

# THE CAROL WOODS NEWS

is published each month except July and August. It is distributed to residents, applicants on the waiting list, and other interested persons.

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## FREE PLAY FOR PUPS

The Carol Woods Dog Park opened recently with an informal ceremony that included remarks by **Eliska Chanlett**, **Bob Seymour** and Pat Sprigg, our CEO. The planning for the Park began 10 years ago when **Tom Perry** and the Director of the Grounds Department, Tony Bayless, conceived the idea of an area between the Craft Shop and the Farmers Garden set aside for Carol Woods' dogs to play off leash. Tom and his dog, Scout, are no longer with us, but the idea that originated with him and Tony has at last resulted in the attractive space now given over to our dogs who clearly do enjoy their new playground—and to any residents who might enjoy observing the dogs.

The path to this playground, however, was neither particularly smooth nor short. Tony identified possible sites on campus that would appeal to our dogs and at the same time would be acceptable to

residents who do not have canine friends. Eliska began shepherding the project in September of 2007, and with the help of a group of dog owners, saw it through the many steps that would eventually lead to the shady and peaceful park we now enjoy. At times it seemed as though every organization—if not every individual on campus—was involved. Various departments and committees on safety, human services, landscaping and grounds, and management—to name a few—were consulted. Eliska checked in regularly with Pat Sprigg, who gave her both guidance and good advice.

Ultimately the project was accepted and completed.

As arduous as the way has seemed, everyone is enthusiastic and mighty pleased with the final destination, especially the dogs who followed the plans carefully—and sometimes apprehensively—through their various permutations. Honest, I swear. They really did.

BH



*Sandy Venegoni treats Patty, Jazz and Richie*



*A great day to explore the park*

## RECRUITING AND KEEPING THE BEST

**The next time** you enjoy a delicious meal in the dining room, or lie down on your freshly made bed, or admire our beautiful grounds, give thanks to Carol Woods' employment practices. Our administration has long believed that if Carol Woods is to be a good place to live, it must first be a good place to work. That is why CW provides a working environment that enables it to recruit and retain the excellent staff we residents rely on. It does so with an outstanding package of benefits.

First, Carol Woods offers a pay scale significantly above the going rate for entry-level positions. In the late '90s the Carol Woods Board revised CW salaries in accord with the livable-wage philosophy of Orange County. Salaries are regularly reviewed to assure internal equity and to make market adjustments. The benefits for full time employees go on to include medical and dental insurance as well as a prescription plan. Employees pay the cost of coverage for their families. Carol Woods extends long-term disability insurance coverage to all full-time employees. They may purchase their own short-term coverage. In addition, CW follows the federal Family Medical Leave Act, which allows an employee, male or female, twelve weeks leave to care for themselves or for an ailing family member.

**Back to money:** Each year CW contributes a set percentage of each eligible employee's gross earnings to that person's retirement account. In addition, employees may choose to open their own 403(b) retirement account. Carol Woods also provides a life insurance package for each full-time employee.

Everybody needs some down time, and Carol Woods employees get it—a minimum of two weeks for all (full and part-time) employees, plus additional time based on number of years employed, plus sick leave.

To this education-oriented community, one of the best benefits is the staff-development program. As funds permit, Carol Woods provides scholarships on a sliding scale to help cover expenses at any state community college or university for qualified employees who want to learn a new skill or broaden their education. The subject pursued need not necessarily be job related, but the hope is that they will become more highly skilled,

better-rounded employees as a result of this opportunity. The program also extends to employees' children.

**Speaking of children,** scholarships of \$250 per month are available toward the tuition of employees' children and grandchildren at the Carol Woods Children's Center. In addition, employees who meet certain requirements may receive grants of up to \$500 for summer camp for their children.

Even as it extends an excellent benefit package to its employees, Carol Woods is very careful about whom it recruits and who is eligible for some of the perquisites. To participate in certain programs, the staff member must have been employed for at least a year. In addition, CW follows all federal and state requirements as to documentation, it does background checks, and it screens for drug use.

Another widely approved Carol Woods employment practice is its willingness to give physically or mentally challenged applicants an opportunity to hold down a job that gives them satisfaction and dignity as well as a paycheck.

Over the years the CW policy of making Carol Woods a good place to work has indeed paid off in making it a good place to live, and we residents are glad for such forethoughtfulness.

*Margaret Taylor*

**Note:** Sarah Hyde, Public Relations Coordinator, provided the pictures of the dog park.



*David Godschalk and Casey*

## WELCOME NEW RESIDENTS



Though **Jean and Foster Owen**

(Cottage 196) came to Carol Woods from Salisbury, NC, they

have long relationship with some veteran Carol Woods residents. **Ken Pickett** was Jean's 4-H Club leader in New Jersey and once arranged for her to live in Belgium on the International Farm Youth Exchange. Jean would later be instrumental in Ken's coming to Carol Woods. Jean and **Sue Fletcher** took their calves to 4-H shows together as youngsters and were college friends at Trenton State.

Both Owens were born in Bridgeton, New Jersey. They left there for Salisbury in order for Foster to attend Catawba College. Catawba would not let him go after graduation. They hired him in their admissions office. The city of Salisbury recognized how valuable he was to the community and recruited him for city management. He had major responsibility for redevelopment of downtown Salisbury.

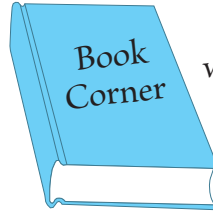
Jean is a teacher and school administrator, having received her doctorate at UNC-Greensboro. She was a school principal and state director of accreditation for elementary and middle schools in NC. She taught Carol Woods resident **Anne Ramsay's** son in second grade.

Foster is accomplished as singer and instrumentalist on trombone, tuba and banjo. Both were on the board of the Salisbury Symphony, of which Jean was once president. Foster served with the Salisbury Chapter of the North Carolina Symphony along with Anne Ramsay.

The Owens have restored four houses and a barn. They have two daughters (an urban planner in Oklahoma and a therapist in Texas) and two grandchildren.

*Hank and Nancy Elkins*

## BOOK CORNER



*THE LAST LECTURE*, Randy Pausch with Jeffrey Zaslow.

Carnegie Mellon Professor Randy Pausch, 47, died in late July, but not before his "last lecture" had become a publishing and media phenomenon.

Diagnosed with pancreatic cancer and its almost-certain death sentence, Pausch wanted desperately to "offer people something special"—especially his three young children: 6, 3, and 18 months old. In talking with people who'd lost a parent when they were very young, he found they felt a great void in not knowing what the parent had been like. He determined to spare his children that void.

*Wall Street Journal* columnist Jeffrey Zaslow attended the last lecture, and wrote the slim volume so named that has resulted in worldwide interest.

Professor Pausch built his lecture around realizing one's dreams, no matter how unrealistic. The book's dedication reads. "With thanks to my parents, who allowed me to dream, and with hopes for the dreams of my children." One of Pausch's dreams was to be an Imagineer with Walt Disney and to build theme park elements like those that had so enchanted him as a child. He had other dreams, including playing in the NFL (National Football League) and *being* Captain Kirk on the starship ENTERPRISE. Pausch maintained that brick walls between humans and the realization of their dreams are intended to stop people who don't want the dream badly enough.

Of special interest to Chapel Hillians is the account of Pausch's meeting his wife-to-be when he was here to deliver a lecture at the University. Smitten by Jai's beauty and charm from the get-go, his courtship did not go smoothly. In fact, he called it the most formidable brick wall he ever came upon in his life. Obviously, he wanted it very badly indeed, because he eventually did win Jai.

Randy Pausch planned his last lecture to be videotaped so his children would have an accurate record of who he was and what he believed. Readers of Zaslow's account have been inspired by this man's genius and his incredibly giving personality. His is a lesson for us all.

## OCTOBER RESIDENTS ASSOCIATION MEETING

**Kip Lester** introduced a group of children from Carol Woods Child Care program who sang for us. Following reports from the treasurer and council, **Mary Ann Gross** encouraged residents to attend the November state meeting of Continuing Care Community Residents of NC. **Anne Wood** noted that our annual Residents Appreciation fund drive is underway. As we do not allow tipping or other significant gift to employees, this is the one time to show our appreciation for their work. **Lew Woodham** and his assistants advised us of energy saving measures and encouraged us to reduce use of electricity during peak hours (6 am to 1 pm in winter). **Marian Stephenson** reported on the Landscape Committee's work with Tony Bayless. **Janet Campbell** reminded users of the swimming pool to adhere to the buddy system.

In Pat Sprigg's absence, Dave Wilkerson provided the management report: Given the structuring of our finances Carol Woods is in a good position to weather the country's current financial downturn. Residents who need help with cat-sitting or household chores not covered by regular housekeepers may make arrangements with Mary Ann at the front desk for assistance by a new staff member hired for this purpose. Dave reminded us of rules related to political activity on campus that honor our participation but require us to remain respectful of differing viewpoints.

*Bill Bayliss, Secretary*



**STAFF:** Nancy Martin and Anne Wright, co-Chairs; Louise Baker, Jane Berryman, Ginger Davis, Betsy Hewitt, Denise Johnson and Burkhard Seubert. Pat Bartell and Catherine Clark, proof readers.

**Circulation:** Barbara Allen, Janet Campbell, Helen Hawley, Beth Jukes, Eva Lynch, Jessie Lutz, Stella Lyons and Lang Prouty.

**Pictures:** Bill Bayliss, Sarah Hyde.

## COMING EVENTS

### Lectures

- November 20 Political Polling – George Taylor
- November 27 Thanksgiving, No Program
- December 4 Barbeque – John Shelton and Dale Reed
- December 11 Contemporary Art Museum – A.T. Stephens

### Concerts

- November 19 Allan Parrent, Barbara Clyde – Tenor, Piano
- November 26 NO CONCERT
- December 3 Mark Furth – Piano Trio
- December 10 Edith Gettes – Piano Trio
- December 17 The Magnolia Klezmer Band

### Special Events

- November 14 Ambassadors Swing Band (7:30 pm)
- November 15 Master class by the Ritz Chamber Players (3 pm)
- November 16 Piano Recital – Students of Misako Toda (1:30 pm)
- December 2 Act One - Act Now drama presentation (7 pm)
- December 13 Piano Recital - Students of Randy Shepherd (1pm)

### Art Shows

#### November 7-December 5

- Sally Sutton – painter
- Jonathan Davis – glass artist

#### December 12-January 10 – Resident Staff Show

Reception December 12, 4:30, Building 5

## CAROL WOODS

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