Earth and Wellness Day Nature Photo Winners!

Our “Nurture Nature and Yourself” theme for the Earth and Wellness Day event prompted the idea of incorporating a nature photo contest this year. We were pleased by the great response we received from the students, faculty, and staff who entered the contest. Several expressed their thanks for coordinating this activity for the campus community.

The event planning committee had the very hard task of choosing three photos to serve as the finalists for the two categories—on campus nature photos and off campus nature photos. Those attending the Earth and Wellness Day event on April 18 had the opportunity to vote for the two winners. Congratulations to Farrell Luttinger and Zac Babis! In the coming weeks, you’ll see the two photos hanging in the Campus Center. EAP hopes you’ll make more time to spend outdoors as a way of nurturing yourself. No camera is necessary to relax and take in the splendor of nature!

Watkins Glen by Zac Babis, Graduate Student

Athletic Sunset by Farrell Luttinger, Senior

On Campus Photo Finalists:
- Indian Pond by Faiza Khan, Alumni
- Fountain by James Pica, Freshman

Off Campus Photo Finalists:
- Stream by Barrie Schneiderman, Sophomore
- Owl in Tree by Sharon Malison, School of Education Staff Member
EM P L O Y E E A S S I S T A N C E P R O G R A M

In the Workplace

R-E-S-P-E-C-T

What role are you playing to help create a respectful workplace?

Most likely, we’ve all noticed the pace has been picking up on campus. This along with the full “to-do” lists and looming deadlines reminds us that, yes, it’s the last few weeks of the spring semester and academic year! How are you managing during this busy time, and are you mindful of how your stress can impact others in the workplace?

It is always wise to pay extra attention to our conduct on the job and notice if in our rush to fulfill our obligations that we are being inconsiderate to our co-workers who are trying to get their work accomplished, too. This is especially true during unusually stressful and busy times. Remembering that showing a lack of respect and civility towards our colleagues can have a strong ripple effect.

How do you define civility? In his book, Choosing Civility: The Twenty-Five Rules of Considerate Conduct, P.M. Forini, author and cofounder of the Johns Hopkins Civility Project, describes how in some of his workshops he asks participants to write down what civility means to them. What would YOU write down? Here are a few examples from the book:

<table>
<thead>
<tr>
<th>Respect for others</th>
<th>Awareness</th>
<th>Listening</th>
</tr>
</thead>
<tbody>
<tr>
<td>Courtesy</td>
<td>Tact</td>
<td>Being agreeable</td>
</tr>
<tr>
<td>Golden Rule</td>
<td>Sincerity</td>
<td>Honesty</td>
</tr>
<tr>
<td>Fairness</td>
<td>Trustworthiness</td>
<td>Friendliness</td>
</tr>
<tr>
<td>Self-Control</td>
<td>Moderation</td>
<td>Politeness</td>
</tr>
<tr>
<td>Concern</td>
<td>Compassionate</td>
<td>Good citizenship</td>
</tr>
<tr>
<td>Etiquette</td>
<td>Lending a hand</td>
<td></td>
</tr>
<tr>
<td>Kindness</td>
<td>Respect of others’ feelings</td>
<td></td>
</tr>
<tr>
<td>Manners</td>
<td>Going out of one’s way</td>
<td></td>
</tr>
</tbody>
</table>

Forini points out that the list he’s compiled over the years demonstrates the following about civility:

♦ Civility is complex.
♦ Civility is good.
♦ Whatever civility might be, it has to do with courtesy, politeness, and good manners.
♦ Civility belongs in the realm of ethics.

The deepest principle in human nature is the craving to be appreciated. ~ William James

“Courtesy, politeness, manners, and civility are all, in essence, forms of awareness. Being civil means being constantly aware of others and weaving restraint, respect, and consideration into the very fabric of awareness,” states Forni.

In the workplace, little things can make a difference when it comes to being considerate and creating a supportive sense of community on the job. For example, do you say “hello” and “good-bye” to those in your work area? If you need something from someone, do you allow sufficient time for the person to fulfill the request, or are you always asking for things at the last minute? Are you respectful of the work space and clean up after yourself? Are you on time for meetings? And, do you stay focused at meetings or frequently text or check your email? Do you apologize when you are wrong? When you ask for assistance, are you demanding instead of cooperative? Do you remember to say “please” and “thank you”?

With the fast pace of life in general and our need to take care of many things at once, we can quickly become unaware that our behavior has slipped over the line to become less than kind and respectful. Remember, common courtesy goes a long way. This can have a powerful ripple effect, too!


“These small indignities and minor cruelties take a toll. They add to the burden of stress and fatigue that is already present in the workplace and they have real consequences on the every day lives of workers.” ~ P.M. Forni, Johns Hopkins University
Resiliency and Happiness Are Linked

In March, employees gathered together on the Uptown and the East Campuses to attend the EAP Lunchtime Program “Increasing Your Happiness Quotient.” Presented by Dr. Louise Finlayson, a clinical psychologist, the program was well-received and gave employees much food for thought about how perceptions and attitudes can make all the difference in how we deal with the many challenges that life can bring. Hanging on to worries and not letting go of things that are out of our control can take a toll on us. Dr. Finlayson stated, “We can approach each day like a clenched fist or an open hand. The first approach is exhausting to maintain.” What do we miss out on if we metaphorically live with our hands in fists? What do we close ourselves off from as a result of this?

The term “happiness” can take on different meanings to different people. Some may interpret the concept of “increasing your happiness quotient” to mean one will need to deny or overlook the difficulties in life in some way and not face reality. Some may think the idea of increasing your happiness is to suggest that if people are depressed they should just “smile more” and they’ll feel better. Happiness in the context of our discussion with Dr. Finlayson ranged from asking ourselves such questions as the following: What lens do I look through to view my life and circumstances? How do my thoughts and thinking patterns prevent me from experiencing moments of joy and contentment? How can I increase my sense of resiliency to be able to handle the ups and downs that I experience in life?

As with feelings in general, it’s all about moments. Rarely do we remain in a constant state of one feeling, and we can have a range of them at one time. Increasing our ability to feel more moments of happiness can actually be a way of being able to manage more successfully life’s challenges and enhance our resiliency at the same time. Finlayson pointed out several things to do in order to meet the difficulties that will inevitably arise for us. They are:

- view our life experiences as “information” to be taken in instead of something that victimizes us
- express gratitude regularly
- learn to forgive others and ourselves
- keep checking to determine what is in our control and what is not

If we begin to do these things, we’ll be living symbolically with our hands open rather than with clenched fists. Additionally, a big benefit to approaching life in this way is that it helps to alleviate stress. And as we all know, finding ways to reduce stress can make a significant impact on our overall health and emotional well-being.

Dr. Finlayson’s presentation drew upon several aspects of positive psychology. Another EAP Lunchtime Wellness Program held in March explored this same topic. EAP aired three TED Talks, one of which was “The Happy Secret to Better Work” with psychologist Shawn Achor. The beauty of TED Talks is that they are available online whenever you have time to view them! Check out Shawn Achor’s 12-minute talk to learn more about the “happiness advantage.” Below is the link to Achor’s talk as well as another talk employees viewed which discussed how we can empower ourselves through our body language.

If you would like to learn more about positive psychology and how this approach might help you enhance your well-being, be sure to view the TED Talk titled “The New Era of Positive Psychology” presented by the founder of positive psychology, Dr. Martin Seligman, from the University of Pennsylvania (23:45). Or check out this 5-minute white board animation video titled “What is Positive Psychology.” Contact EAP for more information.

TED Talks: Ideas Worth Spreading!
- Happy Secret to Better Work
  w/ Shawn Achor (12:21)
- Body Language Shapes Who You Are
  w/ Amy Cuddy (21:03)
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.

To schedule an appointment for an Information, Assessment & Referral session, contact Brenda Seckerson, UAlbany EAP Coordinator
Call 442-5483 or email bseckerson@albany.edu

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

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

“Worry does not empty tomorrow of its sorrows, it empties today of its strength.”

~ Corrie ten Boom
Author (1901-1983)
If you smoke, how soon upon rising do you have your first cigarette? Penn State researchers recently announced the findings of a study which indicate that people who smoke as soon as they get up in the morning have the highest levels of the cancer-linked substance NNAL—a byproduct of tobacco-specific cancer-causing substance called NNK—in their blood than those who smoke a half hour or more after waking, regardless of how many cigarettes they smoked throughout the day. Researchers believe that those who smoke upon waking up “inhale more deeply and more thoroughly which could explain the higher levels of NNAL in the blood.”

According to the April 5, 2013 article in *HealthDay News* from Medline Plus, part of the U.S. National Library of Medicine and the National Institutes of Health, researchers analyzed data from nearly 2,000 adult smokers who took part in a national survey and provided blood samples as well as information about their smoking behavior.

Additionally, researchers discovered that the levels of NNAL in participants’ blood was “also associated with other factors such as age, gender, age the participant began smoking, and whether or not another smoker lived in their home.” Information such as this can provide individuals who are thinking about quitting smoking with yet another reason to do so. If you are someone who lights up as soon you wake up, you are increasing your chances of lung and mouth cancer. Check out the resources available to help you quit, or contact EAP for support.

To read the complete *HealthDay* article, go to: http://www.nlm.nih.gov/medlineplus/news/fullstory_135617.html

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**FOR SUPPORT IN QUITTING:**

The NYS Quitline has helpful resources for smoking cessation.

HelpGuide.org also provides a wealth of information including an outline of a variety of methods to use.

Seton Health’s Butt Stops Here Program

Be sure to contact your health insurance provider to see if it pays the Butt Stops Here program fee.

You can do it!

For the American Cancer Society’s ideas about how to deal with cravings and tough situations, just click...
It’s time for another EAP Art Break! This is a great way to get energized during your work day and connect with others who are interested in the arts and in learning about the UAlbany campus!

Boor Sculpture Studio
Friday, May 3
12:00 - 12:45 pm
Tour Guide: Roger Bisbing

Did you know that the Boor Sculpture Studio houses graduate students with studio spaces and provides undergraduate students with classes in both traditional and emerging media? Learn all about the studio with Professor Edward Mayer as our tour guide. Discover the amazing features of the facilities where unique sculptures are created. Stroll the grounds and see the many outdoor sculptures surrounding the building. You won’t want to miss this opportunity!

To register, contact:
Brenda Seckerson,
EAP Coordinator
442-5483
bseckerson@albany.edu
http://www.albany.edu/eap/event_sign-up.htm
Art Break

Wednesday, May 15, 2013
12:00 – 12:45 pm

Join University Art Museum Director Janet Riker as we explore our students’ creations.

Please Register by May 13, 2013

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

Register online at:
http://www.albany.edu/eap/event_sign-up.htm
is back this summer for UAlbany employees!

By now you’ve heard the buzz about Zumba! 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: Meighan Carivan-Esmond is a certified Zumba® and Nia instructor.

Two Classes Offered:

Tuesdays (9 weeks), June 11 – August 6
Class fee $36.00
and
Thursdays* (9 weeks), June 6 – August 8
*No class on July 4 – Class fee $36.00

12:00 – 12:45 pm
Location: PAC Lab Theatre - 2nd floor
Make check payable to: Meighan Carivan-Esmond
Registration deadline: Tuesday, June 4

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

To Register Contact: Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu 442-5483

Or, register online: HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM
Walking on the Purple Path

Warmer weather prompts us to get outside during our break or lunchtime to get some fresh air, walk, and de-stress. If you keep track of your steps or miles, the link below is a handy resource for you created by the Office of Space Management and Campus Preservation. It’s a map of the Purple Path and the Indian Pond Trail System with mileage indicated.

To access the map, go to:
http://www.albany.edu/eap/images/Purple_Path_Map_-_3-26-13.pdf

Annual Document Shredding Event

The Office of Environmental Sustainability is now the sole sponsor of the annual UALBANY DOCUMENT SHREDDING DAY

Friday, May 3rd
Rain date is Friday, May 17

Shredding Drop-Off Sites

Uptown Campus—Science Library/Bus Circle:
9:00—11:00 am

MSC Parking Lot:
11:15—11:45 am

Downtown Campus—Corner of Robin & Washington:
1:00—2:00 pm

East Campus—C-Wing Parking Lot:

Our annual community “shredding event” helps to prevent identity theft AND supports our effort to be green. Bring your old UAlbany materials and personal documents to a drop-off site.

For more information, contact the UAlbany Green Scene.

www.albany.edu/gogreen/
956-8120
Nurture Nature & Yourself

EAP and the Office of Environmental Sustainability wish to thank the many employees who attended and/or volunteered at the UAlbany Earth and Wellness Day events on April 18. You helped to make it a worthwhile, fun, festive and educational experience for the campus community!

Special acknowledgement to the following for their support and contributions to this year’s fair...

- University Auxiliary Services
- Earth & Wellness Day Planning Committee
- Student and Employee Event Volunteers
- Campus Center & Facilities Staff
- UAlbany Dining Services/Chartwells
- Communications & Marketing
- Parking Management
- EAP Committee
- Student Sustainability Council
- Faculty/Staff Sustainability Coordinators

Nature Nurtures Creativity!
A recent study of hikers who spent four days in nature and away from technology showed improved creativity. If you have children, consider how more exposure to the natural world could have a positive impact on their development. To learn more about the study, click here.

UAlbany EAP E-News
May 2013

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EAP website: http://www.albany.edu/eap

Disclaimer: The material and links in this newsletter are presented for educational and informational purposes only and do not serve as any endorsement by EAP. This information is not intended to replace the advice of your qualified health professional.

The New York State Employee Assistance Program is a joint labor/management program and a negotiated benefit. EAP Coordinators are a confidential and neutral resource for employees. The use of EAP is on a voluntary basis.