

# One piece

**Roger Stancil**

**Hometown** Rocky Mount

**Past Experience**

- ▶ B.A. in politics from Wake Forest University, 1971
- ▶ M.P.A. from UNC Chapel Hill, 1982
- ▶ 1980-1992: Administrative assistant to the city manager in Fayetteville
- ▶ 1992-1997: Fayetteville deputy city manager
- ▶ 1997-2006: Fayetteville city manager
- ▶ Managed an annexation plan that overcame the city's inability to annex from 1959-1983.

## County searching for perfect manager fit

BY JESSICA SCHONBERG  
CITY EDITOR

The search for a new Orange County manager is running a bit behind schedule.

Manager John Link is set to retire from the post Aug. 31, after an 18-year stint.

And assistant Orange County Manager Rod Visser, who has been appointed to the manager job in the interim, has his own plans for retirement at the end of the year.

Still, county officials say the manager search is moving forward.

Barry Jacobs, chairman of the Orange County Board of Commissioners, said the commissioners will meet today to narrow down the applicant pool.

The search, which is being handled by consulting firm The Mercer Group Inc., drew about 90 applications from across the country, Jacobs said.

The commissioners plan to select finalists this week and invite the finalists for interviews in September.

Ideally, Jacobs said they would like to make an offer by early October to give the new manager time to put in notice with his or her previous employer and to negoti-

ate a contract.

Out of the hundreds of county positions, the county manager is one of only three that the commissioners appoint.

Jacobs said it's important to understand the impact the county manager has on the community.

"If you have an animal, if you've dealt with the health department, (or) social services, if you drive out in the country and would like to see some open space, if you care about the arts or what kind of land use impacts there are — all those things are county functions, and the manager is the one who's directly responsible for the daily oversight of all of that," Jacobs said.

The manager also is responsible for overseeing most of the county staff and for carrying out decisions made by the county commissioners, the primary governing body in the county.

The manager is heavily involved in the development of the annual budget and serves as a liaison between county residents and the various government departments.

Contact the City Editor at [citydesk@unc.edu](mailto:citydesk@unc.edu).

**Title:** Orange County Manager

**Interim Leader:** Rod Visser

**Replacing:** John Link

**The search:** 90 applicants from across the U.S.

**Impact:** Carries out decisions made by the board of commissioners, oversees county staff

**Name:** Todd Boyette

**Title:** Director of the Morehead Planetarium and Science Center

**Last Job:** President and chief executive officer of Asheville museum The Health Adventure

**Replaced:** Holden Thorp

**Impact:** Will oversee efforts to renovate the facility and fundraise

**Name:** Mary Covington

**Title:** Associate Vice Chancellor for Campus Health Services

**Last Job:** Medical Director

**Replaced:** new position

**Impact:** Will oversee changes to campus health, collaborate with University departments and lead student outreach efforts

**Name:** Kathy Hotelling

**Title:** Director of Counseling and Wellness Services

**Last Job:** Director of the counseling and student development center at Northern Illinois University

**Replaced:** John Edgerly

**Impact:** Will oversee the integration of counseling and psychological services and the Center for Healthy Student Behavior

**Name:** Erskine Bowles

**Title:** President of the University of North Carolina system

**Former Experience:** White House chief of staff for President Clinton (1996-98); two-time failed Senate candidate (2002, 2004); United Nations deputy special envoy for tsunami-affected countries (2005)

**Replaced:** Molly Broad

**Impact:** Sets tuition policy and otherwise oversees the 16 campuses of the UNC system, which includes 180,000 students

**Title:** Dean of the College of Arts and Sciences

**Interim Leader:** Madeline Levine

**Replacing:** Bernadette Gray-Little

**The search:** National candidates, invite three to six to campus by January

**Impact:** Oversees the largest academic unit at UNC and is responsible for the general education curriculum for all first- and second-year students, as well as about 70 percent of upperclassmen majors

**Q:** What do you think you learned in your last job that will help you when you get here?

**A:** "The University here has a major affect on life and the town and what happens. ... (In) Fayetteville, the same is true with the army and the air force, and so learning how to work together with an entity that can be independent is useful."

"Another thing that's very similar is in Fayetteville we have a very stable population that's been there forever, and then on top of that we have a population of people related to the military who are in and out all the time. And the same is true in Chapel Hill. ... So that means you have to really work hard at communicating, educating and informing."

**Q:** What is a day in the life of a manager like?

**A:** "Different. I've been in this business for 30 years, and I don't know that I've ever had the same day in that time."

"Especially in Chapel Hill, my first weeks and months will really be a lot of listening because my job is to help facilitate the process by which the community achieves its vision, so I've got to spend a lot of time understanding what that is."

**Q:** What are your primary job responsibilities?

**A:** "My view is that I have two significant responsibilities."

"One is to work with the town council, make sure they are getting the best information and most professional advice they can get from their staff as they make decisions about the town and its future."

"Then the other part of my job is the responsibility for being the chief executive or the key administrator of the town."

**Q:** Why should students know you?

**A:** "It's another way to learn about this community and learn about what's happening here and why it might be happening and to have some input."

**Q:** How should students be involved in town government?

**A:** "My experience in local government is that the power of one is pretty awesome. People can have more effect than they even imagined on public decisions, just by making a telephone call or sending a letter or an e-mail or whatever."

**Q:** Why should someone who's only here for four years bother voicing their opinion?

**A:** "I think although the population is always changing ... I would again imagine that the interests and concerns are pretty much consistent, just different faces."

"So therefore, if you get involved, you're not only representing you, but you're representing the students who were here before and who come after."

**Q:** What are you looking forward to most?

**A:** "Living in Chapel Hill, being a part of taking something great and making it greater — that's as good as it gets."

— Compiled by Jessica Schonberg

## CAMPUS CHANGE

FROM PAGE 1A

Hotelling, director of Counseling and Wellness Services.

Folkerts said bringing an outside perspective to UNC has its advantages.

"You bring ideas from other places and other experiences," she said. "You see more than one way of doing things."

Gray-Little also cited knowledge of the campus culture and history as advantages of climbing the University ladder.

But she said there are downsides. "It is probably less well received if you make bold moves that change things and change people, and you run the risk of being in the mold that doesn't allow you to see things that need change," she said.

### Road to the top

Gray-Little previously served as dean of the College of Arts and Sciences and, before that, as executive associate provost. She still expresses surprise over her new post — a national search was bypassed in favor of her immediate appointment.

"It was a fairly short amount of time to make a decision about whether to do

it," Gray-Little said. "I'm glad I made the decision that I did, but certainly it was not part of my plan at that point."

But while Gray-Little's appointment was an open-and-close case, it's taken the University longer to find leaders to fill other top roles.

Folkerts and Boger both took over after failed attempts by the University to recruit new leaders.

Boger was an original member of the search committee for the law school dean, and he did not throw himself into the running until Erwin Chemerinsky declined in the position in early March, citing a lack of adequate resources.

"Once I was in it, I wanted to do it," Boger said. "I thought, 'I could do this job now, and I care enough about it to do it.'"

He said he received a message from former Provost Robert Shelton while vacationing in Scotland about the opening and returned to Chapel Hill to engage in contract negotiations.

Folkerts said the timing wasn't right the first time UNC searched for a journalism dean. But after Gerald Baldasty turned down the opening spring 2005, and a new search began, she decided it was time to take a chance.

She was offered the position in February and took over July 1.

### Bringing home the bacon

Gray-Little now is in charge of hiring key leaders, such as dean of the College of Arts and Sciences and vice chancellor for finance and administration.

When she conducts negotiations she'll be faced with offering potential hires attractive job packages.

When Boger was hired UNC leaders announced that they would provide the School of Law with \$2 million to increase the number of tenure-track faculty, add staff positions, fund financial aid and study the school's space needs.

And while University funds are important, additional sources must be sought to bulk up the school's reserves, Boger said.

"It'll be enough for me to go on the road and ask our alumni to step up," he said.

Folkerts said additional funding sources are necessary to maintain the tradition of excellence.

"If you just use state money you can operate," Folkerts said. "But we offer a lot of enhancements that really improve the quality of the school."

### Filling the gaps

With leadership in place, the schools

can move forward, officials said.

Boger said the law school has 43 professors — and there are about 15 more slots to fill, including open positions and the promised additions.

"We really can fill lots of the needed gaps in the curriculum," Boger said. "It's important for what we can contribute to the greater world."

The law school also will undergo a self-study this year as it preps for a review by the American Bar Association.

Folkerts said she hopes to examine the journalism school's curriculum, determine faculty needs and develop a more focused international program.

The efforts will be part of the school's Vision Initiative, which will help determine the direction of the school in the coming years.

As for Gray-Little, she said she hopes to continue to shape the University's evolution.

"I will say I didn't come here intending to stay here my entire professional career," she said.

"It's something that I recognize is the case, but that's not where I started out. It's just been the attraction of what the possibilities are here."

Contact the University Editor at [udesk@unc.edu](mailto:udesk@unc.edu)

## MANAGERS

FROM PAGE 1A

Board of Commissioners said that he thinks the transition will be smooth but that he will have to adjust to having things done differently.

"I think it's a very stressful situation, but I think we're going through a very significant transition," Jacobs said. "A lot of memory of how we've made certain decisions and how we've made certain decisions is going to be at the end of the year."

In addition to Link aisser, Vice Chairman Stephen Jotis, who has been on the board of commissioners for two decades, does not plan to run for re-election in November.

Besides the changes in government, many projects that have been in the works will begin to be seen this year.

Chapel Hill will take steps toward a safer downtown the hiring of five new officers to control the area.

Plans to build parking and 5 on Franklin and Rosemeets into mixed-use development will