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IUPUI HRA Work/Life E-News – February 2011

Quote of the Month

Arrogance diminishes wisdom.

Arabian proverb

HRA Work/Life Events/Programs/Activities

Save the Dates for Upcoming Work/Life Events

Breastfeeding Workshop – March 22, 12:05-12:55, UC 115 (Details in next issue)

Register your Walking Challenge Team by April 4th - (Details in next issue, but you can start recruiting now, if you wish)

21st Century Management/Leadership Cues for Current & Aspiring Leaders

Are You an Innovation/Creativity Enabler or Crusher?

According to the reading I've been doing lately on creativity and innovation (most of which came from the work of Teresa Amabile of the Harvard Business School), it seems that those who encourage employee creativity and innovation (1) look for creativity throughout their organization, not just in the expected places (2) understand that intrinsic motivation and passion for one's work, rather than money (at least beyond a certain point), better drive creativity (3) solicit ideas, listen and make it easy for employees to feel comfortable sharing their ideas (4) allow undistracted time for idea incubation (5) don't believe the myths that fear breeds creativity and that competition beats collaboration (6) know that downsizing hurts creativity, as well as communication and collaboration (7) value the role diversity can play in innovation (8) grasp the research that indicates that positive emotions aid creativity and aim to create a work environment that provides meaningful, intellectually challenging work and needed resources; promotes positive emotions and engagement; and allows people to make progress on their work (9) don't let their own egos stop them from encouraging, recognizing, acting on and sharing credit for their employees' ideas (10) recognize that there are times to manage the creative process and times not to (11) provide paths through the bureaucracy that expedite decision making (12) recognize the innovation building blocks for organizations and employees: curiosity, a natural ability to question the status quo, [considered] risk-taking, an ability to learn from failure, openness, patience, tenacity and a foundation of trust.

Sources for this article and places to learn more: "Your Organization Could Use a Bigger Dose of Creativity," *Harvard Business Review*, Oct. 2008, pgs. 101-109; "Intrapreneurship," - <http://www.the-chiefexecutive.com/features/feature254> ; "Motivating Innovation," - http://findarticles.com/p/articles/mi_m3495/is_9_54/ai_n35672305/pg_2/?tag=content;col1 ; "Finding and Grooming Breakthrough Innovators," *Harvard Business Review*, December 2008, pgs. 63-69; "The 6 Myths of Creativity" - <http://www.fastcompany.com/magazine/89/creativity.html?page=0%2C1>; "Getting Down to the Business of Creativity" - <http://hbswk.hbs.edu/item/5902.html>; "Time Pressure and

Creativity: Why Time is Not on Your Side”- <http://hbswk.hbs.edu/item/3030.html>; “Minding the Muse: the Impact of Downsizing on Corporate Creativity” - <http://hbswk.hbs.edu/item/1518.html>; and “The Creativity Maze - <http://hbswk.hbs.edu/item/0543.html>.

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.

Health, Wellness & Safety (Always check with your doctor to learn what's appropriate for you health-wise.)

Wellness Tip of the Month (from Fit City Indianapolis – www.fitcityindy.org)

When you answer the phone or make a call, stand up and do squats while talking.

IUPUI Natatorium Open House, February 21-24

IUPUI is encouraging the faculty and staff community to enjoy the benefits of a healthier, more active lifestyle through its “Health Engagement” program. To that end, the IU Natatorium is opening its doors, free of charge, to all IUPUI, IU Health and Wishard employees, for a set of special classes and training opportunities Monday, February 21st through Thursday, February 24th. For details, see below, visit – www.iunat.iupui.edu or call Pam Ross at 274-6787.

Fitness Swimming – Monday, February 21 and Wednesday, February 23; (7:00-8:00 a.m. & 12:00-1:00 p.m.) - Designed for participants of ALL skill levels to be able to work with our trained coach in a noncompetitive environment. You'll be swimming laps; utilizing swim equipment to enhance core strength and muscle tone; building stamina; and challenging your cardiovascular system. When you're ready to move to the next level, they'll help you utilize a customized workout.

Aquatic Fitness – Tuesday, February 22 and Thursday, February 24; (7:00-8:00 a.m., 12:00-1:00 p.m. & 5:30-6:30 p.m.) - Vertical aerobic exercise in the pool increases the body's cardiovascular and muscular strength without stressing your joints. For minimal joint impact, take shallow water classes in the 4.5' Instructional Pool; for zero impact, try a deep water class in the diving well with an aqua jogger belt which provides a completely supported experience so you can focus on working your body rather than swimming or treading. You will be led through a full hour of warm-up, cardio, strength training, cool down and stretch that will leave you feeling terrific! The 7:00 a.m. and Noon classes will be deep water and the 5:30 p.m. class will be shallow water.

Swimming and Aquatic Exercises are good for your **BODY** because working out in water: increases flexibility, endurance and circulation; increases joint range-of-motion; burns fat and improves muscle tone and core strength; improves cardio-respiratory conditioning; decreases stress and risk of injury on joints; and can serve as rehabilitation from injury or surgery. It's also good for your **MIND** because it: reduces stress and anxiety; elevates mood; improves self-esteem; improves sleep; improves

concentration; gives you more/better energy; and is a confidence booster. Check with your doctor before starting any exercise program.

[Campus Weight Watchers at Work Group](#)

Things are bustling this time of year, but you still need to take care of yourself! The IU School of Nursing plans to host a Weight Watchers at Work series over lunch once each week, if there's enough interest. If you are interested, contact Kathy at klane2@iupui.edu AS SOON AS POSSIBLE (because she has to get at least 15 participants before the session is a "go").

[Quick, Inexpensive Lunch Box Ideas](#)

Packing your own lunch is a great way to know what you're getting - calorie and nutrition wise - so consider some of the recipes at <http://www.education.com/magazine/article/10-healthy-lunches-won-break/?cid=90>. I love hummus, falafel and whole wheat pita so these recipes got my attention right away, but there are also recipes using meat. Don't forget to use low-fat dairy items and whole grain breads.

[Health?? Get Different Perspectives](#)

Almost everyone would like to get the perspectives of several doctors when dealing with a health issue. Now you can at ShareCare (<http://www.sharecare.com>). Click on "Explore Health Topics (under and to right of the main title on the page and select the topic of interest. MedlinePlus (<http://www.nlm.nih.gov/medlineplus>) is another good site for basic medical information. Remember to consult with your doctor on all health issues.

[Body Image and Attitude Screening](#)

On Thursday February 10th from 10-4:00 Counseling and Psychological Services (CAPS) will be doing body image and attitude screening in Campus Center 148.

[Personal/Home/Family/Financial Life](#)

[Use Up Your TSB Account \(or Lose It\)](#)

April 15th, is the deadline to turn in receipts for any qualified health care or dependent care expenses for which you want reimbursement from your 2010 TSB account. FMI, visit <http://www.indiana.edu/~uhrs/benefits/tsb.html> .

[Forgive and Be More Creative? Have Better Health and More Joy?](#)

Do you have to forgive AND forget? Does forgiveness necessarily relate to reconciliation, achieving justice or condoning/excusing? Here's a quick summary of what it is and is not -

<http://www.pbs.org/thisemotionallife/topic/forgiveness/understanding-forgiveness> .

[Real Men and Their Children](#)

Fathers, as well as mothers, can impact their child's life from early on according to the article at <http://www.dad.info/kids/babies/how-dads-affect-newborn-babies> . Here's what some men say about paternity leave -

<http://womensenews.org/story/momagenda/100923/real-men-know-how-take-paternity-leave> . For IU policies related to the Family Medical Leave Act (FMLA), visit

<http://www.indiana.edu/~uhrs/policies/index.htm> , enter FMLA into the search box on left and click, "GO." Then choose the piece that applies to you.

[Kids Can Win a FlipCam or iPad](#)

Students in grades 4-12 can potentially win a Flip Video™ Camcorder or an Apple iPad by sharing how Indiana agriculture plays a positive role in the lives of Hoosiers. Entries are due on February 15. For contest rules and more information visit

<http://www.indianahumanities.org/foodforthought/index.php/2011/01/ag-essay-contest-our-food-our-farmers> .

[Free Tax Preparation](#)

To see if you qualify or if you want to volunteer, visit

http://indyscampaign.org/wp/?page_id=78 .

[Free Will & Testament and Advance Directive Service](#)

To see if you qualify for a private meeting with an attorney who will draw up a last will and testament and advance directives for you, visit

<http://www.indybar.org/news/indybar-news/2011/20> . Deadline to complete forms is March 31, 2011.

[Senior Caregiver Support Groups](#)

RSVP facilitates free support groups for those who are caregivers to seniors ages 60+. The northside group meets from 5:30-7:00 at Fairview Presbyterian Church, 4609 N. Capitol on the 4th Thursday of the month; and the southside group meets from 5:30-7:00 at St. Mark Catholic Church, 535 E. Edgewood on the 3rd Monday of the month. The groups are confidential and nonjudgmental, and a way for caregivers to share and learn from each other as well as community professionals. Call 261-3378 to confirm meeting dates and attendance or if you have questions.

[Becoming More World/Culture Wise](#)

~ February is National Black History Month ~

Tip of the Month (from 101 Tools for Tolerance, Tolerance.org) – Visit a senior center and gather oral histories. You'll gain a whole new perspective for what people have been through and overcome.

[IUPUI Black History Month](#)

A trip to Muhammad Ali Center in Louisville, a poetry slam, a quiz bowl and more are part of Black History Month at IUPUI. For details on all events, visit

http://events.iupui.edu/calendar/?cal_id=257 .

[IUPUI International Festival February 24th](#)

The IUPUI International Festival will be held Thursday, February 24th from 10:00 a.m. - 2:00 p.m. in IUPUI Campus Center's main atrium. International food, dance, demonstrations, music and more. Questions? Contact Cathie Carrigan at

cmcarrig@iupui.edu. Like the Festival on Facebook at <http://on.fb.me/hLj8VL>. FMI - <http://international.iupui.edu/festival/>

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

February 2 – Groundhog Day (U.S.)

February 3 – Chinese Lunar New Year (China, Korea, Taiwan, Vietnam)

February 3 – Tet Nguyen Dan (Vietnam)

February 5 – Mexican Constitution Day

February 11 – National Foundation Day (Japan)

February 11 – President's Day (U.S.)

February 14 – Valentine's Day (U.S.)

February 24 – Mexican Flag Day

Ethnic/World/Cultural Events/Classes

Note: I gather information from a variety of sources. Some sources include contact information, cost, etc., and others don't, so please excuse the sometimes less than comprehensive information.

Great Decisions Series (sponsored by the Indiana Council on World Affairs) (1)

Rebuilding Haiti, February 1, featuring Paul Hanson, history professor at Butler (2) U.S.

National Security, February 8, featuring Lt. General Carol A. Mutter, USMS (ret). (3)

Security Concerns in the Horn of Africa, February 15, featuring Milind Thakar, associate professor of international relations at University of Indianapolis (4) Responding to the

Financial Crisis, February 22, featuring Bret Swanson, President of Entropy Economics LLC (5) Germany Ascendant, March 1, featuring Sven Schumacher, German Honorary

Consul (6) Sanctions and Nonproliferation, March 8, featuring Davide Cortright, Kroc Institute for International Peace Studies at Notre Dame (7) The Caucasus and Their

Larger Neighbors, March 22, featuring Taniel Koushakjian, Grassroots Director,

Armenian Assembly of America (8) Global Governance, March 29, featuring Pierre

Atlas, Director of The Richard G. Lugar Franciscan Center for Global Studies at Marian University. All sessions are at Butler Pharmacy building (enter Butler's main entrance

off of 46th Street, take the first right and then the first left and park on left side). Cost for entire series is \$12 (or \$5 per individual session) for nonmembers. FMI -

http://indianaworld.org/great_decisions.

Köln Karneval, (German Mardi Gras), Saturday, February 5, 6:00, Athenaeum, 401 E. Michigan. FMI and tickets, visit

http://www.athenaeumfoundation.org/index.php?option=com_content&view=article&id=19&Itemid=157.

Casting Stones in Allah's Name: Religion, Sexuality and Politics in Nigeria, presentation by Obioma Nnaemeka. February 22, 4:30 p.m. Campus Center 268. Reservations, [Patti Hair](mailto:Patti.Hair@iupui.edu) or 317:278-1839. The re-introduction of Shari'a law in northern Nigerian in this century prompts a closer examination of the interaction of globalization, religion, politics, sexuality, and human rights. Learn how religion is used to reassert 'traditional' values, and consequently abrogate women's rights; and how globalization has created problems but at the same time offered possibilities for solutions.

Miscellaneous

Student Retention is Aided by Working On Campus

Research ties working on campus to better student retention and we all know that giving students work experience as well as academic credentials is important, so we should all be doing what we can to employ students right here at IUPUI. Be sure to list any

student job openings you have on JagJobs as well as on your department's Web site. I've used it to hire students and have gotten great candidates, both work-study and non-work-study. Visit JagJobs (www.jagjobs.org) and click on "Employers." Questions? Contact Judy Carley at 274-7381 or jcarley@iupui.edu .

[Nominations for Outstanding Student Employees](#)

Consider nominating your outstanding student employee for Student Employee of the Year. The deadline is February 16, 5:00 p.m. Contact Jennifer at jenweinm@iupui.edu for details and a nomination form. Winners will be recognized during Student Employment Appreciation Week, April 11-15.

[Get Involved in the Community: Volunteer Opportunities/Civic Engagement](#)

Comment: You might wonder why I include a section on volunteerism. I believe that partnering with the community we work and live in is a win/win. The organization you work with gets the value of your services. It potentially allows you, the volunteer, to network and build relationships with other people, explore one of your passions, learn a new skill, experience a leadership role, get the great feeling that you get for making a contribution and have fun. Plus, civic engagement is part of IUPUI's mission. Reason enough to include this section? J

[Volunteer/Donation Opportunities](#)

If you have a passion for motorcycles, [consider being part of Indiana's Summer Festival/Freedom Ride](#) committee for the benefit of homeless veterans' families. The committee meets on the first Tuesday of the month at 4:00 p.m. Contact Tina Shelley at (317) 951-0688 or tshelley@hvaf.org to get involved. The event will take place on July 30th.

Homeless Veterans' Families of Indiana, Inc. is looking for volunteers to [help furnish a 50 unit apartment complex for Homeless Veterans](#). If you are interested, contact Tina Shelley at 951-0688 or tshelley@hvaf.org.

Safe Haven Homes Inc, [seeks washer and dryer, twin sheets set and blankets, large TV in working condition, slightly worn men and women clothes sizes ranging from small to xxx large](#), also we are seeking a [van](#) for transportation to and from doctor appointments. Contact Kristy Davis at 549-5750.

[Career/Professional/Personal Enrichment/Recognition/Funding](#)

[Book Club Featuring Themes about Women](#)

The IUPUI Office for Women (OFW) has started a book club, and all staff, faculty and students are invited to participate. The next discussion will be held in University Library 1116 from Noon-1:30 on Wednesday, February 16th. The book to read is *Ask For It: How Women Can Use the Power of Negotiation to Get What they Really Want* by Linda Babcock and Sara Laschever. To register, visit <http://ofw.iupui.edu/Events/eventsCalendar.asp> .

[Scholarships, Student Internships and Study Abroad](#)

[AARP Scholarship Program for Women Ages 40+ \(by 3/31/11\)](#) – If you are seeking new job skills, training and educational opportunities to support yourself and/or your family, can demonstrate financial need and are enrolled in an accredited school or technical program within six months of the scholarship award date, you are eligible. Special consideration is given to women who are raising the children of another family member; are in low-paying jobs with no career opportunities, are missing either a retirement benefit and/or health insurance; and/or have been out of the workforce for more than five years. FMI, visit www.aarp.org/womensscholarship. The application process closes on March 31, 2011 and scholarships will be awarded in late 2011.

[Developing Diverse Researchers with InVestigative Expertise \(DRIVE\)](#) - The Developing Diverse Researchers with InVestigative Expertise (DRIVE) program is designed to enhance the diversity, research and creative activity missions of IUPUI. Faculty from historically underrepresented populations, usually defined as African-American, Latino-American, Native American, Pacific Islanders, and women are particularly encouraged to apply. The DRIVE program supports projects that have the potential for sustainability through external funding. The next DRIVE application deadline is February 15, 2011. For guidelines and application, go to <http://research.iupui.edu/funding/>.

[Scholarship for Outstanding Forensic Science Student](#) - The Association of Firearm and Tool Mark Examiners (AFTE) awards this \$1000 scholarship to a student from an accredited university in a forensic science focused degree program. Deadline is April 1, 2011. FMI - www.afte.org. Questions? Call Amy Myers at 614-645-4911. If you have questions about the scholarship program, contact Barb Mofield at the address below or phone/fax 765-345-9812 or email at infbpw@centurylink.net.

[Scholarships for Women](#) - The Indiana Women's Education Foundation (*formerly the Indiana Business and Professional Women's Foundation, Inc.*) announces the following scholarships for the 2011-12 school year. All scholarships have financial need as a criterion. Applications are due by February 15th and the forms are available at Cavanaugh Hall 103 (Monday-Thursday, 10:30-3:30).

- Working Woman Scholarship – One (1) \$1,000 Scholarship will be awarded to a woman who is employed at least 20 hours per week and has applied to or is attending a post-secondary institution, carrying at least a part-time class schedule. This scholarship is only available to females 25 years of age or older and who have been an Indiana resident at least one year prior to the date of application.
- Women in Transition Scholarship - One (1) \$1,000 Scholarship will be awarded to a woman who is re-entering the workforce, changing careers or is a displaced worker and who has applied to post-secondary institution for at least a part-time class schedule. This scholarship is only available to a female 30 years of age or older and who has been an Indiana resident at least one year prior to the date of application.
- Dr. Bertha Beazley Memorial Endowed Scholarship – named in memory of a 50+ year BPW member One (1) \$500 Scholarship will be awarded to a woman who is entering her junior or senior year of a four year undergraduate program in a medical field. This scholarship is only available to a female who has been an Indiana resident at least one

year prior to the date of application with preference given to an Indiana resident attending an Indiana college or university.

- Lynn Rhoades Scholarship Fund - One (1) \$500 Scholarship will be awarded to a woman who is employed at least 20 hours per week and has applied to or is attending a post-secondary institution majoring in accounting. This scholarship is only available to a female 25 years of age or older and who has been an Indiana resident for at least one year prior to the date of the application.

[Scholarships for Hispanic Students](#) - Fifteen (15) \$1,600 scholarships will be awarded based on demonstrated need. Must have GPA of 3.0 or above based on a 4.0 scale and meet other criteria. FMI - <http://www.sadco.org/scholarships.html> .

[Union Hospital Foundation Scholarship](#) – Must have GPA of 3.0 or above on 4.0 scale and demonstrate financial need. Deadline is March 1. FMI - <http://unionhospitalfoundation.org/scholarship.php> .

[\\$1000 Paul W. Guy Memorial Scholarship](#) – Full- or part-time Indiana residents who are juniors, senior or graduate students at accredited Indiana colleges or universities and majoring in human resources management, industrial relations or business administration with a human resources management concentration. Deadline to apply is May 31st. Applications available at CA 103 – Monday – Thursday from 10:30am – 3:30pm. Questions?
Contact Julie Warren at jwarren@schneckmed.org or 812-522-0519

Notes

If someone forwarded this Work/Life e-newsletter to you, you picked it up via the Web or link or received a paper copy and want to subscribe to receive online, just send a note to 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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