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IUPUI HRA Work/Life E-News – February 2013

At times our own light goes out and is rekindled by a spark from another person. Each of us has cause to think with deep gratitude of those who have lighted the flame within us.

- Albert Schweitzer

HRA Work/Life Events/Programs/Activities

Interim Plans

I wanted to answer some of the questions I've gotten about plans for after I've retired from IUPUI (my last day is today).

- The work/life position will be posted; don't know timeline yet
- The work/life, INShape and bicycling e-newsletters will not be published in the interim, but some of the news that you might have looked for in the work/life e-news, will be put in the *HR Update*. If you don't receive the *HR Update* and want to subscribe, go to <https://iulist.iupui.edu>, type "hrupdate" into the search lists box, click on the list name, then click on Subscribe, enter your e-mail address and submit OR you can send an e-mail to Sandy Stone (sastone@iupui.edu) and ask her to add you to the subscriber list.
- The nursing mothers' interim contact will be Teresa Shearer (tmsheare@iupui.edu)
- HR Liaisons have been sent a list of who's covering various work/life pieces, so check with your HR Liaison if you need to know who to contact or just call the Human Resources Administration front desk at 274-7617 and they can direct you to the right place.

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

Creativity and the Messy Desk

Columbia professor Eric Abrahamson and David H. Freedman, authors of “A Perfect Mess,” assert that neatness and organization can exact a high price, that these costs typically outweigh the advantages and that there has been no research to directly support the benefits of neatness. A 2006 PsyMax Solutions study found that a messy desk may well be a sign of creativity. Others observe that those with messy desks often stumble upon serendipitous connections between disparate documents and, in support of that, Abrahamson and Freedman say that desk-paper mess helped Nobel-prizewinning scientist Earl Sutherland discover how hormones regulate cells. The point is, “Respect individual differences and focus on the productivity of people, not on whether they keep their desks/offices free of clutter.” To learn more, visit <http://www.cnn.com/2007/US/Careers/04/30/cb.mess/index.html> , <http://www.nytimes.com/2006/12/21/garden/21mess.html?pagewanted=all> , <http://www.canada.com/theprovince/news/working/story.html?id=ae8158a9-d4a3-4b6d-beaf-e4241cbffdb8> , <http://www.talentzoo.com/news/A-Messy-Desk-A-Creative-Mind/9872.html> and <http://www.time.com/time/magazine/article/0,9171,1580395,00.html> .

Stress Reduction is a Two--Way Street

Often, the business of stress reduction is seen as the employee’s responsibility and while a certain level of coping skill can be expected of employees, attention also needs to be focused on the physical environment at work, work culture, management/communication style, etc. Some things you might do to help employees better cope with stress are to allow employees the flexibility to attend lunch time yoga or mindfulness classes offered at IUPUI; offer flexible work arrangements in your department; address workplace conflicts in a timely manner; adjust your management/communication style, if need be; plan ahead so that there are few last-minute demands; assess/adjust workloads; clarify expectations (including when you expect/don’t expect employees to be available via technology, etc.); reduce noise, if need be; encourage use of vacation days; and make changes in effective, rather than chaotic, ways. Given that health problems associated with stress are costly in both direct dollars and productivity, it also makes good business sense to be proactive in addressing stress. To learn more, visit <http://www.cdc.gov/niosh/docs/99-101> , <http://businessjournal.gallup.com/content/154643/Unhealthy-Stressed-Employees-Hurting-Business.aspx> , and <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/217> .

Work/Life Partner Activities & Information of Interest

Work/Life programming is about wellness, career/personal enrichment, dependent care, “life” education (finances, home maintenance, legal issues, etc.), and ideas for better balancing work, life and school. 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 (Check with your Dr. to learn what's appropriate for you, health-wise, before making changes.)

Generalized Anxiety Disorder

Generalized anxiety disorder is marked by persistent, excessive or unrealistic worry that you seem to be unable to turn off. It can result in memory problems, irritability, problems concentrating, sleep issues, etc. Cognitive or behavior therapy, anxiety management techniques (physical exercise, yoga, meditation, thought refocusing, breathing, etc.) and medication can be used to treat it. FMI, visit <http://www.mayoclinic.com/health/generalized-anxiety-disorder/DS00502> .

Is Consumerism the Cause of Your Stress?

"When people organize their lives around extrinsic goals such as product acquisition, they report greater unhappiness in relationships, poorer moods and more psychological problems," states Tim Kasser, Ph.D., a psychologist at Knox College and co-author of the book, *Psychology and Consumer Culture*. James E. Burroughs, PhD, assistant professor of commerce at the University of Virginia's McIntire School of Commerce and the University of Wisconsin's Rindfleisch says that "Material things are neither bad nor good." "It is the role and status they are accorded in one's life that can be problematic. The key is to find a balance to appreciate what you have but not at the expense of the things that really matter –your family, community and spirituality." Certainly provides food for thought, doesn't it? Sources: <http://www.apa.org/monitor/jun04/discontents.aspx> and http://usatoday30.usatoday.com/news/health/2002-12-08-happy-main_x.htm .

Indiana Black Breastfeeding Coalition (IBBC)

The IBBC wants to encourage African-American women to breastfeed. Visit <http://indianablackbreastfeedingcoalition.com> to join their mailing list, learn about classes, etc.

Fiber is Good for Prevention of Heart Disease and Diabetes

Fiber is known for its benefits for your digestive system, but it's good for the prevention of heart disease and diabetes, too. The good news is that you only have to eat the recommended daily amount of 20-35 grams of fiber per day. Eating sources of both soluble (oatmeal, apples, pears, peas, beans, lentils, strawberries, blueberries, nuts and seeds, etc.) and insoluble (whole grain breads/cereals, wheat bran, seeds, carrots, zucchini, celery, tomatoes, etc.) is recommended. FMI - <http://www.webmd.com/diet/news/20060413/fiber-good-and-not-just-for-your-gut> . Be sure that you are also getting sufficient water and don't overdo on fiber.

Wellness Programs

NIFS, our neighbor just to the south of the Natatorium, has many great wellness programs upcoming. Check them out at <http://www.nifs.org/Club/Scripts/Home/home.asp>

Teeth Whiteners

Whitening your teeth too much can cause gum sensitivity and, potentially, other damage so it's important to do it the right way. The American Dental Association recommends that you consult with your dentist first (especially if pregnant or planning to become pregnant or if you have tooth sensitivity, extremely dark stains or dental restorations), use only whitening products with the ADA Seal of Acceptance and follow the directions that come with the product. Here's an article that might be of interest - http://www.nytimes.com/2005/11/17/fashion/thursdaystyles/17skin.html?_r=1&pagewanted=print . A more scientific article by the ADA can be found at <http://www.ada.org/1902.aspx> .

Personal/Home/Family/Financial Life

Twenty/Thirty-Something Professional?

Arts, career, music, volunteer and social events are all part of Indy Hub. Check them out at <http://www.indyhub.org> .

A Do-It-Yourself Treasure Trove

Home maintenance/repair and project how-tos for the do-it-yourselfer can be found at <http://www.thisoldhouse.com/toh> . Whether it's how to clear a clogged drain, build a backyard pond, install wainscoting or just about anything around the house, these experts offer great step-by-step advice.

Kids and Chores

Research conducted by Marty Rossmann of the University of Minnesota shows that involving children in household tasks at an early age can have a positive impact later in life. In fact, the study at <http://www.cehd.umn.edu/research/highlights/Rossmann> found that the best predictor of young adults' success in their mid-20s was that they participated in household tasks when they were three or four. Waiting to assign tasks until they were 15 or 16 actually had a negative effect. Here are the how-tos - http://www.education.com/reference/article/Ref_CHILDREN_CHORES/?page=2 . This article has a list of chores to consider for kids - <http://parenting247.org/article.cfm?ContentID=702&AgeGroup=4> . Here are some ideas for chore charts - <http://pinterest.com/littleandrea/chore-charts> .

Self-Regulation: The Key to Successful Students?

Could playing Simon Says, Red Light Green Light and Hide n' Seek make your child a better self-regulator and thus more likely to succeed in school and learn patience? The research reported on at <http://www.education.com/magazine/article/self-regulation-children> suggests the answer is, "Yes."

Transportation Options for Those with Disabilities

The New Freedom transportation voucher program reduces transportation barriers for those off all ages with visual, cognitive and developmental impairments; those who require assistive devices for mobility; and those who are undergoing treatments that

may impair their driving ability or make it difficult to access regular public transportation. The service area includes Marion and surrounding counties. FMI, visit <http://www.cicoa.org/services/way2go/new-freedom.html> or call 317-803-6020, 317-254-3660 or 800-432-2422. For information on taxi discounts, grocery shopping shuttle and other transportation options, visit <http://www.cicoa.org/services/way2go.html> .

Things You Can Do as Parents/Caregivers

Raising well-adjusted children requires a thoughtful approach. Here are some suggestions from the Early Childhood Head Start Task Force: (1) Talk with them from the time they're born (2) Hug them, hold them and respond to their needs/interests (3) Listen carefully to them (4) Read aloud to them every day (5) Play and sing with them (6) Say "yes" [at appropriate times, of course] and "I love you" at least as much as you say "no" and "don't" (7) ensure an orderly, safe and predictable environment (8) set reasonable limits on their behavior and discipline them calmly, not harshly. To learn what one might reasonably expect of children at various ages, visit <http://www.bornlearning.org/default.aspx?id=19> , but remember that each child is unique (e.g., some children's bladders develop more slowly than might be expected and this can affect their ability to be potty trained), so if your child isn't doing what might be expected at a certain age, don't resort to punishing the child but, instead, discuss with your doctor to see if there is a physical/other problem that needs to be addressed.

Free and Fun/Interesting – Lots of Opportunities to Add Cheer to the Season

Note: Events are listed in color/italicized so that you can quickly scan down through the items to find those of interest.

IUPUI

Screening of the movie, "Glory;" followed by discussion and snacks; February 7, 4:00; University Library Lilly Auditorium.

Queering the Curriculum; Tuesday, February 12, 3:30-5:00; Campus Center 148. FMI - http://events.iupui.edu/event/?event_id=7931 .

Kelley School of Business Career Fair; Tuesday, February 12, 2-6:00; Campus Center 450. FMI - http://events.iupui.edu/event/?event_id=6592 .

Summer Job & Internship Fair; Tuesday, February 19, 11-3:00; Campus Center 450. FMI - http://events.iupui.edu/event/?event_id=7513 .

Sourcing of Greener/Reusable Giveaways and Décor; Thursday, February 21, noon-1:30; University Library, room 1126. Rebecca Moreland, owner of the Moreland group and a panel of local event planners are featured. To register, e-mail Susie Benko at sbenko@iupui.edu and include the attendee's name, job title or student and department name. If you register and later need to cancel, e-mail Susie.

Alison Bechdel, cartoonist, author; Thursday, February 28, 7:00; Indiana State Museum's Dean and Barbara White Auditorium, 650 W. Washington St. Presented by the IUPUI Arts & Humanities Institute Lecture Series and the Rufus & Louise Reiberg Reading Series. Information and free tickets [available here](#) .

Local – *Common: The King of Conscious Hip-Hop*; Thursday, January 24, 7:30; Clowes Hall at Butler University, 4602 Sunset Ave. Admission is free, but a ticket is required. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=25&-Token.Action=>

What is Orton-Gillingham (approach to reading and spelling for those with dyslexia);

Tuesday, February 5, 6:30-8:00; 8395 Keystone Crossing, Suite 102. FMI and to RSVP, contact Lindsay Golden at lgolden@diin.org or 222-6635 x226.

Paving Paradise: The Response of Birds to Urbanization featuring John Marzluff;

Tuesday, February 5, 7:30; Butler University Reilly Room. FMI - <http://www.butler.edu/woodslectures> .

Free Day at Children's Museum; Thursday, February 7, 4-8:00; 3000 N. Illinois St. FMI - <http://www.childrensmuseum.org/free-and-special-days>

Hot Jazz for Cool Kids; Sunday, February 10, 3:00; Central Library's Clowes Auditorium, 40 E. St. Clair St. FMI, call 275-4100.

All Star Band and Wind Ensemble; Sunday, February 17, 2:00; Clowes Hall at Butler University, 4602 Sunset Ave. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=1927&-Token.Action=>

Chamber Music Concert; Sunday, February 17, 2:00; Central Library's Clowes Auditorium, 40 E. St. Clair St. FMI, call 275-4100.

Free Day at Children's Museum; Monday, February 18; 3000 N. Illinois St. FMI - <http://www.childrensmuseum.org/free-and-special-days>

Ron Wood Jazz Quartet; Wednesday, February 20, 7:30; University of Indianapolis, 1400 E. Hanna Ave. FMI, call 317-788-3251.

Diversity Roundtable of Indiana meeting; Wednesday, February 20, 8-10:00; Duke Conference Center, 7702 Woodland Dr. Indianapolis. FMI, including upcoming monthly meeting dates, visit <http://www.drcti.org/page/events> .

Sing Along with Miss Bobbie (ages infant to 2); Saturday, February 23, 2:30; Central Library's Learning Curve, 40 E. St. Clair St. FMI, call 275-4100.

Butler Symphony Orchestra and Choir; Sunday, February 24, 3:00; Clowes Hall at Butler University, 4602 Sunset Ave. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=1925&-Token.Action=>

Becoming More World/Culture Wise

~ *February is National Black History Month* ~

This Month's Quiz Question (source: National Geographic)

Which of the following states was not on the Oregon Trail? a. Wyoming b. Tennessee c. Nebraska

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

February 2 – Groundhog Day (U.S.)

February 5 – Constitution Day (Mexico)

February 8-12 – Carnival (Brazil)

February 10 – Chinese Lunar New Year (China, Korea, Taiwan, Vietnam)

February 10 - Tet Nguyen Dan: Year of the Dragon (Vietnamese)

February 11 – National Foundation Day (Japan)

February 12 – Abraham Lincoln’s Birthday (U.S.)

February 12 – Mardi Gras (U.S.)

February 13 – Ash Wednesday and Lent Begins (Protestant, Roman Catholic)

February 14 – Valentine’s Day (U.S.)

February 18 – Presidents’ Day (U.S.)

February 22 – George Washington’s Birthday (U.S.)

February 24 – Flag Day (Mexico)

February 24 – Purim (Jewish)

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.

IUPUI

Cafe con Pan (open dialogue on contemporary issues of Latino culture); Thursday, February 19, 4-5:30; Taylor Hall 115K. FMI, call 274-2815.

IUPUI International Festival; Thursday, February 21, 10:30-2:30; Campus Center first floor atrium. FMI - http://events.iupui.edu/event/?event_id=7898 . I don’t think I’ve ever missed this event which offers food, cultural booths, music and more.

Local

Egypt (part of Indiana Council on World Affairs Great Decisions Program); Tuesday, February 5, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7923 .

NATO (part of Indiana Council on World Affairs Great Decisions Program); Tuesday, February 12, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7924

Myanmar and Southeast Asia (part of Indiana Council on World Affairs Great Decisions Program); Tuesday, February 19, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7925 .

Humanitarian Intervention (part of Indiana Council on World Affairs Great Decisions Program); Tuesday, February 26, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7926 .

Health, Faith and the Religious Landscape of South Asia; Tuesday, February 26, 7:00; Clowes Hall at Butler University, 4602 Sunset Ave. FMI -

<http://www.cloweshall.org/calendar/event.lasso?-KeyValue=30&-Token.Action=> . Free but ticket required.

[Iran \(part of Indiana Council on World Affairs Great Decisions Program\)](#); Tuesday, March 5, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7927 .

[China in Africa \(part of Indiana Council on World Affairs Great Decisions Program\)](#); Tuesday, March 12, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7928 .

[Threat Assessment \(part of Indiana Council on World Affairs Great Decisions Program\)](#); Tuesday, March 19, Orchard School, 615 W 64th. Registration starts at 7:00, program starts at 7:30. FMI - http://events.iupui.edu/event/?event_id=7929 .

Work/Life Balance Tip

Stop “Shoulding” on Yourself

“Should” is a judgment, often raises feelings of guilt, can stress you out and makes you feel as though you’re following someone else’s rules rather than claiming your own power of choice. . Check your to-do list for any “shoulds” and ask yourself whether you are doing x task to avoid conflict, to look good, out of guilt or because you want to. If you are really doing it because “you want to,” reframe and tell yourself you’re doing it because you want to, which is energizing, rather than saying, “I’m doing it because I should,” which makes you feel depleted. If you can’t say, “Because I want to,” then don’t do it unless it’s really necessary. Yes, you risk displeasing others, but less stress and more positive feelings might be worth

it. Source: <http://life.familyeducation.com/organization/stress/56232.html>

Miscellaneous

Auxiliary Services Newsletter

Auxiliary Services has created a newsletter to keep you informed of changes and news on campus such as: The Tower student housing conversion, the new dining facility construction, the Bistro restaurant opening, the post office move, a new Event Services unit, Jagtag updates, Sports Complex events and much more. Visit <http://www.aux.iupui.edu/announcements.asp> and take a look. If you’d like to subscribe to their newsletter, send a note to aux@iupui.edu.

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? ☺

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

Have you thought about serving on a non-profit Board of Directors, but you don't think you have the time or experience? Partners In Housing is launching an Auxiliary Board, which will consist mostly of younger professionals who are dealing with the same time demands that most of us have. They're particularly interested in people with experience in social media, communications, public relations, event planning and fundraising. FMI, please email Chris Maples at cmaples@partnersinhousingindy.org.

Career/Professional/Personal Enrichment/Recognition/Funding

HERS/Bryn Mawr Summer Institute for Women in Higher Education Administration

This residential training opportunity, which prepares participants to work with issues facing higher education and seeks to improve the status of women in the middle and executive levels of higher education administration, is held on the campus of Bryn Mawr College in Pennsylvania. The 2013 dates are June 22 - July 6, 2013 (Saturday to Saturday).

IUPUI has sent over 44 women faculty and staff members to this prestigious institute since 1988. Any full-time faculty or staff member may apply for IUPUI funding by the February 8th deadline. Contact Kathy Grove (ksgrove@iupui.edu) of the Office for Women for the application, as that office is the coordinating body. Executive Vice Chancellor Nasser Paydar has committed \$4000 and the Office for Women has committed \$2000. The candidate or their school or department will be required to contribute the remaining amount plus application fee and travel expenses. The total cost is \$6900 plus a \$75 application fee and travel expenses.

Stepping Stones of Women in Leadership

This free series features campus or community leaders in conversation about their career journeys. All sessions are from 11:30-1:00 in Fairbanks Hall 5005 and include lunch. Kathy Peck, Executive Associate Dean for Administration, Operations and Finance at the IU School of Medicine is featured on Wednesday, February 20th

([LEARN MORE OR REGISTER >>](#)). Theresa Guise, MD, professor of oncology at IU School of Medicine, is featured on Tuesday, March 19 ([LEARN MORE OR REGISTER >>](#)). Craig Brater, MD, Dean of IU School of Medicine is featured on Wednesday, April 24 ([LEARN MORE OR REGISTER >>](#)).

Answer to Quiz: Tennessee

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 sastone@iupui.edu. This newsletter can also be found at www.hra.iupui.edu/worklife under "News & Events," generally within a day of when it was sent.

All phone numbers used in this newsletter have a 317 area code, unless otherwise indicated.

Note: In order to provide as many good resources as possible to participants, we often acquire speakers and informational pieces from a variety of sources and 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 and cannot vouch for their accuracy (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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