New Faculty and Staff...

Welcome to the UAlbany Community!

The Employee Assistance Program (EAP) is a New York State joint labor/management program that is a negotiated benefit for employees. Faculty members and staff from the various unions (CSEA, UUP, PEF, NYSCOPBA, PBANYS, and GSEU), Management/Confidential (MC), and other employee affiliations on campus (the Research Foundation, UAS, the Albany Foundation), family members, and retirees are eligible to use the confidential EAP Information, Assessment, and Referral Service and attend EAP-sponsored programs.

The mission of UAlbany’s EAP is to assist in maintaining a healthy and productive workforce. We hope you’ll enjoy receiving the monthly EAP E-News and will take advantage of the EAP services and programs that are offered. Be sure to check out the EAP website from time to time throughout the year to discover helpful resources and learn about upcoming EAP events and programs. Best wishes for a productive and enriching 2017-2018 academic year!

Mindful Communication

Should You Text or Call?

Fast communication is not always meaningful and effective. So should you pick up the phone or meet in person to discuss that important issue with your coworker, colleague, boss, or customer? It could make a difference in your getting the job, smoothing over a conflict, or explaining a mistake. Stopping to reflect on the right communication method is called “mindful communication.” That could be texting, but be mindful about it. Communication “tools” include voice, tone, appearance, and nonverbal behaviors. These resources, and those of your counterpart, may be what deliver your goal. The meaning of your communication is found in the response you get back. If it is not what you want, switch methods.

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

Education is the most powerful weapon which you can use to change the world.

~Nelson Mandela
In the Workplace...

How to Up Your Team Skills

Showing up, pitching in, being timely, and communicating well are all part of being on a team. But here are five essential roles you may not have considered.

- **Leadership.** Even if you are not the team leader, you can still practice leadership behaviors—think proactively, take initiative, and “think upstream” to prevent future problems.
- **Conflict Resolution.** Spot conflicts early and facilitate resolution.
- **“Other” Awareness Skills.** Continually sense the needs of team members (e.g., sensing others are overworked, you pitch in to share more of the load).
- **Checking In.** Disagreements happen, but personality clashes can be toxic. Check in—ask, find out whether things are “OK between us.”
- **Diversity Awareness.** Pay attention to—and grow appreciation for—the variety of skills and abilities of team members while seeking ways to best utilize them.

Blue Light—Not a Sleep Delight

Do you find yourself coming to work tired every day? Do you spend much of your time before bed using one of your electronic devices? Therein lies a problem.

Blue light from the screens on our devices like our smart phones is known to interfere with sleep. Suppression of melatonin, a naturally occurring hormone, is the reason. Melatonin helps us fall asleep and makes sleep restorative. Researchers recently demonstrated that blue light also interferes with your body’s ability to naturally reduce its temperature at night, which also enhances restorative sleep. During the night, this temperature drop hits its low at about 4 a.m. As body temperature returns to normal, you begin to awaken. Blue light inhibits this temperature drop. This in turn, causes your deep sleep period to suffer; hence, you are tired the next day. So, make an effort to limit the use of your devices at least an hour before you go to sleep and see if you awake up feeling more refreshed.

Source: [http://www.haifa.ac.il](http://www.haifa.ac.il) (search “blue light”)

“A good laugh and a long sleep are the two best cures for anything.”

~Irish Proverb
Detachment: The Decision to Let Go

Are you facing the loss of a close relationship, deciding it’s now time to let go and end the pain and conflict associated with it? You may want to consider counseling support for this journey. The challenge of ending an unhealthy or toxic relationship often includes a cycle of holding on, letting go, retrieval, and the hope of one last try, followed by an even bigger letdown. You may face grief-like reactions such as denial, anger, and depression before acceptance. Counseling can help you weather this storm, help keep you grounded, and challenge you to find the healthier path you really want. Contact UAlbany EAP for counselor referrals.

Parenting Against Fake IDs

Research shows between 12 and 32 percent of college freshmen and sophomores own fake IDs. Those with Greek membership have the highest use of fake IDs. A direct correlation exists between young adults with fake IDs and the likelihood of binge drinking and getting arrested. If you are a parent offering guidance to your student heading off to college, these tips on a firm discussion centered on disapproval may be helpful. Read the sourced information below. Links to similar studies are also there. Equip yourself with facts about the hazardous practice of purchasing a fake ID.

- Understand the laws in the state, the rules, and the penalties on the college campus where your student is attending.
- Do not think that your parental insistence against purchasing a fake ID will fall on deaf ears. Research shows that teens listen to parents more than the parents realize. They follow parental demands far more than expected, despite how it may appear.
- Follow the money. If you’re helping with expenses, you have the right to know where the money has gone.
- Don’t be afraid to keep tabs on your child. Over time, troubled kids will find other friends who don’t have so much parental involvement.
- You must be age 21 to legally drink. Don’t turn a blind eye to underage drinking.


Weight Gain and Heart Health

Modest weight gains can cause dangerous changes to the heart; whereas, modest weight loss can improve the heart’s condition, say researchers at UT Southwestern Medical Center. The study found that increasing your weight by as little as 5 percent can result in a remodeling of the heart. That’s the equivalent of a 6.5-pound gain for a 130-pound woman or about a 7.5-pound gain for a 150-pound man. Caution: Although it is important to understand the impact of weight gain on the heart, attempting to lose weight in unhealthy ways can have an even worse effect. For example, eating disorders are a known cause of heart valve damage. Talk with your physician regarding a weight loss plan. Your heart will appreciate it!

Resource for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.
September is National Recovery Month

Mental and substance use disorders affect millions of Americans. Supporting recovery strengthens our families and our communities, encourages public awareness, and helps people begin their recovery journeys. If you or someone you know is struggling, contact UAlbany EAP 518-442-5483 or call 1-800-662-HELP for treatment referrals. Visit https://recoverymonth.gov for information on prevention, treatment, and recovery support services. You can help yourself or someone you love take the first step toward recovery. Celebrate National Recovery Month, and spread the messages that prevention works, treatment is effective, and people recover.

Subtle Signs of Depression

It’s easy to dismiss dips in mood, sleep issues, or suppressed appetite. But these could be subtle symptoms of depression. People with mild depression are six times more likely to slip into major depression. So, if you notice these types of symptoms, or others like sadness and waning interest in activities lingering for a couple of weeks, see a mental health professional or your EAP Coordinator. Major depression can have long-term effects on your body, even contributing to dementia and heart problems. A short assessment takes only a few minutes, and it could help confirm or rule out the diagnosis.

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
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 undo 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.

“You gain strength, courage, and confidence by every experience in which you stop to look fear in the face.” ~ Eleanor Roosevelt (1884-1962)

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

Brenda Seckerson, EAP Coordinator
442-5483
bseckerson@albany.edu
EAP Website: 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.
"Less is More."

EAP Theme for 2017!

This month we’re exploring the idea that “less distractions mean more safety.”

Now that the new academic year has started, the campus is buzzing again. Students, faculty, and staff are busily getting used to the fall schedule. With all of that busyness, we can become distracted by our thoughts, to-do lists, and our devices—all of which can compromise our safety and that of those around us. So as you make your way through your day, keep in mind that “less distractions mean more safety” for you and everyone in your surroundings.

Here are some good safety reminders to review and share with children who are going back to school, too!

Tips from National Safety Council:

- Do not walk, talk and text.
- If you have to talk or text, move out of the way of others and to the side of the walkway.
- Do not cross or walk in the street while using an electronic device.
- Do not walk with headphones in your ears.
- Be aware of your surroundings, especially in congested areas.

Safety tips for children going back to school:

Distracted Driving...Anything that takes your attention away from driving can be a distraction. Sending a text message, talking on a cell phone, using a navigation system, and eating while driving are a few examples of distracted driving. Any of these distractions can endanger the driver and others.

Source: https://www.cdc.gov/motorvehiclesafety/distracted_driving/index.html

The AAA Foundation states “Distracted driving is a deadly behavior. Federal estimates suggest that distraction contributes to 16% of all fatal crashes, leading to around 5,000 deaths every year. Our latest research has discovered that distraction ‘latency’ lasts an average of 27 seconds, meaning that, even after drivers put down the phone or stop fiddling with the navigation system, drivers aren’t fully engaged with the driving task.”

Source: https://www.aaafoundation.org/distracted-driving

Here are safety tips for all of those roundabouts near the campus!

For pedestrians: https://www.dot.ny.gov/main/roundabouts/guide-users/pedestrians

For bicyclists: https://www.dot.ny.gov/main/roundabouts/guide-users/bike


Do you know the details of New York’s updated “Move Over” Law?

Click here to review the law.
EAP Lunchtime Wellness Program

Strategies to Support Learners with ADHD in School and at Home

Join presenter Sheri Gaylor, an Education Specialist at the Parent Network of the Capital Region, who will provide a brief overview of the characteristics of ADHD and how they impact a child's learning at home and school. She’ll discuss strategies and tools that provide support to the learner. Bring your questions!

Prior to attending, please register with the Parent Network to provide information about your child’s needs. This information will help in the development of the presentation.

Link: http://events.constantcontact.com/register/event?llr=7ktbt6cab&oeidk=a07eefezh7h140c4bef

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

Thursday, September 7

Noon—1:00 pm

Room 375
Campus Center
Budget Your Way to Happy Holidays
Smart & Savvy Holiday Spending Strategies

However you celebrate the holidays, there’s always a potential amount of stress that can go along with the excitement. We don’t want our special time with friends and loved ones to be overshadowed by a sense of never-ending “to do” list anxiety—especially when that list involves spending money. We also don’t want to find ourselves mid-winter with depleted bank accounts and/or over-extended credit cards. This program will provide tips and strategies to find that holiday balance. Join us to explore ideas that will allow you to make it through the holiday season within your budget, while still enjoying all those special moments.

Presenter: Maria DeLucia-Evans, Community Educator for Cornell University Cooperative Extension of Albany County

To register contact:
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bseckerson@albany.edu
Call 442-5483 or register online
http://www.albany.edu/eap/event_sign-up.htm

Tuesday, September 12
Noon—1:00 pm
Room 375 Campus
Growing Garlic and Other Stinky Things

Garlic (AKA the Stinking Rose) is one of the most commonly used ingredients in our food today. Master Gardener, Nancy Scott, from the Rensselaer County Cornell Cooperative Extension will discuss how to grow it, get the most of it nutritionally, and enjoy it as a culinary delight. We will also talk about growing some of garlic's relatives, such as onions, shallots and leeks.

Healthy Eating... Gardening to de-stress...

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New Date!
Wednesday, September 27
Noon—1:00 pm
110A Conference Room
School of Public Health
Health Sciences Campus
Sit and Get Fit Chair Yoga Class

Join us for this 8 week class* where we will gently breathe and stretch our way to a comfortable body and more relaxed mind. No previous yoga experience needed to gain the benefits of this centuries-old practice. All movements are done seated or standing with the chair for support. Learn techniques that you can use at your desk!

Instructor: Judi England, RN, licensed massage therapist, and professionally certified Kripalu yoga instructor. Judi has offered programs in wellness, yoga, and meditation for over 20 years in the Capital Region. Her blog “Holistic Health” has appeared in the Times Union for ten years.

Class Fee: $60.00
- Make check out to Judi England.
- Make arrangements to submit payment to EAP Office—MSC Room 200.
- Registration deadline—September 15

Comments from past class participants:

“Wonderful! The instructor is excellent—educative, patient, allowing each of us to pursue yoga as best we can without embarrassment. It provides a wonderful refuge.”

“Relaxing...an oasis...”

To register contact:
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Wednesdays*
Noon—12:45 pm
September 20—November 8, 2017
University Library Staff Lounge, Room B05

*Minimum of 10 participants needed to conduct the class.
Transcendental Meditation® Technique

Ancient meditation technology brings health benefits as indicated by evidenced based research according to American Heart Association.

The Transcendental Meditation® technique is an ancient practice that emerges from a Vedic oral tradition at the dawn of history. Over 60 years ago as an antidote to our stress-filled lives, it was reintroduced into contemporary culture by Maharishi Maheshi Yogi. Its applicability has been affirmed in hundreds of peer-reviewed, published studies.

In fact, a few years ago, The American Heart Association (AHA) concluded that the Transcendental Meditation (TM) technique lowers blood pressure and recommends that TM may be considered in clinical practice for the prevention and treatment of hypertension.*

After considering meta-analyses and the latest clinical trials on different types of meditation, the report stated that while Transcendental Meditation is recommended to lower blood pressure, there is not enough scientific evidence to recommend other meditation or relaxation techniques. Clinical trials have shown that lower blood pressure through Transcendental Meditation practice is associated with significantly lower rates of death, heart attack, and stroke.

The report also recognized that Transcendental Meditation is generally considered safe and without harmful side effects.


Article contributed by Tom Bojarski and Tim Owens

Want to learn more about TM? Join Tom and Tim for the EAP Lunchtime Wellness Program on September 26. See next page for details about this informational session.

“Meditation is a vital way to purify and quiet the mind, thus rejuvenating the body.”

~ Deepak Chopra
Ancient Technology Conquers Modern Day Stress

How can an ancient meditation technology provide relief for the rampant anxiety and stress of the 21st century? Join us as we take a look at the Transcendental Meditation® Technique (TM). Certified TM instructors Tom Bojarski and Tim Owens will answer questions like: Why do over 6 million people practice TM? How does TM work? Why does it work? How does TM differ from all other meditation techniques? Where does it come from? And how does one learn it? **NOTE:** This is an informational presentation. Presenters will not be facilitating a meditation session.

**Presenters:** **Tom Bojarski** has a doctorate in education and has taught and administered programs at the secondary, college, and university level. Most recently he was Director of Model Schools for six school districts in Southern NYS. He has made presentations in India, Taiwan, and Hong Kong.

**Tim Owens** is an alumnus of SUNY Albany where he graduated with a bachelor's in English, a master's in English, and a master's in education. He retired after teaching for 29 years in the Schenectady Public Schools. He also taught for 10 years in the Teleosis School of Homeopathy.

**To register contact:**
Brenda Seckerson, EAP Coordinator  
[bsbeckerson@albany.edu](mailto:bsbeckerson@albany.edu)  
Call 442-5483 or register online  
[http://www.albany.edu/eap/event_sign-up.htm](http://www.albany.edu/eap/event_sign-up.htm)

**Tuesday, September 26**  
Noon—1:00 pm  
Room 375  
Campus Center
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:
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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.

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

TWO SESSIONS OFFERED

Wednesday, October 11
11:45 AM—12:45 pm
OR
2:45 pm—3:45 pm
Assembly Hall
Campus Center
Looking for Reading Ideas?
Check the EAP Office Lending Library

Contributed by Seema Mathura, EAP Office Work Study Student

By improving ourselves, we get the most out of life. The human potential is limitless, so it’s impossible to reach a point of no growth. In what areas of your life do you want to focus your next growth spurt? Check out this month’s EAP book features on how to find ways to help guide you in making the changes you desire to make. These and many other books on personal growth fill the shelves in the EAP Lending Library!

Too many of us miss out on opportunities in life because we lack self-confidence. Whether it’s public speaking, taking on a leadership role, or asking someone for a date, there are situations in which we just don’t feel equipped to handle the challenges we face. In The Confidence Gap, author Dr. Russ Harris offers a solution to low self-confidence, shyness, and insecurity. Rather than trying to "get over" our fears, he says the secret is to form a new and wiser relationship with them. Paradoxically, it’s only when we stop struggling against our fearfulness that we begin to find lasting freedom from it. The Confidence Gap explains how to: transform your relationship with fear and anxiety, clarify your core values and use them as your inspiration and motivation, and use mindfulness to effectively handle negative thoughts and feelings.

In You Unstuck, Libby Gill uses cases studies, client stories from her coaching work, and brain research to help readers understand the biological basis of fears that hold them back. She shows how to reframe what she calls Riskophobia, turn off the fear voices, and circumvent ancient defense systems. By combining stress-busting relaxation techniques with small action steps, the readers’ odds for realizing their vision greatly increase in this “relax, risk, repeat” cycle. Capitalizing on her business background, coaching expertise, and a personal history of risk-taking and resilience, Gill makes complex concepts relevant and accessible through immediately applicable tools, exercises, self-tests, and questionnaires that challenge readers to change.

Based on their workshops and counseling experience, psychologists Jane B. Burka and Lenora M. Yuen offer a probing, sensitive, and at times humorous look at a problem that affects everyone. In their book, Procrastination: Why You Do it. What to Do About it, the authors identify the reasons we put off tasks, namely due to fears of failure, success, control, separation, and attachment which have their roots in our childhood and adult experiences. The authors offer a practical, tested program to overcome procrastination by achieving set goals, managing time, enlisting support, and handling stress. Burka and Yuen even provide tips on living and working with the procrastinators you may know!

Visit the Library page on the EAP website for a full list of topics, books, and DVDs/CDs that the EAP Lending Library has available. Contact EAP if you would like to borrow any materials. bseckerson@albany.edu
Stuffed Pepper Soup

**Ingredients:**

1 lb. ground beef (or vegetarian meat substitute)  
1 small onion, diced  
1 large bell pepper, diced  
1 can (29 oz.) diced tomatoes  
1 can (10 oz.) tomato soup or tomato sauce  
1 can (14 oz.) chicken, beef, or vegetarian broth  
2 cups cooked rice  
1 tbsp. sugar  
1 tsp. garlic powder  
Salt & pepper to taste  
Shredded cheddar cheese for topping

**Directions:**

- In a large pot, brown and crumble ground beef/substitute along with diced green peppers and onion over medium-high heat.
- When cooked thoroughly, drain excess grease from beef mixture.
- Put beef mixture back in pot. Add in diced tomatoes, broth and tomato soup/sauce.
- Give it all a good stir, then add in rice. Stir again.
- Stir in seasonings: sugar, garlic powder, salt & pepper (to taste).
- Cover and let soup simmer on low-medium heat for about 30 minutes to let all of the flavors blend.
- Serve with shredded cheddar cheese topping.

Source: [http://simplymadewithlove.blogspot.com/search?label=Soup](http://simplymadewithlove.blogspot.com/search?label=Soup)

Recipe research: Angela Fletcher, EAP Committee Member, UA Foundation Representative
For Those in a Supervisory/Managerial Role... Support

Need a good way to support your staff’s health and well-being? Encourage your employees to take advantage of the noontime EAP wellness program offerings when topics are of interest to them. By now we all know that it is a myth to think that not taking a lunch break and working non-stop throughout the day will ensure more work gets done. The body needs to stretch and move. The mind needs a change of scenery to help us refresh and keep on keeping on. Getting away from the work area during lunchtime (instead of eating at your desk or work station all of the time), meeting other employees, and gaining new information designed to support well-being can help to promote productivity AND boost morale. Remember that the EAP Lunchtime Wellness Programs can provide a great way to help accomplish this. And don’t forget to attend a program that you are interested in, too. EAP wellness programs are a benefit for ALL UAlbany employees!

Disclaimer: Material presented in this newsletter is intended for educational or informational purposes only. It is not intended to replace the advice of a qualified health professional.