Coping with Disaster From a Distance

You don’t have to be in the middle of a natural disaster to be affected by it. It is common to feel sadness, anxiety, grief, helplessness, and anger when family and friends are impacted by an event such as the catastrophic hurricane in Puerto Rico. You may also have a physical reaction such as headaches, difficulty sleeping, or difficulty concentrating. It is important to take care of yourself even as you try to help those in the disaster area. Be sure to eat healthy, exercise, and get plenty of sleep, try to be more patient with yourself.

For practical tips for relieving disaster-related stress, visit http://disasterdistress.samhsa.gov. If you continue to experience stress, consider making an appointment with your UAlbany EAP Coordinator or calling the Disaster Distress Helpline at 800.985.5990 or Text: “TalkWithUs” to 66746. (Spanish-speakers should text Hablanos to 66746.)

EAP Wellness Calendars Are Now Available

How did this happen? We are just a few months away from a new year, which means it’s time to start handing out the annual EAP wellness calendars! This colorful calendar offers an array of tips for your health and well-being that will help you throughout 2018 and beyond. To request a copy be sent to you via campus mail, call the EAP Office at 518.442.5483 or click on the “Special Promotions” icon on the EAP website’s home page.

One per employee while the supply lasts.

Most of the important things in the world have been accomplished by people who have kept on trying when there seemed to be no help at all.

~ Dale Carnegie
Avoid Shared Workplace Conflict

Do you share workspace—a desk, space around a desk, or a room? Millions of employees do. If conflict over shared space is a problem, create an agreement (“protocols”) for use of this space. Naturally, you will engage in work and personal habits applied to this space, and they are not likely to match those of your partner. Tension then begins. Boundaries don’t add stress to a coworker relationship, ruin the fun, or destroy spontaneity. In practice, they make a better relationship more likely. Find examples of shared space agreements by searching “shared space agreement pdf.”

Is It Burnout or Depression?

“Burnout” was first coined in 1970 by an American psychologist who applied the term to exhausted health professionals. Now it is applied to almost any job or professional. Be cautious though, because research published by the National Institutes of Health this year showed that there is really no clear definition of burnout. Consequently, what it is and how it is diagnosed are not consistent from one researcher to the next, which makes it impossible to say how common it is! Some experts think many people mistake depression for burnout. This can be a roadblock to getting treatment for the disease. So, if you feel burned out, start with an assessment from a mental health professional and then formulate your intervention plan.

Domestic Violence and Job Performance

Employed domestic abuse survivors say domestic violence affected their ability to do their job. If you are a victim of domestic violence, you may be inclined to minimize the abuse, hope for the best, or hold on to a definition of abuse that perhaps doesn’t include your situation. Experiencing little or no physical abuse may contribute to this “comparing out” of the definition. The key question is: Does your partner exercise power over you and control your life, or have you seriously wondered whether you are in an abusive relationship? If so, talk to a counselor, EAP, or the police, but just take that very first step toward a happier life.

October is Domestic Violence Awareness Month. Every day, week, and month throughout the year it’s important to stay aware of this type of violence and remember that there is help and support available. For information on domestic violence, contact UAlbany EAP and/or access the New York State Office for the Prevention of Domestic Violence website: http://www.opdv.ny.gov/ Or, call the NYS Hotline: 1-800-942-6906, for English & Español/Multi-language Accessibility. Deaf or Hard of Hearing: Dial 7-1-1.
A Professional Development Workshop for Faculty and Staff in a Supervisory/Managerial Role...

How to Communicate Effectively with Your Employees

Two Sessions Offered!

Do you ever ask yourself these questions: “What ARE the best ways to communicate with my employees?” “How can I give feedback in a way that is productive for everyone involved?” “Will I ever feel comfortable dealing with a difficult situation with an employee?” This 2-hour workshop is designed to offer concrete tools to support your efforts and lessen your stress about communicating effectively with your employees. **Topics will include:**

- Use of Assertive Communication – Direct & Indirect
- Creation of Communication Contracts – How, When & What We Talk About
- Set Clear Expectations – Describe Behavior & Outcomes
- Workplace Feedback – Job Performance & Work-Related Behavior
- Reinforcing or Redirecting Feedback/Useful & Non-Useful Feedback/How to Give Feedback

**Presenter:** Debra Blatt has a foundation in organizational behavior and management experience grounded in over two decades in the business world. Through her company, Group Restoration, she provides consulting and training to a variety of organizations.

**To register contact:**
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
Call 442-5483 or register online

http://www.albany.edu/eap/event_sign-up.htm

**Tuesday, October 31**
10:00 am—Noon
OR
1:30 pm—3:30 pm
Room 375
Campus Center
Childhood Obesity is Preventable

One in three children in the United States is overweight or obese. Childhood obesity has tripled in Canada in the past 30 years. Mexico leads the world in this health care epidemic. Childhood obesity puts kids at risk for health problems like type 2 diabetes, high blood pressure, and heart disease. Don’t badger. Instead, start making healthy changes in your family to help your child. Changing habits take time. Keep at it, and you are more likely to develop values for positive health habits. Walk around the neighborhood, go on bike rides, play basketball—it’s up to you to find what works. Minimize time spent on computers, watching TV, and playing video games. Make healthy meals, and buy and serve more vegetables, fruits, and whole-grain foods.

Get a Child Care Checklist

Most parents worry about the safety and security of a child care center before using its services for their child. Although visiting and talking with other parents can alleviate concern, consider a checklist. Are hazard controls like covered sockets important? What about staff management of children who need extra attention? Is plenty of floor space available for children who crawl? A checklist can help you quickly evaluate the environment, staff, and program. Choosing the right program for you will help you stay focused at work and feel satisfied about those caring for your child. For information and a checklist visit: http://ocfs.ny.gov/main/publications/Pub1115B.pdf.

See page 13 for information on an upcoming EAP Lunchtime Wellness Program provided by the Capital District Child Care Council for more resources.

Is Your Child the Bully?

The federal government has established a dedicated website to help stop bullying in schools. It combines the best-of-the-best tips in a simple, helpful resource. You will find other bullying resources online, but guidance can be inconsistent across the net when produced by freelance writers who are not experts in what they author. A phone call from the school informing you that your child is bullying others can be a shocker, but don’t panic. Instead, consider the right intervention by relying upon resources your school can offer and easily explained tips found at www.stopbullying.gov.
Self-Diagnosing Alcoholism

Alcoholism has been called a disease of denial for decades which is why education about denial is essential in addiction treatment programs. It’s the #1 roadblock to self-diagnosis for those whose drinking is contributing to life problems. A common description of denial is found in the statement, “I don’t have a problem with alcohol, because I can take it or leave it. I can quit drinking at any time.” Of course, anyone who drinks can do these things. It’s “staying stopped”—which is what’s required to arrest the illness—that’s the challenge. The following are also associated with denial. Do you recognize them in yourself or someone you know?

♦ Knowing certain symptoms of the illness one does not have, and relying upon these to convince oneself and others that a drinking problem does not exist.
♦ Creating rules to manage risk associated with a history of overdrinking (e.g., never drinking before 5 p.m.).
♦ Relying upon or maintaining a definition of alcoholism that excludes oneself, but changing this definition over time so it continues to fit one’s drinking pattern. (e.g., I may drink in the morning, but it’s never affected my job.”).

Discover more about the progression of alcoholism and discover a path to wellness that works for you or someone you know by visiting with a professional counselor, EAP, or other knowledgeable expert.

Resource: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.

National Drug Take-Back Initiative

October 28, 2017 10 am - 2 pm

The National Prescription Drug Take-Back Day is designed to provide a safe, convenient, and responsible means of disposing of prescription drugs, while also educating the general public about the potential for abuse of medications.

To find a local drop-off site, go to:
http://www.deadiversion.usdoj.gov/drug_disposal/takeback/

Heroin and Prescription Drug Abuse

As the New York State Office of Alcoholism and Substance Abuse Services (OASAS) states, “Addiction can happen to anyone, any family, at any time.” The OASAS website has important information regarding prevention as well as how to recognize the signs and symptoms of opioid drug abuse.

To access the OASAS resources, click here.

Call the OASAS helpline at 1-877-8-HOPENY (I-877-846-7369).

Contact UAlbany EAP for a confidential conversation if you have concerns about heroin or prescription drug abuse. Support and help is available!

bseckerson@albany.edu 518-442-5483
"Less is More."

EAP Theme for 2017!

This month we’re flipping the “less is more” concept! Let’s explore the idea that “more budgeting means less over-spending and less stress.”

In September, EAP invited Maria DeLucia-Evans, Resource Educator at the Albany County Cornell Cooperative Extension, to present a lunchtime financial wellness program titled “Budget Your Way to Happy Holidays: Smart and Savvy Holiday Spending Strategies.” Let’s face it. The sooner one can start planning a budget for the holidays, or for any goal or special family occasion (e.g., wedding, birthday party, anniversary party), the less chance there is for over-spending, creating debt, and being stressed out. To help you have a more joyous holiday season or special family event, here are some tips that Maria shared.

**Start early.** The best way to start the process is to make a list of everyone and everything you think you’ll need to spend money on during the holiday season. Keeping a list from year-to-year helps, too.

**Stick to it.** Don’t be afraid to set spending limits and stick to them. What’s realistic for your personal/family budget? Overspending will affect other financial goals for the year.

**Be creative.** Just because you can’t spend a large sum of money on a gift or activity, doesn’t mean you can’t show your appreciation or find ways to have holiday fun. Think heartfelt card of thanks, handmade gifts, and free or low-cost holiday community activities.

**Do your research.** As you make your list and begin to purchase items, research everything before you buy. Perhaps it’s cheaper online (with free shipping) or maybe it’s to the store you need to go.

**Finish late.** Sometimes family members get together to celebrate in mid-January to enjoy time after the busy season. Take advantage of after holiday discounts.

**Holiday Values**—What values will your family’s celebration serve? Bring the season into focus by reflecting on these questions.

- What went well last year? What activities made the season special? Did you make changes that made the holiday more organized, more calm and centered?
- What stresses did you face last year? Were there too many activities on the calendar? Did household systems fall apart?
- Did your family participate in meaningful giving or service activities?
- Did inappropriate influences affect the season? Were décor, clothing or gift-buying decisions influenced by competitiveness or insecurity? Did the pace of the season affect family closeness or values?

**Write things down!**

Putting your plan on paper, in a Word document, Excel sheet or using an App can help you stick with your budget. Find free templates online. Just search for the following:

- Free holiday spending worksheet
- Free gift ideas planner

Resource: Free Printable Christmas Planner Pages, Calendars, and Checklists from OrganizedChristmas.com
Are you finding yourself struggling with any of the following?

- Family, parenting, and relationship issues
- Work stress and conflict
- Substance abuse or dependency
- Elder care
- Mental health concerns (e.g., depression, anxiety)
- Legal and/or financial concerns
- Grief and loss
- Or anything else related to work or home that is causing you undue stress and affecting your ability to be as productive as you once were?

**You don’t have to deal with it alone.** Support is available through UAlbany’s Employee Assistance Program (EAP). The mission of UAlbany EAP is to provide services to support a healthy, productive workforce. Available to all employees is the **voluntary, confidential Information, Assessment, and Referral Service** provided by UAlbany EAP Coordinator, Brenda Seckerson. Take advantage of this confidential assistance available to you as an employee benefit.

“Life shrinks or expands in proportion to one’s courage.”

~ Anais Nin, Essayist and Memoirist
(1903-1977)

To schedule an appointment for a confidential Information, Assessment & Referral session, contact:

Brenda Seckerson, EAP Coordinator
518-442-5483
bseckerson@albany.edu
EAP Website: [http://www.albany.edu/eap](http://www.albany.edu/eap)

Employee Assistance Program-sponsored events and services are open to UAlbany and Research Foundation faculty, staff, family members, UAS employees, GSEU members, and retirees.

**Early intervention is the key! Contact EAP.**
Have you attended an EAP Lunchtime Wellness Program recently or in the past? Do you appreciate having an EAP benefit and think you would enjoy being part of a team to support the health and well-being of UAlbany’s faculty and staff? Then think about becoming an EAP Ambassador!

We’re making plans to establish a small EAP Ambassador group to focus on the promotion and development of the lunchtime wellness experiences. Initial considerations for the group are:

- Six member team to serve as a sub-committee of the EAP Committee
- Ambassador team led by Linda Gallagher, former EAP Committee member and co-chair who represented UUP (Linda loves EAP’s mission so much she still wants to stay involved!)
- Assist with getting the word out about lunchtime programs and brainstorm for new and fun ways to promote the events
- Present program ideas to the EAP Committee
- And other suggestions that come from the group!

If you are interested in learning more about becoming an EAP Ambassador, join us at this lunchtime informational meeting. (Feel free to bring your lunch!)

Thursday, October 19
Noon—1:00 pm
Conference Room 114 in Building 25
(If you haven’t had a chance to check out the newly renovated Building 25, you’ll have the opportunity!)

To RSVP, contact Linda Gallagher
lgallagher@albany.edu
518.442.4733
Solarize Your Home

Support Renewable Energy and Save Money!

Have you thought about putting solar on your home but don’t know where to start? Do you want to support renewable energy but are hindered due to lack of space or ownership? Solarize Albany is a group serving the Capital Region, including the nearby counties Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, and Washington, focused on educating the community about the technology and economics of solar power production. Join us to learn about a bulk purchase program for solar power installations with the objective to lower the cost of solar power and transform the local solar marketplace. The program will cover the solarize model, the various options it provides to implementing solar, and experiences of implementing solar power.

Presenters: David Hochfelder, Associate Professor of History and Treasurer of Solarize Albany and Mary Ellen Mallia, Director of Sustainability

To register contact:

Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
Call 518.442.5483 or register online

http://www.albany.edu/eap/event_sign-up.htm

Wednesday, October 4

Noon—1:00 pm

Board Room

Campus Center West
Paying Yourself: Income Options in Retirement

Do you know how you’ll pay yourself in retirement? There are lots of considerations – including tax implications – that can affect your income. TIAA’s seminar leader will help you:

- Understand sources of retirement income
- Gain perspective on when to withdraw different assets
- Discover the income choices TIAA offers
- Understand potential advantages and/or disadvantages of each income option
- Gain a perspective on which options offer lifetime income

Presenter: Michael Lamy, is a Financial Consultant within the Institutional Business division at TIAA. Michael began his financial services career in 2010 and has been with TIAA since 2013. Michael holds a BA in Business Management and Finance from UAlbany. As a FINRA registered representative he holds Series 7 and 66 licenses while maintaining Life, Accident, and Health along with Variable Annuity licenses from the state of New York.

TWO SESSIONS OFFERED

Wednesday, October 11
11:45 AM—12:45 pm OR 2:45 pm—3:45 pm
Assembly Hall
Campus Center

Boxed lunches provided at 11:45 am session.
Light refreshments available at 2:45 pm session.

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
Call 518.442.5483 or register online
http://www.albany.edu/eap/event_sign-up.htm
EAP Financial Lunchtime Wellness Program

Understanding the Excelsior Scholarship Program

Want to learn the FAQs about New York’s Excelsior Scholarship program, like the NYS residency requirement, income limits, credit requirements, and more? Join us for this information session provided by Stephen Kudzin, UAlbany’s Director of Financial Aid.

To Register Contact:
Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
call 442-5483 or register online
http://www.albany.edu/eap/event_sign-up.htm

Tuesday, October 17
Noon—1:00 pm
Room 375
Campus Center
Advance Directives

Your Voice...Your Choice...Your Decisions...

Decisions about how we would like to live and be cared for, particularly at the end of life, are some of the most personal, and in certain instances, the most difficult decisions we may ever have to make. By completing Advance Directives each of us has the unique opportunity not only to identify our wishes for the types of care that we may or may not want to receive, but also to designate an individual to speak for us in the event we are unable to speak for ourselves. **Topics to be addressed will include:**

- The Advance Care Planning Process
- Tips on having conversations before the crisis
- Advance Care Directives forms: health care proxy, living will and the MOLST.
- Options for Care – Palliative Care and Hospice Care

**Presenter:** PAT SPREITZER, RN, is a registered nurse with over 40 years of nursing experience. Pat joined the staff of The Community Hospice in 2004 as Provider Relations Specialist / Community Nurse Liaison and her primary responsibility is educating our community members about Hospice philosophy of care and program services.

To register contact: Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu

http://www.albany.edu/eap/event_sign-up.htm

Tuesday, October 24
Noon—1:00 pm

Café Conference Room
A Wing
Did you know that the Capital District Child Care Council is a resource and referral agency dedicated to promoting quality, accessible child care for all the Capital Region’s diverse communities? The Council assumes a leadership role in supporting children, parents, child care professionals, and employers through referral counseling, training and advocacy. Join Paulann Beardsley as she shares information about the free services that the Council provides to assist parents with choosing child care, summer camp options, before/after school care as well as provide information on choosing a quality child care program. Bring your questions!

To register contact:
Brenda Seckerson,
EAP Coordinator
bseckerson@albany.edu
Call 442-5483 or register

http://www.albany.edu/eap/event_sign-

Thursday, October 26
Noon—1:00 pm
Room 375
Campus Center
November is EAP Stress Less Month!

Employee Assistance Program

--Stress Less Month--

Two Opportunities to De-stress!

Chair Yoga

Take 30 minutes out of your day to experience chair yoga. We will gently breathe and stretch our way to a comfortable body and more relaxed mind. All movements are done seated or standing with the chair for support. Learn techniques that you can use at your desk!

Progressive Relaxation

Short circuit stress with this simple technique you can use at the end of your all-too-busy day or any time you feel tension building. We’ll explore a bit about the “stress cycle” and how progressive relaxation can help to restore calm, boost creativity, and make life a little more enjoyable!

Facilitator: Judi England, RN, licensed massage therapist and professionally certified Kripalu yoga instructor.

Friday, November 3
Board Room, Campus Center West

Chair Yoga Session
Noon—12:30 pm

Progressive Relaxation Session
12:45 pm — 1:15 pm

To Register
Contact: Brenda Seckerson
EAP Coordinator
bseckerson@albany.edu
518.442.5483

Or register online:
http://www.albany.edu/eap/event_sign-up.htm
Here's an easy, delicious crockpot meal that is a favorite of the Lombardoni family!

**Ingredients:**
3 large boneless chicken breasts  
1 jar favorite salsa  
1 can corn, drain liquid  
1 can black beans, rinsed  
1 package of taco seasonings (or create your own seasonings from your spice rack!)

**Directions:**
- Place the chicken breast on the bottom of the crockpot and put in the rest of the ingredients. Make sure the chicken is covered.
- Cook for 6–8 hours on low.
- When cooked, pull chicken apart with two forks to shred the chicken.
- Enjoy the dish in tortillas, a hard tortilla bowl over rice, on top of a salad or on top of a plate of rice.
- To garnish use shredded cheese, lettuce, sour cream, guacamole, and additional salsa.

**FREE Yoga Class on Campus…**

Did you know that Campus Recreation is offering a yoga class in the new Campus Center West Studio that faculty and staff can attend for FREE?

**Wednesdays**
Noon – 1 pm

Just bring your valid UAlbany ID to participate!

Also, a Group Exercise class pass for faculty/staff is only $50 for the semester. ([Click here](#) for class schedule.)

For any questions, contact: [fitness@albany.edu](mailto:fitness@albany.edu).

EAP website: [http://www.albany.edu/eap](http://www.albany.edu/eap)