

## Quote of the Month

*No pessimist ever discovered the secrets of the stars,  
or sailed to an uncharted land, or opened a new heaven to the human spirit.*

Helen Keller, political activist and author

## HRA Work/Life Events/Programs/Activities

### Estate Planning and Indiana Long-Term Care Partnership Workshops

There are “Indiana Partnership” long-term care policies and “nonpartnership” long-term care policies. Before you make a decision about any long-term care policy, it is recommended that you seek knowledge about Indiana Long-Term Care Partnership policies, so that you can make comparisons and, therefore, the best decision for your situation and pocketbook.

Work/Life is offering you a workshop to learn about the Indiana Long-Term Care Partnership Program. The workshop will be held on Tuesday, September 15<sup>th</sup>, 12:05-12:55 in the Lilly Auditorium (lower level) of the University Library. RSVP to me ([mstimmin@iupui.edu](mailto:mstimmin@iupui.edu)) if you plan to come.

If you cannot come or if you want to be well prepared to ask questions, I encourage you to read “What You Should Know About Long-Term Care” ([https://secure.in.gov/fssa/iltcp/pdf/What\\_You\\_Should\\_Know\\_\(1-2009\).pdf](https://secure.in.gov/fssa/iltcp/pdf/What_You_Should_Know_(1-2009).pdf)) especially pages 9, 10, 13, 14 and 15 which cover asset protection, portability and taxes. I also suggest reading the message at [https://secure.in.gov/fssa/iltcp/imp\\_msg.htm](https://secure.in.gov/fssa/iltcp/imp_msg.htm), and visiting <http://www.in.gov/iltcp/index.htm>, clicking on Consumer Information in menu on the left and reading all the information at that site. To learn which companies are authorized to sell the Indiana Partnership policies and what their ratings are, visit [https://secure.in.gov/fssa/iltcp/company\\_list.htm](https://secure.in.gov/fssa/iltcp/company_list.htm), but remember that they sell both “partnership” and “nonpartnership” policies, so be sure to specify what type of policy you want. Neither I nor anyone else can tell you what’s best for you, I merely provide this workshop and these pieces from the official State of Indiana Web site, so that you can become more knowledgeable, ask good questions and make a better decision for yourself.

### Mark These Work/Life Workshop Dates on Your Calendar

[Save Money/Energy: Weatherize your Home](#), Tuesday, October 6, 12:05-12:55, UL 1126

To learn about IRS energy credits, visit <http://www.irs.gov/newsroom/article/0,,id=154657,00.html> and check with your tax professional. Some persons may qualify for the federal weatherization assistance

program. FMI, visit <http://apps1.eere.energy.gov/weatherization/apply.cfm> . For Indiana-specific information, visit [http://apps1.eere.energy.gov/weatherization/state\\_contacts\\_detail.cfm/state=in](http://apps1.eere.energy.gov/weatherization/state_contacts_detail.cfm/state=in) .

[Comfortable Retirement: Financial Fantasy or Reality](#), Tuesday, October 13, 12:05-12:55, UL 1126 - Learn the facts that you need to consider when creating a realistic plan that will enable you to have a secure retirement. It's never too early to start planning for this wonderful stage in life. The earlier you plan, the sooner you can get there. Learn how to estimate retirement income needs and how to close the financial gap between what you have and what you will need. A 25-page workbook and Web site will help you through the process.

[Thinking About Adoption](#), Tuesday, October 27, 12:05-12:55, UL 1116

## **Not Just for Supervisors'/Managers'**

### [Creativity & Passion in the Workplace](#)

At a recent session I attended, I learned that a UCLA study found that at age five we engage in creative tasks 98 times per day, ask questions 65 times per day and laugh 113 times per day. As adults, we engage in creative tasks only two times per day, ask questions only six times per day and laugh only 11 times per day. It is doubtful that, as we get older, we *willingly* give up our creative urges because they are generally energizing and a source of great joy to us.

Creative people have (1) mental flexibility – the ability to go off the beaten track with their thinking (2) the ability to generate a large number of ideas/solutions (3) curiosity about a lot of different things because you never know when apparently unconnected information might fuse and become a new idea (4) playfulness and sense of humor (5) a desire to question – Why? Why not? and (6) persistence. Those who display these creative traits can be easily misunderstood because they often think SO differently that we just don't "get" them. We may see their questioning and large number of ideas as annoying rather than as a resource goldmine. We may see their persistence as pushiness instead of seeing it as the fire it takes to work through a challenge. As a result of these misunderstandings, we may, purposely or inadvertently, send the message that we'd rather they "sit down and shut up." That's not to say that appropriate coaching may not be called for at times, but be careful not to put out the fire. Do our people feel that they need to save their creativity for personal pursuits rather than using at work? If yes, what are the losses to the workplace?

Omar Khan, international business consultant and author (*Liberating Passion: How the World's Best Global Leaders Produce Winning Results*), reminds us that, if we want to have an effective organization, we must work to *liberate* the passion [creativity] of our employees. A short version of Omar Khan's message can be found at <http://www.totalpicture.com/shows/leadership/liberating-passion-podcast.html> . Click on the second choice of audio presentations, labeled 27:50.

## Work/Life Partner Activities & Information of Interest

*Work/Life programming is about wellness, career/personal enrichment, dependent care, education on things that affect your personal life (finances, home maintenance, legal issues, etc.), information for families/singles, ideas for better balancing your work and life and more. In a nutshell, it's about providing information that you, as a whole person need/want. Since HRA's Work/Life office cannot meet all these needs, we are happy to let you know of work/life-related opportunities that other organizations on and off campus are offering, along with other general information.*

### Personal/Home/Family/Financial Life

#### Willpower

Daniel Goleman, Ph.D., is the author of the bestsellers *Emotional Intelligence* and *Social Intelligence*. An article he wrote about willpower is at <http://greatergood.berkeley.edu/greatergood/2009winter/Goleman253.php>. The message is, "Focus on one thing at a time." His article explains why, in order to be successful, I always have to pick my time carefully when I decide I'm going to add more exercise or try to eat healthier.

#### Is Your Home Mailing Address Correct in the IU System?

Periodically, IU sends important information to employees' home addresses. Is yours correct so that you would get the information? If not, go to OneStart (<https://onestart.iu.edu>); enter your Login information and when you get to OneStart main page, choose "Employee Self Service" from menu on left; then, under Personal Information, choose Addresses; and, at next screen, click on "Add a new home address;" put in your new address and click on Save.

#### IUPUI Bike Rack Map

The IUPUI Bike rack map is at <https://www.parking.iupui.edu/downloads/IUPUI-Parking-BikeRacks-200801.pdf>. Look for the blue boxes.

#### Motorcycle and Scooter Parking

If you ride a motorcycle or scooter to campus, get the scoop on parking at IUPUI at <https://www.parking.iupui.edu/motorcycles.do>.

#### Meridian Street ToxAway Day

Saturday, August 15, 9-2:00, bring your household hazardous waste and electronics to Meridian Street United Methodist Church, 5500 N. Meridian. FMI, call 327-2234 or visit [www.indy.gov/ToxDrop](http://www.indy.gov/ToxDrop) and see menu on right.

#### Got Married? Had a Baby? Other Change? Did you let HR Benefits Know?

Not only has the time for signing up for benefits as a new employee changed to 30 days, status changes (marriage, birth, divorce, loss of spouse employer health coverage, etc.) also must now be reported within 30 days of the event. This change from 60 to 30 days was made to comply with IRS regulations which provide for preferential tax treatment of employee health benefits. A change of status event can be

initiated online at [www.hra.iupui.edu](http://www.hra.iupui.edu) (click on Benefits) or contact a Benefits Specialist at 274-4596 or [benefits@iupui.edu](mailto:benefits@iupui.edu).

### **Aspiring Filmmaker?**

Has your carbon footprint dropped a few sizes? Why did you decide to "go green"? The Hoosier Environmental Council (HEC) wants to know your answers. From now until August 24th, HEC will be accepting submissions for their first ever video contest on YouTube. Read about submission guidelines and gain some inspiration [here](#).

### **Got Talent?**

The Fishers Arts Council is seeking performers for this year's Art in the Park on September 19. FMI, visit <http://www.fishersartscouncil.org/get-involved> .

### **Is that Charity Worth Giving Your Money To?**

If you are planning to donate some of your hard-earned money, you might want to know if that charity is a good steward of your money (i.e., how much goes to the real cause rather than to salaries and administration, is the charity doing work that EFFECTIVELY addresses the cause, etc.). If you want to check out various charities, go to <http://www2.guidestar.org/Home.aspx> and/or [www.foundationcenter.org](http://www.foundationcenter.org) and look for 990s of your favorite organizations.

### **The Lawn at White River State Park**

Our neighbor to the south, White River State Park, offers concerts throughout the summer. Still coming up are Crosby, Stills & Nash, Tuesday, August 4; Bonnie Raitt w Taj Mahal & the Phantom Blues, Tuesday, August 25; and The Moody Blues, Sunday August 30<sup>th</sup>. FMI and tickets, see <http://www.in.gov/whiteriver/lawn/index.html> .

### **Protect Yourself and Your Family: Know About Recalls**

Stay up to date on recalls by visiting the Consumer Product Safety Commission's Web site at <http://www.cpsc.gov/cpsc/pub/prerel/prerel.html> .

### **Save Money: Getting Started**

Whether you are young or older, the time to start saving is today, and the earlier you start the more compounding (<http://www.fool.com/teens/teens01.htm> ) will help you. If you are a beginner saver, visit [http://www.money-wise.org/articles/make\\_your\\_money\\_work\\_for\\_you\\_en\\_2009](http://www.money-wise.org/articles/make_your_money_work_for_you_en_2009) . If you want a list of ways to save, contact me ([mstimmin@iupui.edu](mailto:mstimmin@iupui.edu)).

### **Free and Fun/Interesting**

[Madagascar 2](#), August 1, dusk (approx. 9:00 p.m.), Holliday Park, 6363 Spring Mill Road. FMI, visit <http://www.hollidaypark.org/programs.html> and scroll down to August events.

[IUPUI Ball Gardens Guitar Concert](#) (east of Union Building), Tuesday, August 4, 12-1:00.

[The Berlin Airlift 1948-49: A Legacy of Friendship](#), August 5-16, Indiana War Memorial – Trace the story of how a nonstop parade of planes flying in and out of what was then

West Berlin delivered materials to keep two million Berliners alive – one of the great humanitarian efforts of all time. FMI, visit [http://www.indianapolisgak.com/berlin\\_ airlift.html](http://www.indianapolisgak.com/berlin_ airlift.html). Call 232-7615 for times.

[\*Cathy Morris \(electric violin\)\*](#), August 13, 7:00 p.m., Holliday Park, 6363 Spring Mill Road. FMI, visit <http://www.hollidaypark.org/programs.html> and scroll down to August events.

[\*African Film Festival\*](#), August 15 (various times), Central Library. FMI, visit <http://www.imcpl.org/events/featuredevents.html> .

[\*Orkestra Projekt and Young Actors Theatre\*](#), Saturday, August 15, 6:00; White River State Park amphitheater - Listen as the group incorporates the best of their rock-based string and percussion arrangements, along with some contemporary classics. FMI, visit <http://www.in.gov/whiteriver/familyArts.html>

[\*Indiana Daffodil Society seminar and sale\*](#), August 22, 10-3:00 and August 23, Noon-3:00, Holliday Park, 6363 Spring Mill Road. FMI, visit <http://www.hollidaypark.org/programs.html> and scroll down to August events.

[\*Indiana Day Lily & Iris Society seminar and sale\*](#), August 22, 10-4:00 and August 23, Noon-4:00, Holliday Park, 6363 Spring Mill Road. FMI, visit <http://www.hollidaypark.org/programs.html> and scroll down to August events.

[\*Greg Ziesemer & Kriss Lockett \(acoustic folk rock\)\*](#), August 23, 2:00, Indianapolis Artsgarden at Circle Centre Mall. FMI, visit <http://www.indyarts.org> .

[\*Family Fun Day \(scavenger hunt, nature discovery backpack and more\)\*](#), August 23, 1-5:00 Nature Center at Holliday Park, 6363 Spring Mill Road. FMI, visit <http://www.hollidaypark.org/programs.html> and scroll down to August events.

[\*Big Curiosities: A Miniseries of Mysterious Events\*](#), first event is August 26, 7:00; FMI, visit <http://www.imcpl.org/events/featuredevents.html> and scroll down or call 275-4099.

[\*Jazz in the Park\*](#), Saturday, August 29, 7:00, White River State Park amphitheater - Dance and sing along with local favorite, Cathy Morris and up and coming young performers. FMI, visit <http://www.in.gov/whiteriver/familyArts.html>

[\*Deep Fried Acoustiblasters \(American/Newgrass using many unusual instruments\)\*](#), August 30, 2:00, Indianapolis Artsgarden at Circle Center. FMI visit <http://www.indyarts.org> .

## **Health, Wellness & Safety**

### **Free Trial at Intramural & Recreational Sports**

Try out the classes and facilities at IUPUI Intramural & Recreational Sports for free August 26<sup>th</sup> to September 8<sup>th</sup>. Check their Web site <http://www.iupui.edu/~iupuirec> for details.

### **Lower Your Blood Pressure**

For most people, normal blood pressure would be under 120/80. Blood pressure that is higher than that can cause a variety of problems. Problem is, you can have high blood pressure and no symptoms, so you may not know about it until you have it checked or you damage your heart, blood vessels, kidneys or other parts of the body, so have it checked regularly.

Eating healthy, limiting the amount of salt and alcohol you consume, losing weight (if overweight or obese), getting adequate physical activity, quitting smoking (if applicable), and managing your stress are all ways to prevent/delay high blood pressure. FMI, visit [http://www.nhlbi.nih.gov/health/dci/Diseases/Hbp/HBP\\_WhatIs.html](http://www.nhlbi.nih.gov/health/dci/Diseases/Hbp/HBP_WhatIs.html) .

### **Alcohol Screening Day**

Thursday, September 10<sup>th</sup>, 10-4:00 in Campus Center 148, IUPUI Counseling & Psychological Services (CAPS) will provide educational materials related to mental health topics and screening questionnaires related to substance use. CAPS counselors will also be available to answer questions and review the results of completed questionnaires.

### **Igniting Your Passion for Healthy Hearts**

All persons with an interest in women's health, or women and heart disease, in particular, are invited to attend this event on September 15, 6-9:00 at the Indiana State Museum. It is hoped that "women of influence" can be reached and then help spread the prevention message to their friends, coworkers, family members, etc. FMI, contact Tanya Parrish at [tparrish@isdh.in.gov](mailto:tparrish@isdh.in.gov) or 233-2170.

### **Donate Breast Tissue for Research**

Although Hispanic women tend to develop breast cancer less than Caucasian women, it is usually more aggressive and advanced when they do develop it. To further their research, the Komen Tissue Bank is collecting breast tissue and blood samples from 8:30- 2:30 Saturday, August 8 in the Hematology Clinic and Women's Center (second floor) in the new patient building of the Indiana University Melvin and Bren Simon Cancer Center, 1030 W. Michigan St. To register, visit [www.komentissuebank.iu.edu](http://www.komentissuebank.iu.edu) or contact Pat Mitchum at 274-2366 or [pamitchu@iupui.edu](mailto:pamitchu@iupui.edu). Donors must have a confirmed appointment time.

### **Clarian Fitness Classes**

If you are interested in fitness classes that Clarian offers (some of which are in buildings that would be convenient to IUPUI persons), visit <http://www.clarian.org/portal/Clarian/community-health?ContentID=/medical-services/community-health/fitness-nutrition/fitness-classes.xml> . Keep this link for future reference.

### **Strength Training Is Good for Seniors**

According to *WebMD*, senior citizens may want to consider hitting the weight room, because a research study has concluded that progressive resistance training can help older people in daily activities, such as climbing stairs, carrying groceries and fixing dinner. [Full story](#).

### **Back to School Health and Safety Fair**

The Shalom Health Care Center, 3400 Lafayette Rd. is having their 3<sup>rd</sup> annual "health fair, back to school and keep children safe extravaganza" Thursday, August 6, 10:00-6:00. Free backpacks filled with school supplies will be given out to school aged

children who attend (while supplies last). FMI, call the Shalom Health Care Center at 291-7422.

## Becoming More World/Culture Wise

Selected Holidays of Note (Source: University of Kansas Medical Center Web site)

- Ramadan (Islamic, Muslim) – August 21-September 19 (For details about the Ramadan Compact, a consumption-reduction commitment, visit <http://ramadancompact.blogspot.com> )
- Women's Equality Day (U.S.) – August 26

## Ethnic/Cultural Festivals/Events/Classes

### IUPUI

IU International Learning Workshop II, October 30, 9-4:00 Bloomington campus (at the Neil Marshall Black Culture Center). Participants will choose a topical strand - Course, Curriculum or Campus (for staff et al) - to stay with for the day so that they have the opportunity to consider specific aspects, implementation and the logistics of internationalization at Indiana University. FMI, contact Hilary Kahn ([hkahn@indiana.edu](mailto:hkahn@indiana.edu))

### Local

Latino Soccer Cup, August 8, 10-5:00, Kuntz Memorial Soccer Stadium, 1502 W. 16<sup>th</sup>. FMI, call Perla at 327-2721.

Philippine Festival, August 22, 5-11:00, St. Jude's Multipurpose Center, 5379 S. McFarland Road. FMI, contact [Mattie Upano](#).

Native American Heritage Day, August 29, 12:30, Garfield Park. FMI, call Rebecca at 580-0882.

### Regional

Strassenfest (German Festival), July 30-August 2, Jasper IN. FMI, visit <http://www.jasperstrassenfest.org>

Germanfest, August 7/8, 6 p.m. to midnight, Vincennes, IN Highland Woods Park. FMI, call 812-882-6543.

## For the Highly Curious

### Umami: The Fifth Taste?

Until I heard a recent National Public Radio (NPR) piece, I had never heard of umami (ooo mommy). It helps explain why we add certain ingredients (parmesan cheese, tomatoes, mushrooms, etc.) to foods to enhance flavor and why we crave the savoriness of meats, etc. To get a very basic description about umami, visit <http://www.worldwidewords.org/weirdwords/ww-uma1.htm> . To learn more, visit [http://www.qsrmagazine.com/issue/98/fifth\\_sense-1.phtml](http://www.qsrmagazine.com/issue/98/fifth_sense-1.phtml)

## Volunteer Opportunities/Civic Engagement

### Want to Build Your Leadership Skills? Serve on a Board/Committee

**Auntie Mame's Child Development Center** is seeking volunteers who have a passion for youth development to serve as **board members** and/or committee members - needs include backgrounds or skills in finance, HR, education programs, or nonprofit management. FMI, contact Shalonda Murray at 547-3551.

### Other Volunteer Opportunities

The **Athenaeum** (historic, downtown German landmark/organization) is looking for volunteers of all ages to answer phones, photograph activities, plant flowers and more! FMI, contact Kevin Gierman ([kevingierman@athenaeumfoundation.com](mailto:kevingierman@athenaeumfoundation.com)).

The **Indiana Coalition Against Domestic Violence** is seeking volunteers for a Colts-sponsored donation drive from 5- 8:00 at Lucas Oil Stadium, Friday, August 14 for "Claire's Comfort for Kids". Volunteers will stand outside the stadium and ask for donations. FMI, visit [lolvely@violenceresource.org](mailto:lolvely@violenceresource.org) or call 917-3685.

**The Ronald McDonald House of Indiana** needs volunteers for Sporting Clays Shoot at the Crooked Creek Conservation and Gun Club in Noblesville on Saturday, September 19. FMI contact Mary Friend at 267-0605, x225 or at [mfriend@rmh-indiana.org](mailto:mfriend@rmh-indiana.org).

**WFMS FairTrain©** presented by KeyBank and the **Indiana Transportation Museum** are looking for volunteers to assist with FairTrain ticket office and other duties during the Indiana State Fair, August 7-23. Apply online at [www.volgistics.com/ex/portal.dll/ap?AP=355692352](http://www.volgistics.com/ex/portal.dll/ap?AP=355692352) .

**Lafayette Square Area Coalition** needs volunteers for "A World of Difference: An International Parade" on Saturday, October 24, 2009 to carry flags, assist with clean up, distribute flyers and water, and more...(rain or shine.) Shifts from 8:00 a.m. until 1 p.m. FMI, visit <http://www.lafayettesquareareacoalition.org/news.html> or [karina2renee2@aol.com](mailto:karina2renee2@aol.com)

## Career/Professional/Personal Enrichment/Recognition

### Thinking of Trying Flexible Work Arrangements (FWAs) in Your Department?

I have names of persons who have used or supervised FWAs, so if you need names of a couple of persons to talk with, contact me (Maggie, [mstimmin@iupui.edu](mailto:mstimmin@iupui.edu) or 274-5466).

### The Open Door of the IUPUI Office for Equal Opportunity (OEO)

I recently heard Kim Kirkland, Director of the IUPUI Office for Equal Opportunity (OEO) since late last summer, talk about the efforts her office has made to make the OEO more collaborative as it relates to addressing complaints. Apparently, this approach



has worked because they are seeing many more constituents, and what's great is that concerns are more often being resolved without a formal investigation. This is a good thing because, in the past, many refrained from raising issues at all because they didn't want to go through the formal investigation process.

Director Kirkland feels that many perceived “wrongs” or “rubs” are simple misunderstandings, the inability of the parties to communicate, or may even have their roots grounded in cultural differences. She recommends that if you have a concern with a co-worker or other person, attempt first to talk with that person directly about the concern in a calm, respectful fashion to determine if the issue can be resolved at that level. If that doesn't lead to a satisfactory resolution and the issue is related to sexual harassment or harassment of any other kind, hostile environment, and/or discrimination based on some protected characteristic (race, sex, age, religion, national origin, sexual orientation, disability, veteran status, etc.), you can raise your concerns with the OEO and they will facilitate a resolution.

The Office of Equal Opportunity has developed a three-pronged approach to addressing complaints: (1) **Consultative Approach** in which OEO will consult, make an assessment, and intervene as appropriate, which may include facilitated discussions. With this approach, no notice of complaint will be issued (2) Mediation – OEO will assess the situation to determine whether mediation is appropriate. Either the Complainant or the Respondent may refuse mediation or, once commenced, end mediation at any time. No adverse inference will be drawn from any such decision. OEO will send notification via Form A – *Acknowledgement of Complaint, Mediation to Complainant* and Form B – *Notice of Complaint to the Respondent (Mediation)* (3) **Formal Investigation** – OEO will make a preliminary assessment that the issues raised warrant a formal investigation. OEO will provide notification to the relevant parties and Decisional Authority, as appropriate. If OEO determines a need for immediate interim action, e.g. removal, reassignment, administrative leave, or suspension, such actions will be administered by the Decisional Authority. OEO will send notification via Form C – *Acknowledgement of Complaint Commencement of Investigation* and Form D – *Notice of Complaint* to the Respondent.

### **Student Employment 301 – Tuesday, August 4 from 9am-12 in UL1130**

This is an advanced workshop designed for supervisors who have extensive experience in supervising students and want to learn how to engage student employees in developing their skills language through the identification of meaningful connections between their academic work, current on-campus employment and skills needed after graduation to pursue their chosen career. Attendees will receive a week-by-week guide with what types of interactions you should be having with your students to keep the process meaningful and the process flowing. You will also receive tools to use: personal development plans; O\*Net Online with KSAs, PULs, Interest Profiler, Work Values; skills Inventory and skills documentation; reflections; evaluation/tracking methods and tools.

To register for this opportunity, access the HRA website at [www.hra.iupui.edu](http://www.hra.iupui.edu)

- Click on “Training & Organization Development”
- Then click on “Workshops and Registration”
- Now click in the upper right where it says “SignUp HR click here to login”

If you have any questions or need assistance, contact Judy Carley at 274-7381.

## Notes

If someone forwarded this Work/Life e-newsletter to you or you picked it up via the Web or link and want to subscribe, just send a note to [mstimmin@iupui.edu](mailto:mstimmin@iupui.edu).

*Note: In order to provide as many good resources as possible to participants, we will often acquire speakers and informational pieces from a variety of sources and will list Web sites of various companies/organizations. We do not necessarily endorse the persons/companies/organizations whose information we use or whose Web sites we list (though we have done some basic research to try to ferret out reputable organizations, of course). The information we provide is not intended to be advice, simply information. Be a wise consumer and do the appropriate research before using the goods/services/information of any of these companies/organizations/sites.*

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