duke University Working@Duke](#)



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