Commencement Season and Inspiring Words

To highlight commencement season, we thought it would be a good time to make note of some inspiring words from various commencement addresses given throughout the years. Perhaps some of the messages will ring true for you at this time of your life as well.

What I’ve found is that difficulties come when you don’t pay attention to life’s whisper, because life always whispers to you first. And if you ignore the whisper, sooner or later you’ll get a scream. Whatever you resist persists. But if you ask the right question — not why is this happening, but what is this here to teach me — it puts you in the place and space to get the lesson you need. ~Oprah Winfrey, Stanford University 2008

Really when I look back at it I wouldn’t change a thing. I mean it was so important to me to lose everything because I found out what the most important thing is – To be true to yourself. Ultimately that’s what’s gotten me to this place. I don’t live in fear, I’m free, I have no secrets, I know I’ll always be okay because no matter what, I know who I am.

~ Ellen DeGeneres, Tulane University 2009

Your time is limited, so don’t waste it living someone else’s life. Don’t be trapped by dogma — which is living with the results of other people’s thinking. Don’t let the noise of others’ opinions drown out your own inner voice. And most importantly, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary. ~ Steve Jobs, Stanford University 2005

Try never to be the smartest person in the room. And if you are, I suggest you invite smarter people or find a different room. In professional circles it’s called networking. In organizations it’s called team building. And in life it’s called family, friends, and community. We are all gifts to each other, and my own growth as a leader has shown me again and again that the most rewarding experiences come from my relationships.

~ Michael Dell, University of Texas 2003

I encourage you to live with life. Be courageous, adventurous. Give us a tomorrow, more than we deserve.

~Maya Angelou, UC Riverside 1997
EAP Office Closed Starting June 2nd

EAP Coordinator Brenda Seckerson will be out of the office on leave starting Monday, June 2 and will return in a few weeks. If you should need access to the confidential information and referral service, please contact the New York State Employee Assistance Office who will provide you with the name of one of the EAP Coordinators who will be on call.

NYS EAP Office
518-486-9769

This information will also be on all outgoing messages from the UAlbany EAP Office.

If you are registered for OR want to register for the summer Zumba class...

Your new contact person is Jessica Healy, EAP Committee Co-Chair.

jhealy@albany.edu
956-7864

You will be greeted at the first week of classes by either Jessica or Linda Gallagher, EAP Committee Co-Chairs.

Please be sure to bring the release form that will be sent to you prior to your first class.

See page 8 for class details and registration information.
De-escalation of **Workplace Tension**

Conflicts in the workplace happen, so de-escalation of workplace tension is a skill everyone should have. Defusing tension reduces the number of conflicts and helps preserve working relationships, while improving productivity and reducing turnover.

1) Start by agreeing that no one in the work unit should fear conflict. Then create a tradition of regular meetings to manage tension by sharing frustrations without fear of judgment.

2) Meet regularly to check in, clear the air, and keep the weeds out of your relationships. Don’t make the exercise an every-once-in-a-while event. These work group or team maintenance steps will help you bond, increase communication, and bring more joy to your team.

3) When conflicts do arise, look for the middle ground as your first response rather than overpowering your opponent.

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**Dealing with Stressful Situations. Remember the Four A’s...**

<table>
<thead>
<tr>
<th>Change the situation:</th>
<th>Change your reaction:</th>
</tr>
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<tbody>
<tr>
<td><em>Avoid the stressor</em></td>
<td><em>Adapt to the stressor</em></td>
</tr>
<tr>
<td><em>Alter the stressor</em></td>
<td><em>Accept the stressor</em></td>
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</tbody>
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**Is Social Media Controlling You?**

Are social networking utilities like Facebook and digital communication tools like texting leading users to experience a phenomenon called **social distancing**? Social distancing is detachment, resistance, or avoidance of traditional forms of human personal interaction like using the phone or talking face-to-face. Social media can make it easier and more convenient to avoid interacting with nonverbal cues, listening, processing feelings, interpreting voice tone, and engaging in other aspects and features of human communication. As you see people, especially younger generations, depending more on social media, you may wonder if social distancing is something that affects you or others you know. **Here’s the fix:** Think about choices when communicating with others in relationships you value at work and elsewhere. Decide first what form of communication will enhance your relationship, not just how the “data” should be “transmitted.” Think about how to control technology to help prevent it from controlling you. [www.washington.cbslocal.com](http://www.washington.cbslocal.com) (Search “social distancing”).

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

**Disclaimer:** Material presented in this newsletter is intended for educational or informational purposes only. It is not intended to replace the advice of your qualified health professional.
Sometimes an issue at home or work can have an effect on your ability to be as productive as you need to be. 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 as an employee benefit.

Here are just a few of the concerns or stressors that might prompt an employee to reach out to EAP for information and support:

- Family, parenting, and relationship issues
- Work stress and conflict
- Substance abuse or dependency
- Elder Care
- Psychological Concerns (e.g., depression, anxiety)
- Legal and/or financial concerns
- Grief and loss
- Therapist referrals

**Early intervention is the key! Contact EAP.**

Confidential support, information, and referrals are available to assist you in finding a way to address your concerns.

**Starting JUNE 2** until the UAlbany EAP Office re-opens, to speak to a New York State EAP Coordinator for confidential **Information, Assessment & Referral**, contact:

New York State EAP Office
518-486-9769

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

“**You may never know what results come of your action, but if you do nothing there will be no result.**”

~ Mahatma Ghandi (1869-1948)
More Fun at Work?!  

Fun inspires positive expectations in the workplace, and in turn this affects productivity and the bottom line. To have more fun at work, take action by forming a team of interested coworkers—a “Fun Committee”—to brainstorm and plan how to make the goal come to life.

First, decide what fun means in your workplace, what’s missing, and what kind of activities fit with the work culture. Fun doesn’t mean a carnival, but it does mean reducing stress and negativity, increasing the number of pleasant interactions, improving productivity, and laughing more. With a whiteboard and some brainstorming, your team’s ideas will flow. Don’t just plan a day—plan a year of events, celebrations, and other things to do and experience. Within a couple of years, if not sooner, you’ll reshape your work culture, see productivity improve, and possibly reduce turnover. Take charge of change, and for inspiration, check out online bookstores or your local bookstore or library.

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

2014 Workforce Challenge

The evening of the 2014 Workforce Challenge was not wet enough to dampen the spirits of our 58-member UAlbany team participating in the race on May 15, 2014. This year’s team had a number of new-comers as well as many seasoned veterans. We wish to thank UUP and the University who jointly funded our 2014 team tee shirts. We ran proudly representing you and invite you to join us next year... until then, we’ll see you on the perimeter!

Happy Summer!

~ Cathy Probst,  
UAlbany Workforce Challenge Coordinator

Photo: Professional Development Program (PDP) Team
Do you know the rules of the road?

Well it’s that time of year again. No, not that the school year is over. It’s bicycle season! With that being said, there are some important things to remember now that the weather has broken. Bicycle traffic will become heavier on and around campus. Below are some important points to remember while we share the road with these two-wheeled, human-powered vehicles.

- Bicyclists must ride with traffic and thus travel in the same direction as motor vehicles. When you approach a bicyclist please be sure to use extreme caution and give plenty of room. The cyclist may need to make sudden maneuvers to avoid road hazards and other traffic.

- Bicyclists must signal all turns and stops. Be alert for these hand signals, sometimes they can happen quickly as the cyclist must also concentrate on maintaining control of their bicycle.

- Helmets must be worn by those under 14 years old. Localities may have additional requirements for those over 14.

- Bicyclists must obey all traffic lights and signs and must signal for turns whether riding on a roadway, a bike lane, or shared-use pathway with pedestrians.

- Be sure to lock your bicycle when left unattended. The University has installed several new bike posts in an effort to promote increased cycling and safe storage.

- Did you know you can register your bike with parking management? See the link below for details. You can also have the UPD engrave the sticker number on your bike for added security.

Additional bicycle-related links:


We thought we’d reprint this article from last summer to remind you about the importance of cycling safety!

Please be sure to pay extra attention this year for cyclists sharing the roadway. Should you have any questions concerning bicycle safety or cycling laws, feel free to contact the University Police Department at 518-442-3131 or Officer Steven Grassmann at sgrassmann@albany.edu

Safe travels from your friends at UPD.
Have you experienced our beautiful new fountain yet? If not, you’ll want to be sure to do so soon!

During a break or lunchtime, take a moment to stroll the area or sit down to enjoy the sights and sounds of the water doing its many dances. Right now, the “water and light shows” are scheduled for 10 am, 12 noon, 6 pm, and 10 pm.

What a wonderful resource we have to partake of on the UAlbany campus! Being outdoors, enjoying a little sunshine, and surrounding yourself with flowing water—all great things for your health and well-being!

“The newly designed fountain is a great place to de-stress during your work day!”

“Rest is not idleness, and to lie sometimes on the grass under trees on a summer’s day, listening to the murmur of the water, or watching the clouds float across the sky, is by no means a waste of time.”

~John Lubbock, *The Use Of Life* (1834-1913)
is back this summer for UAlbany employees!

This fitness class fuses Latin dance rhythms and easy-to-follow moves to create a dynamic fitness program that provides body sculpting and toning, while giving an effective and FUN cardio workout. The music alone will get your heart pumping! Zumba’s goal is simple - “To want you to want to work out, to love to work out, and to get hooked!” Instructor: Paula Harrington, certified Zumba instructor. Paula also teaches Zumba for NYS employees at the Corning Tower.

*TWO Summer Classes*

Mondays (8 weeks), June 9 – July 28
Class fee $48.00

and

Wednesdays (8 weeks), June 11 – July 30
Class fee $48.00

12 noon – 12:45 pm
Location: PAC Lab Theatre - 2nd floor

You must register online for each class separately. Make check payable to:
Paula Harrington
Registration deadline: Thursday, June 5
Space is Limited. Register Early!

NOTE: If you are registering for both classes, you only need to write one check.

To Register, Contact: Jessica Healy, EAP Committee Co-Chair
jhealy@albany.edu 956-7864

Employee Assistance Program-sponsored events are open to UAlbany and Research Foundation faculty, staff, family members, UAS employees, GSEU members, and retirees.
Salad: It’s Much More Than the Garden Variety

Article submitted by Donna G. Duffy MS RDN CDN, UAlbany Campus Dietitian
Nutritionalservices@albany.edu

It’s that time of year when the focus shifts to including more fresh foods in our summer menus. Our local farmers’ markets are springing back to life with all kinds of wonderful seasonal vegetables and fruits. Including a salad, or even two, in our daily meal plan is a way to eat a little cleaner and lighter in our diets.

I think it’s pretty safe to say that many of us are familiar with the garden variety salad. You know what I mean. The standard ole’ green leaf lettuces, cucumbers, tomatoes, and peppers kinds of salads. Maybe you throw in some seeds, nuts, and dried fruit. Perhaps you may add some grilled chicken, tuna, or kidney beans. Toss it with a little low-fat dressing and voilà! You’ve created a healthy, nutritionally balanced garden variety salad. Good job!

But salad can be SO much more! Let’s think outside the traditional green salad bowl and make legumes the main ingredient in our salad creations. Why? Legumes are powerhouses of nutrient dense energy. Packed with protein for building and maintaining muscle and fiber for regulating digestion and lowering the risk of heart disease, legume-based salads, using black beans, kidney beans, or lentils can also play a role in maintaining a healthy weight by helping to keep you feeling fuller longer.

UAlbany Dining Services offers a variety of legume-based salads daily at the salad bar stations in all five of our campus quad dining rooms. Visit our website link to see what’s being offered https://ualbanydining.com/. Below is a legume-based salad recipe for you to try at home that’s comparable to one that we serve at the salad stations in the UAlbany campus quad dining rooms. Enjoy!

Veggie Salad with Lentils & Goat Cheese
Yield: 4 salads

Ingredients
2 cups cooked Lentils, follow directions for preparation on package
8 cups Mesclun
4 oz. crumbled goat cheese
32 small cherry tomatoes, quartered
1 cup red bell peppers, sliced thinly
1/4 cup black olives, sliced thinly
1 cup yellow squash, sliced on bias
1/2 cup raw carrot, sliced thinly
1/4 cup scallion, sliced thinly, for garnish

Preparation
Place Mesclun on plates. Arrange the remaining ingredients on greens in a clockwise pattern.

Citrus Dressing
Yield: 1 ¼ quarts

Ingredients
½ cup orange juice
1 cup lime juice
½ cup rice vinegar
½ cup honey
2 Tbsp. ginger root, fresh, minced
1¼ cup canola oil
1/8 cup Shallots, peeled, minced
1/8 cup fresh Cilantro, chopped
2 Tbsp. Kosher salt
1 Tsp. black pepper

Preparation
In a blender or food processor, combine orange and lime juices, vinegar, honey and ginger. Process until well blended. With motor running, slowly add oil. Blend until well incorporated. Stir in shallots, cilantro, salt, and pepper. Place in an airtight container and refrigerate. Use within 3 days.

Did you know that many of the foods mentioned in these articles are available right here on the UAlbany campus in any of our 5 quad dining rooms or campus center venues? Don’t have a meal plan? Contact the SUNYCard office today for information on how you can get one.
http://www.albany.edu/uas/sunycard_services.php
Nature Photo Walk Guide Roger Lipera, from UAlbany’s Interactive Media Center, created a web page with photo tips. You can see some of his photos from the walk, too!

Go to: http://library.albany.edu/imc/photowalk/

Employees explored nature through their lens and took advantage of the EAP Art Break during lunchtime.

EAP is a joint labor/management program and is part of the NYS Employee Assistance Program - CSEA/ C82/GSEU/MC/NYSCOPBA/PEF/UUP. Contact Info: 1 Airline Drive, Albany, NY 12235. 518.486.9769

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

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“Pay attention to the beauty surrounding you.”

~ Anne Lamott
(Author, 1954- )