Adjusting Your Attitude for More Success

Stanford researchers are making the case that attitude is more important than IQ. Good news: Attitude is easier to change.

Start with understanding your mindset. Either you have a mindset that is “fixed” or your mindset is “growth-oriented,” says researcher, Carol Dweck, Ph.D. A fixed mindset means you’re not very open to change or willing to adapt to it. You don’t view mistakes as opportunities or steppingstones to your success. People with a growth-oriented mindset do. (Think Thomas Edison—he kept trying hundreds of times before the bulb finally glowed.) To achieve an open mindset, embrace challenges, persist in the face of setbacks, see effort as the path to mastery, and learn from criticism. How well do you identify with these critical elements of a successful mindset?

Source: “Mindset: The New Psychology of Success,” by Carol Dweck, Ph.D.

Knowing yourself is the beginning of all wisdom.

~ Aristotle

30-Day New Year’s Resolution Checkup

Don’t give up on your New Year’s resolution. Beware of roadblocks:

(1) Is your goal specific? (e.g., I will dedicate 30 minutes daily to writing my book on organic gardening.);

(2) Can you measure progress? (e.g., “It’s been 14 days, and I have written 13 pages.”);

(3) Is your goal attainable? (e.g., There are 365 days per year to fit in 150 days of writing.);

(4) Is your goal realistic? (e.g., “I have time in the morning each day for the task.”); and

(5) Is your goal timely with a deadline? (e.g., “I will complete my goal in 12 months by writing 12 to 13 pages per month.”)

If you discovered any missing elements, create them now to renew motivation. Log your progress, and tell a friend who will hold you accountable for progress in order to ramp up your chances for success.

Source for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.
Easily Manage Difficult Customers

Difficult customers are easier to manage if you use simple typologies to understand them. **Consider these five types of customers:** Aggressive, Uncommunicative, Entitled, Know-it-all, and Complainer.

- Manage aggressive customers by remaining calm and politely offering solutions. This helps extinguish their volatility.
- Uncommunicative customers expect you to read their minds. Know your product and services, and ask questions to determine their needs.
- Entitled customers want you to see them as special. Respond to them as an attentive agent, and you’ll earn their admiration.
- Know-it-all customers enjoy thinking they are smarter than you. Don’t fight them; instead, ask permission to show them what they may not know. They feel in control this way, and they’ll praise you as a professional.
- Complaining customers have a simpler model. Gain their respect by apologizing first, then fixing the problem, and lastly explaining what happened.

Your role in handling these five typologies is the key to successful outcomes with each of them. Responding effectively takes practice, but it will allow you to work under stress, feel more in control, and enjoy your job more.

The Art of Accepting Feedback

All of us eventually receive constructive or negative feedback at work. How do you respond to it? Accepting feedback is one of the toughest soft skills to learn. It can be surprising, often unplanned, and confronts something initially outside our awareness. Even if delivered softly with a smile, constructive feedback can catch you off guard and leave you feeling vulnerable. There’s power in accepting feedback graciously because of the relief felt by the person giving it to you. This will build your positive reputation, impress managers, and help facilitate valuable relationships at work. On the other hand, reacting negatively to feedback will cause others to judge your character and maturity.

**Be a pro at accepting negative feedback:**

1. Recognize that accepting feedback is not easy;
2. Know that your assigned critic has natural trepidation about his or her role;
3. View feedback as positive encouragement meant to help you, and see it as powerful career juice that will enable you to grow;
4. Work consciously to display a positive attitude and open body language when receiving feedback; and
5. Always validate the person’s good intentions to help and encourage you by thanking him or her for it.

*Source for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.*
When Does Helping Become Enabling?

It’s tough to watch a coworker suffer with a personal problem. It’s natural to want to help, but when does helping turn to enabling? This question helped give rise to employee assistance programs to assist employees with personal problems and to offer the coworker (peer) referral as a popular route by which many clients seek help.

When should you recommend the EAP? The answer is simple: at the very beginning. You can be a friend and recommend the EAP at the same time. One does not preclude the other, and it sets the stage for two things:

(1) your friend thinking about the EAP right away; and

(2) the likelihood he or she will choose that option when you recognize the need to back away.

Omitting the mention of the EAP in the early stages of helping a friend will make it harder for you to let go and harder for him or her to choose professional help later. Remember, UAlbany EAP is on campus as a confidential resource for all University employees. Contact EAP Coordinator Brenda Seckerson at bseckerson@albany.edu or call 518-442-5183 for more information.

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

Many people will walk in and out of your life, but only true friends will leave footprints in your heart.

~ Eleanor Roosevelt

Credit: publicdomainpictures.net
Parents DO Have Influence After All

Contrary to what you might have heard, parents—not friends—are the number one influencer of teens’ behavioral choices. Monitoring teen behavior (e.g., “Where are you going, and with whom? Here’s what time you need to be back.”) reduces behavioral risk among teens. Over 75% of teen pregnancies are unplanned, and the highest rate of new HIV infections occur among young people aged 20 to 24. Research shows that when parents set rules for their kids and monitor them, sexual intercourse occurs later in life. And if teens happen to be sexually active, better parent communication influences behavior to reduce unwanted pregnancy in the future. Model good behavior, communicate, and keep an eye on what your teens do.

Find More Energy When You Come Home

If you’re flopping on the couch at the end of the day instead of tackling your to-do list, try these energizing tips:

⇒ Revive with 20 minutes of exercise.
⇒ Take a 25-minute nap. (Studies show a short snooze is perfect for improving alertness.)
⇒ Stave off afternoon blues with snacks of whole grains, fruits and vegetables, and protein. Avoid candy and chips.
⇒ Become a better night sleeper by easing into bed. Read, take a hot bath, and avoid computer screens before bedtime.

Try these four strategies over the next seven days, and see if you get more stuff done!

Do You Need a Digital Detox?

Smartphones, tablets, laptops, and computers can dominate our lives. Could you and/or your family use a “digital detox?” A digital detox is when you switch it all off—eliminate texting, posting, chatting, and snapping for an uninterrupted break. Sound good? If so, try it for a few hours at first, and the work your way up to a day or two. Begin by sharing your plan with others. Sit down with your family and design your plan to detox together! Pick a realistic time like a weekend, and prepare to feel anxious, fearful, guilty, or a little selfish. It’s part of the experience—and it might make you more determined to try it.

Source for Articles: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.
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 will either step forward into growth or you will step back into safety.”

~ Abraham Maslow, American Psychologist (1908–1970)

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.
Volatile Stock Market Making You Nervous?

The latest news of an up and down stock market might have you worrying about your retirement investments. So what are you to do? Check out this informative article on the TIAA-CREF website titled “Four things to Consider in Volatile Markets” to help put your mind at ease and to give you practical tips.

Getting Rid of the Winter Blues

We’ve been fortunate this year that the truly cold weather didn’t hit us until just a few weeks ago. But winter is here, snow or not. For some of us, it’s a tough time to deal with being cooped up inside, feeling depressed and even unmotivated. Here are a few tips to beat the blues:

⇒ Get some exercise and don’t over indulge
⇒ Meditate
⇒ Do random acts of service for others
⇒ Stick to a schedule
⇒ Get out and be around other people

Still not seeing a change? A checkup with your doctor can determine if you have Seasonal Affective Disorder (SAD) which can occur when you do not get enough daylight.

To learn more:
http://www.today.com/health/beat-winter-blues-talking-6-science-backed-tips-stay-happy-t54521
https://www.psychologytoday.com/blog/feeling-it/201601/3-definitive-ways-beat-winter-blues
Protecting Your Heart When the Snow Falls

February is the month for hearts, so let’s talk about the health of our hearts!

Winter Storm Jonas buried a large portion of the Northeast last month. Snowfalls ranged from a mere 6 inches of snow to a whopping 35 inches, according to Weather.com Winter News Report. Many were impacted by the enormous amount of snow that had to be shoveled after Storm Jonas. What does this have to do with the heart? The American Heart Association warns that the risk of a heart attack during shoveling snow may increase for some individuals. The combination of colder temperatures and physical exertion increases the workload on the heart. To help make snow removal safer for your heart, the American Heart Association has compiled a list of practical tips:

- Give yourself a break. Take frequent rest breaks during shoveling so you don’t overstress your heart. Pay attention to how your body feels during those breaks.
- Don’t eat a heavy meal prior or soon after shoveling. Eating a large meal can put an extra load on your heart.
- Use a small shovel or consider a snow thrower. The act of lifting heavy snow can raise blood pressure acutely during the lift. It is safer to lift smaller amounts more times than to lug a few huge shovels of snow. When possible, simply push the snow.
- Learn the heart attack warning signs and listen to your body, but remember this: Even if you’re not sure it’s a heart attack, have it checked out (tell a doctor about your symptoms). Minutes matter! Fast action can save lives — maybe your own. Don’t wait more than five minutes to call 9-1-1.
- Be aware of the dangers of hypothermia. Heart failure causes most deaths in hypothermia. To prevent hypothermia, dress in layers of warm clothing, which traps air between layers forming a protective insulation. Wear a hat because much of your body’s heat can be lost through your head.

Some heart attacks are sudden and intense, but most heart attacks start slowly, with mild pain or discomfort. Often people affected aren’t sure what’s wrong and wait too long before getting help. Here are signs that can mean a heart attack is happening:

- Chest discomfort. Most heart attacks involve discomfort in the center of the chest that can last more than a few minutes or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain.
- Discomfort in other areas of the upper body. Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Shortness of breath with or without chest discomfort.
- Other signs may include breaking out in a cold sweat, nausea or lightheadedness.

We haven’t bypassed the snow altogether, so it’s a great idea to pay attention to your heart health before going outside and tackling the problem of removing the snow. For more information about heart health, check out this additional website: http://www.metrohealth.org/shoveling-and-your-risk-for-heart-attack.
33rd Annual Sexuality Month at UAlbany

Workshops, discussions, exhibits, performances, films, and much more is scheduled to highlight UAlbany’s annual Sexuality Month. Coordinated by Middle Earth Peer Assistance Program and UAlbany Counseling and Psychological Services, the events celebrate diversity and creativity.

The keynote presentation, PostSecretLive presented by Frank Warren, will take place Tuesday, February 9, at 8 pm in the Campus Center Ballroom. “PostSecret creator Frank Warren introduced the world to a collection of highly-personal and artfully-decorated postcards mailed anonymously from around the world, exposing the soulful secrets we never voice. What started as a community mail art project, quickly exploded in popularity; since PostSecret's inception in 2004, Warren has received over 1,000,000 anonymous secrets on homemade postcards.” A reception and book signing will follow.

To access the full brochure of the month’s events, click here.

For more information on Post Secret, click here.

UAlbany Safe Space

Spring Semester Training Dates Announced

The mission of the University at Albany Safe Space Program is to support and empower members of the UAlbany community through education, engagement, and deliberate dialogue in order to provide an affirming and inclusive environment for all LGBT students, faculty and staff.

Safe Space Ally trainings are open to faculty, staff, and students and are held throughout the year. Faculty and staff allies who complete Safe Space I: LGBT 101 and go on to Safe Space II: Advocacy will receive a specially designed Safe Space placard to display on their office door.

To find out the more about the training and to learn the dates for the spring semester trainings, go to the Safe Space website: http://www.albany.edu/lgbt/38103.php Or, contact Courtney D’Allaird, Assistant Director, Office of Intercultural Student Engagement (OISE) Coordinator for the Gender and Sexuality Resource Center (GSRC). cdallaird@albany.edu 518- 442-5580
Studies have shown that worry can take years off of your life. Lack of sleep, for example, can be a risk factor for Alzheimer’s disease. Personal strategies for managing worry are therefore as important as diet, exercise, and not smoking. Cope with worry by taking action with the following exercises to help you gain control of the target issue.

Given the increased prevalence of violent, often deadly, incidents worldwide, it is imperative that we as the University community educate ourselves as to how to respond should a potentially dangerous situation present itself on campus. The University at Albany Police Department provides Civilian Response Training in an Active Shooter Event for all University faculty and staff. This one hour training includes proactive and reactive approaches an individual may utilize in an active shooter situation consistent with the “Run/Hide/Fight” concept endorsed by the U.S. Department of Homeland Security. By providing this education, community members will have the knowledge to respond appropriately, protect themselves, and provide assistance to emergency responders.

Requests to have the Civilian Response Training in an Active Shooter Event conducted for your department may be forwarded to:

Inspector Jennifer L. Baldwin
University at Albany Police Department
518-442-5856 or jbaldwin1@albany.edu

Have a Plan to Manage Worry

Studies have shown that worry can take years off of your life. Lack of sleep, for example, can be a risk factor for Alzheimer’s disease. Personal strategies for managing worry are therefore as important as diet, exercise, and not smoking. Cope with worry by taking action with the following exercises to help you gain control of the target issue.

♦ Talk about what’s worrying you with a significant other, spouse, partner, or a trusted friend.
♦ Get sound facts about the “what ifs” so worry does not cause your imagination to run away with you.
♦ Jot down your worries on paper so you can clearly see what they are.
♦ Consider how unrealistic each of your worries really is.
♦ Write down a strategy or intervention step for each worry.
♦ Decide on a timeline for implementing each strategy.
♦ Repeat the steps above, daily if needed, to feel relief and gain better control over your worries.

Use these skills when worries overtake you and make them a part of your life management playbook. If you continue to struggle with worry associated with past events you can’t change, contact UAlbany EAP for additional resources and referrals for seeking professional counseling.

Article Source: Frontline—Employee Wellness, Productivity & You! Frontline newsletter is courtesy of the New York State Employee Assistance Program.
EAP’s mission is to help support and maintain a healthy and productive workforce. With that mission in mind, this year we’re embarking on what we hope will be a worthwhile and fun endeavor to highlight our connection to the University and our pride in all that we as employees contribute to make UAlbany a unique place to work.

How does this project work?

♦ Each month during the academic year we are asking a question or inviting you to reflect on some aspect of your connection to UAlbany, your workplace. We’re using the EAP E-News as a means of sharing some of the comments (and even photos!) that are submitted.

♦ By providing your submissions, you are giving EAP permission to publish your answers, including provided photos. Please note that all responses may not be published in the EAP ENews due to space considerations; however, additional comments/photos may be posted to the EAP website for viewing.

EAP is excited to facilitate this endeavor and provide an opportunity to ENGAGE YOU in this ongoing conversation about your connection to UAlbany—where we all work together to keep the University thriving!

Responses to January’s “engaging” question:
What is your wish for the UAlbany workplace and university community in 2016?

My wish is that the University would take action to improve the staffing situation on campus. Currently, many secretarial positions and other CSEA positions cannot be filled because very few applicants are applying or are eligible to apply. A big reason for this is that NYS Civil Service only offers the Secretary 1 exam every four years. The next exam isn’t offered until the fall of 2017. My wish is that rather than just have “business as usual” and state that “there is nothing that can be done,” that we find a creative solution so that positions could be filled with qualified people. In addition, because of the staffing shortage is across the University, my hope is that a more efficient system is put in place to have qualified, trained temps work throughout the University. It would be wonderful if each individual department/unit didn’t have to hire and train the temps since departments are already working with limited resources. So, my BIG wish for 2016 is for us to work together to find solutions to create improved working conditions to help the University run even more efficiently.

~ A concerned employee looking to work collaboratively with the University and Civil Service.

See the next page for additional January submissions and discover February’s topic!
January responses continued ...
What is your wish for the UAlbany workplace and university community in 2016?

~ A UAlbany Employee Wishing for Peace

February's Topic...
Give a “shout out” about the work you do on campus!
Share an interesting or unique aspect of your department, unit, or college that other employees might not know about.

To submit your response, click on the “Questions and Comments” icon on the EAP website or click here to share your comment. Then be sure to read the March edition of the EAP ENews to learn what other UAlbany faculty and staff contributed!
As a University employee, what do you know about the history of UAlbany? The EAP Committee members invite you to check out this section of the EAP ENews throughout 2016 to discover historical and fun facts about the University. So, test your knowledge each month to see how much you know about UAlbany, this place where you work!

Ever wonder what that statue in the icon of UAlbany’s logo is? Since the University at Albany’s beginnings, Minerva, the Roman goddess of wisdom, has been the institution’s enduring symbol. The figure of Minerva and the Latin motto, *Sapientia et sua et docendi causa* (“Wisdom, both for its own sake and for the sake of teaching.”) have appeared on the University seal since about 1913. Today, Minerva, wearing her distinctive helmet, continues to symbolize the University’s proud past and long-standing reputation for educational excellence.

Here are some fun facts on Minerva that can be found on the UAlbany website: [http://www.albany.edu/about/about_history_minerva.php](http://www.albany.edu/about/about_history_minerva.php).

- UAlbany’s seven-foot-plus white plaster statue of Minerva was purchased in 1888.
- While there is no official record of where she came from, remembrances have it that the statue was purchased with funds from a $1 student fee collected for make-up exams.
- The Minerva statue was originally located at 88 Willett St. in Albany when the University was the New York State Normal College. In 1906, when a devastating fire broke out in the college’s administrative offices, a brave custodian, Charles Wurtham, rescued the statue from the burning building.
- Minerva assumed her new home in the rotunda of Draper Hall when UAlbany was the New York State College for Teachers. For more than six decades she was a popular meeting place for students. "Meetcha at Minnie" was a favorite phrase and her photograph appeared frequently in UAlbany yearbooks.
- In January 1962, UAlbany’s Minerva achieved national fame when she was pictured on the cover of an issue of the *Saturday Review*, which included an article about the teacher’s college.
- In 1966, as a gift to the University, the senior Class of 1967 moved the statue from the downtown campus to the new main campus and paid for her refurbishment. The class named themselves the "Guardians of Minerva."
- In 1987 Minerva was rededicated and today graces the lobby of the Science Library.

So next time you are in the Science Library, stop by to say hi to Minerva!
Affordable Asset Protection: The New York State Partnership for Long-Term Care

The New York State Partnership for Long-Term Care (NYSPLTC) is designed to assist the residents of New York in planning for the cost of long-term care by combining private long-term care insurance with Medicaid Extended Coverage. This unique program, housed within the Department of Health, allows New Yorkers to pay for their long-term care without having to “spend down” their assets, depending on the insurance plan purchased.

We’ll discuss the following:

- Explanation of the NYSPLTC and Medicaid Extended Coverage
- How to protect your assets with a Partnership plan
- The types of plans available

Presenters: Patrick Breen and Courtney Karl, NYSPLTC Program Staff

Wednesday, February 24
12:00 — 1:00 pm
Room 375, Campus Center

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

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

Check made out to Judi England and due upon registration. Send to EAP Office, MSC Room 200

**NOTE:** Minimum of 10 participants need to conduct the class.

**To Register Contact:**

Brenda Seckerson, EAP Coordinator
bseckerson@albany.edu
442-5483

*No class on Feb. 24 & March 16

**Wednesdays**
12:00–12:45 pm
February 3–April 6*

University Library
Staff Lounge, Room B05

*HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM*
Crocheting for Relaxation and Fun!

Crocheting has many benefits – it can be used to reduce stress and keep you healthy. You can also use it to build community and do good for others. Join April Mead and Eirinn Norrie, both from Undergraduate Admissions, to learn how to crochet*. If you already know how to do the basics, you can join us to learn a new skill – granny squares! We welcome beginner and advanced crocheters – together we will create a crochet community within UAlbany!

**Wednesday, February 10**

**12:00 — 1:00 pm**

**Room 375, Campus Center**

**To Register Contact:**
Brenda Seckerson, EAP Coordinator

bseckerson@albany.edu

CALL 442-5483 OR REGISTER ONLINE

*NOTE: Please bring a skein of yarn and a crochet hook. Contact April Mead for materials information.

amead@albany.edu

HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM
Art Break

It's time for the spring semester 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 learning about the UAlbany campus! Join us as University Museum Director Janet Riker takes us on a tour of the current exhibits.

- Race, Love, and Labor: New Work from the Center for Photography at Woodstock’s Artist-in-Residency Program
- Keltie Ferris: Body Prints and Paintings
- Gerard & Kelly: Performance Documents

For more information about the exhibits, go to: http://www.albany.edu/museum/index.shtml

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

University Art Museum
Tuesday, March 8
12:00 - 12:45 pm
Tour Guide: Janet Riker, Museum Director
February has begun—the month we associate with love. Sometimes, though, relationships go awry and can cause stress and insecurities to arise. In order to make this month of love a little less stressful and a little more blissful, visit the EAP library to peruse the collection of books focused on helping with relationship issues.

Here are some featured books this month to consider borrowing from the EAP Lending Library:

**Do you find yourself at wit’s end with all the relationships and connections you have to the people in your life?** If so, check out *The Relationship Cure: A 5 Step Guide to Strengthening Your Marriage, Family, and Friendships* by John M. Gottman, Ph.D. Dr. John Gottman introduces a 5-step program, based on twenty years of innovative research, designed to greatly improving all of the relationships in your life - with spouses and lovers, children, siblings and even colleagues at work. The program reveals the key elements of healthy relationships, emphasizes the importance of an emotional connection, and provides empowering tools for improving the way you respond in your various relationships.

**Do you ever feel that if you let yourself feel intimacy you will be overtaken by a powerless sense of vulnerability?** Check out *Struggle for Intimacy* by Janet Geringer Woitiz, Ed.D. Geringer outlines healthy intimacy skills designed to help you create the honest and loving relationships that you deserve. Readers can become aware of misunderstandings that can sabotage relationships, know the questions to ask to determine if you and your partner have a long-term future ahead together, and identify family myths that make you wonder if having a healthy, intimate relationship is possible.

Written by two experienced lesbian therapists, D. Merilee Clunis and G. Dorsey Green, *Lesbian Couples: A Guide to Creating Healthy Relationships*, covers a range of topics: commitment ceremonies and marriage, living arrangements, work, money, togetherness and separate identities, coming out to family and friends, resolving conflicts, and understanding each other. The book pays special attention to differences of race, class, age, physical ability, and addresses the issues raised when one or both partners are recovering from alcohol, substance, or sexual abuse. Described as being “thoroughly readable and extremely helpful,” *Lesbian Couples* can be a great resource for couples looking to build a strong, loving relationship.

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

**Safety Corner**

**Distracted? Don't Drive**

We've seen warnings, reports and videos about how cell phone use and other distractions while driving can lead to deadly results; yet every day we are bombarded with distractions. What can you do?

- Keep all devices turned off while driving. If you are waiting for a call or text, pull off the road in a safe location and check.
- Adjust seats, mirrors, climate control and other accessories before driving.
- Connect GPS and plan your route before you head out on the road.
- Secure loose items such as a purse, bags, toys and balls so they don't tumble or roll around while you are driving.
- **Stay fully focused on the road.** Driving is not the time to carry on serious conversations with others in the car.

**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.