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 inspiring 2019-2020 academic year. Here’s to unleashing greatness!

“The beginning is the most important part of the work.” – Plato

Stop Stressing Out About Stress

With all the talk about stress and stress management, it’s important to know that much of the stress we experience is not harmful and serves us in many ways. For instance, the stress you feel when starting a new job helps you remain focused so you can do your best. This good stress is also called “eustress,” a term coined by Hans Selye, the father of stress theory. Stop stressing about stress. The type of stress to be watchful for is “chronic stress.” Chronic stress (ongoing stress experiences that do not let up) can be physically harmful. What it feels like: You have little control over how much stress you feel, how long the stress lasts, and when you’ll next experience it. Caregivers are highly prone to chronic stress. If you experience chronic stress, try to figure out how you will intervene to control it. If you need help with this, contact Brenda Seckerson, UAlbany EAP Coordinator, for resources and support.

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

Conquer the Creativity Block

When you’re out of ideas, short on inspiration and completely stuck, don’t panic. Use these strategies to get your creativity flowing again.

- Set a timer for 10 to 30 minutes. During this time, work nonstop on a task related to your project without editing, fixing mistakes, or judging your work. You might use this time to write, draw, brainstorm ideas, or do research. Sometimes forcing yourself to work steadily can help you break
- Seek inspiration around you. Look through photos, websites, or magazines. Visit a museum, park, busy neighborhood, or an art gallery. Talk with someone whose ideas you admire. Study shapes in the clouds outside your window.
- Change gears. Switch tasks, get a healthy snack, or clean your workspace. You may find you can return with a clear head.
- Go easy on yourself. A temporary lack of ideas or direction is part of the creative process. It will pass.

“Nothing is particularly hard if you divide it into small jobs.” ~ Henry Ford

Failure Isn’t Forever

Failure feels bad, so your natural instinct is to avoid it at all costs. However, setbacks can be important stepping-stones toward success. Major goals are often reached only after you experience and learn from failures and adversities. To reverse setbacks try the following:

- Accept negative feelings. It is normal to feel angry, hurt, disappointed, and frustrated by mistakes. Cope with those feelings as a way to process the experience; then, move on.
- Seek to understand, not to place blame. Look at failure from every angle, and be realistic about the role you played. Asking for feedback from others
- Don’t internalize failure. Just because you failed doesn’t mean you are a failure. Instead, choose to emerge from the experience smarter and more experienced.
- Try again. Keep challenging yourself and expanding your skills. Learn from your mistakes and just try not to repeat them.

Source: Personal Best, a registered trademark of Ebix. (August 2019) TP Top Performance
Fight the Stigma of Mental Illness in the Workplace

The stigma of mental illness in the workplace contributes to denial and avoidance of treatment. Some studies have shown stigma contributing to the delay of treatment for up to eight years! That’s a lot of needless suffering. Since 25% of employees will eventually have a mental health diagnosis, fighting stigma is crucial. To fight for change, take two powerful steps:

♦ Talk about mental wellness just as you would physical wellness.
♦ Just as you know to avoid derogatory terms for physical disabilities, also discourage language (crazy, nut-case, whacked-out, etc.) historically associated with mental illness.

Social Media Protocol

Your social media activity and presence offer a personal glimpse into many areas of your life that otherwise might or should remain private. For example, your employer or coworkers—or future ones—have potential access to your online photos, blogs, and social media posts, which could affect others’ opinion of you as a worker. Be cautious about:

WHAT you post — Realize that nothing online is truly private, and that everything you post never goes away entirely even if you delete it. Don’t post anything you wouldn’t want people at work to see or read.

WHEN you post — Posting to social media during work hours raises questions about how well you are fulfilling your responsibilities. Be careful when posting from a conference, a client’s office, or an off-site event. Remember that you are still representing your job and your company even though you aren’t on the premises.

HOW you use social media — Never complain about coworkers or your boss, reveal sensitive corporate information, rant about your job, or talk about details of coworkers’ personal lives.

Remember, your social media activity reflects who you are professionally and personally.

Trying to unplug from too much tech?

You’re not alone. In the U.S. 77% of adults own smart devices. And nearly one-quarter say they are “almost constantly” online, according to Pew Research 2018 polls. However, there’s a fine line between usefulness and distraction. Remember that life’s most valuable moments usually happen when you’re away from the screen.

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

First Signs of Teen Drug Use

School has started. Will your youngster someday be influenced to experiment with illicit drugs? How could you possibly know? Is there a common first telltale sign? Unfortunately, the fact is that unsuspecting parents may never know. However, the first sign that is usually observed is a sudden change of friends with whom parents or guardians are not familiar or of whom they do not approve. The most powerful and too often unused tool for parents to prevent illicit drug use is communication. Research shows it is dreaded and seldom used by parents, or if used at all, it’s a one-shot thing. Best advice: Have the talk, and keep talking.

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

Protect Your Child’s Identity at School

Let’s face it, at the beginning of the school year, parents have homework, too — filling out all of those school forms. Those forms often contain personal and sensitive information. So, how can you protect that information?

- Know your rights. The Federal Educational Rights and Privacy Act (FERPA) protects the privacy of student records and requires schools to notify parents and guardians about school directories, meaning you can opt out of sharing contact information.
- Store your child’s Social Security card in a secure, locked location. Don’t carry it with you.
- Teach your children to limit what they share online. Tell them to never post their full name, address or full date of birth. Learn more at consumer.ftc.gov/sites/www.consumer.ftc.gov/files/netcetera_2018.pdf.
- Explain why it’s important to use strong passwords on smartphones, tablets, and laptops.
- Shred all documents containing personal information instead of tossing them.
- Check to see if your child has a credit report near your child’s 16th birthday. Now is the time to correct any errors.

Source: Personal Best, a registered trademark of Ebix. (August 2019) TS Top Safety.
Why You Should Care About Blue Light

Our cell phones, tablets, and laptops emit blue light that may suppress melatonin, the body’s sleep-inducing hormone—particularly when used close to bedtime.

Fluorescent and LED lightbulbs, as well as televisions, also give off blue light to a lesser degree. Mobile device light is more concerning as it affects the circadian systems beyond night and bedtime—popular viewing times—extending into the following morning. Short-wave blue light is also absorbed by the retina, potentially leading to eyestrain and eye damage as well as sleep problems.

To reduce your blue light exposure:
- Don’t use your devices two to three hours before going to sleep.
- Don’t use electronics in a dark room or in bed.
- Don’t use LED or fluorescent night lights.
- If you use electronic devices at night, research special glasses that screen blue light.
- Try dimming the brightness of your devices, or research programs that filter short-wavelength light in the evening.

Source: Personal Best, a registered trademark of Ebix. (September 2019) TP Top Performance

Make Your Bed: It’s a Great Way to Start Your Day!

Want to feel a sense of accomplishment before you leave the house for work? Then make your bed! Here are a few reasons from Good Housekeeping article titled “6 Reasons You Should Make Your Bed Every Day” by Lauren Piro (Sept. 30, 2014)* why completing this simple task is useful for several reasons.

- It helps keep things clean. It won’t completely keep dust away, but can minimize the area where dust can collect. If you have pets, it helps lessen pet mess and keeps it to the top layer of your bedding and away from your sheets and pillows.
- You’ll start your day on the right foot. Even if you don’t make your bed immediately after getting up, doing so before you leave the house can give you a feeling of accomplishment.
- It could help you adopt other everyday habits. Completing this daily chore might help to kick-start other daily habits around your home and contribute to a sense of well-being and productivity.
- You might get a better night’s sleep. A National Sleep Foundation poll reported that survey participants who regularly made their beds were more likely to get a better night’s sleep. Bedroom environment which includes cleanliness is an important aspect of good sleep hygiene.
- For another perspective on the benefits of making your bed each day, check out this short clip from Admiral William H. McRaven’s University at Texas at Austin’s 2014 commencement address.

*Source: https://www.goodhousekeeping.com/home/cleaning/tips/a25816/reasons-to-make-your-bed/
Do you receive EAP announcements throughout the month?

If not, would you like to?

Over the next few months, the EAP Office will be updating its email list. Three to four times during the month—between the deliveries of the monthly EAP ENews to your inbox—EAP sends out announcements that contain such things as wellness tips, community resources, EAP program registration information, and inspirational quotes. If you do NOT receive these emails and would like to, please register to have your name added to the EAP email list by contacting EAP Coordinator, Brenda Seckerson at: bseckerson@albany.edu

Take advantage of your EAP benefit and keep informed about ways to be healthy and productive!

WellNYS Everyday Monthly Challenges

Want a way to help you stay focused on your healthy behaviors each day of the week? Participate in the WellNYS Everyday Monthly Challenges sponsored by New York State EAP. This self-paced program completed on an honor system provides you with a different challenge at the beginning of each month. Tracking your progress makes it easier to meet your goals! To learn more and to register to participate, go to: https://wellnys.goer.ny.gov/

Don’t Let Campus Parking Prevent You From Using Your EAP Benefit

Attention UAlbany and Research Foundation employees who do not need to purchase a faculty/staff parking decal because their work location is not on the Uptown and/or Downtown campuses: Here are some options for free transportation and free parking on campus to enable you to use your EAP benefit.

♦ When registering for an EAP program, mention that you need to access visitor parking on campus. EAP will be able to sponsor parking at the Collins Circle visitor lot. At least a two-day notice is needed to secure this visitor parking option.

♦ Use your UAlbany ID to ride one of the CDTA buses for FREE to get to campus. http://www.albany.edu/pmts/mass_transit.php

♦ Use your UAlbany ID to ride one of the campus shuttles.
Are you finding yourself struggling with any of the following?

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

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

“**We may encounter many defeats but we must not be defeated.**”  
~ Maya Angelou

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

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

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

**Early intervention is the key! Contact EAP.**
Find out by taking this 5-question quiz.

1. Your emergency supply kit should have enough materials to sustain your household:
   a. For the next 8 hours.
   b. For at least 3 days.
   c. Until you get to shelter.
   d. For 24 hours.

2. Your family’s emergency plan contact should be:
   a. A friend who lives in the same town.
   b. A relative who lives in the same town.
   c. Your next-door neighbors.
   d. A designated contact who lives in another state.

3. Be sure to financially prepare for an emergency by:
   a. Hiding your money under your mattress for quick access.
   b. Creating an Emergency Financial First Aid Kit (EFFAK) and keeping cash in small bills on you at all times.
   c. Making sure you have an ATM card and withdrawing all of your money as soon as disaster hits.
   d. Creating a checklist of where you hide your cash.

4. Your emergency supply kit should have this amount of water for each person in the family:
   a. A gallon a day for each person for 3 days.
   b. Two small bottles a day for each person for 2 days.
   c. A gallon a day for each family of 4.
   d. None of the above.

5. An emergency communication plan should contain these 3 things:
   a. Where to go, what to do and where to reconnect.
   b. What to do, what valuables to grab and your vehicle’s make and year.
   c. All contact information for friends, your vehicle’s make and year and your ATM pin.
   d. Where to find the best food trucks, your Wi-Fi password and your aunt’s maiden name.

Note: To create an emergency plan kit and a preparedness plan for your family, https://www.ready.gov/make-a-plan

Source: Personal Best, a registered trademark of Ebix. (September 2019) TS Top Safety.
The University Health Center has invited a pharmacy to come to campus to provide student, faculty, and staff with flu vaccinations. Most insurance is accepted!

For questions, contact the Health Center. (518) 442-5454

Monday, September 16, 2019 – 1:00 pm to 4:00 pm
Uptown Campus at Campus Center
The “BEAN” (outside Starbucks)

Monday, September 23, 2019 – 1:00 pm to 4:00 pm
Uptown Campus at SEFCU Arena

Thursday, September 26, 2019 – 11:00 am to 2:00 pm
Health Sciences Campus at George Education Auditorium

Monday, October 7, 2019 – 11:00 am to 2:00 pm
Downtown Campus at Rudolf Room (Husted 110)

Thursday, October 10, 2019 – 1:00 to 4:00 pm
Uptown Campus at Campus Center
The “BEAN” (outside Starbucks)
How to Feel Better Without Nicotine

As soon as you quit you are turning your health around. Many health problems related to tobacco use begin to weaken. A few days into your withdrawal from nicotine, the nervousness, irritation, stress, and sleep problems should back off. In their place you’ll enjoy more energy and better breathing. Your complexion will improve and so will your outlook.

One reason quitting tobacco is hard is that you just feel crummy at first. That’s partly the result of purging the nicotine from your system—the worst feelings will be gone within a couple of weeks. You can gain physical and emotional vitality in simple ways. The key is to do something for the pure pleasure of it.

Indulge in healthy pleasures!
- Spend time with people who make you laugh.
- Listen to music.
- Turn on your creativity.
- Focus on fun.
- Fit in a few minutes of quiet time.

Source: Personal Best®, a registered trademark of Ebix Inc. (2017)

Breathe Easy...

Quit/Craving Kits Available from EAP

If you are quitting smoking or trying to limit the amount of cigarettes each day, contact EAP to receive a “Quit/Craving Kit” to support your efforts. NOTE: The kits do not contain nicotine replacement therapies (NRT); however, they do contain other helpful items and information to make those cravings subside.

bseckerson@albany.edu  518.442.5483

Living Without Tobacco - A New Lease on Life
Preserving Memories: Brain Health

Preserving memories and protecting our brain is something that all of us can do. We’ll talk about the risk factors and protective factors that impact your memory and brain. Caring for the most important part of the human body contributes to living healthy, aging well, and improving your quality of life. If you know someone who may have memory loss, tips and strategies will also be provided to help create meaningful interactions.

**Presenter:** Mary Moller MSW, CAS, Program Specialist from the Center of Excellence for Alzheimer’s Disease (CEAD) at the Alzheimer’s Center at Albany Medical Center

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**To Register:**
Brenda Seckerson  
EAP Coordinator  
[bseckerson@albany.edu](mailto:bseckerson@albany.edu)  
518.442.5483  
Or register online:  
[HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM](http://www.albany.edu/eap/event_sign-up.htm)
Lunchtime Wellness Program

Cooking Demonstration
Learn to cook 5 nutritious dishes using a microwave!

A nutrition presentation by Donna Duffy, MS RDN CDN
UAlbany Dining’s campus dietitian and nutritionist

Thursday, 9/19, 12-1pm
Assembly Hall, Campus Center

For more information, contact:
Brenda Seckerson
bseckerson@albany.edu  or 518-442-5483

albany.edu/eap/event_sign-up.htm
Halfway There: A Retirement Checkup*

Help make sure your retirement is ready when you are.

Halfway? Already? Retirement has a way of creeping up on people. Before you know it, you’ll be depending on all the money you saved and invested. But there’s still time.

It may be time to give your retirement savings a checkup. TIAA’s workshop leader will provide information to help you determine where you need to be in your retirement savings and how to get back on track if you’re behind.

✦ Find out how much you should be saving.  
✦ Discover different investment vehicles and how they can work together to help you reach your retirement goals.  
✦ Learn what’s competing for your retirement savings.

**NOTE:** You don’t need to have a TIAA account to attend this program.

**Presenter:** Darryl Fiasconaro, Financial Consultant, TIAA Financial Solutions

**To Register:**  
Brenda Seckerson  
EAP Coordinator  

bseckerson@albany.edu  
518.442.5483  
Or register online:  
HTTP://WWW.ALBANY.EDU/EAP/EVENT_SIGN-UP.HTM

**Wednesday, October 2**  
Noon—1:00 PM  
Room 375  
Campus Center
Grant for income eligible student parents now available...

SUNY Early Care and Education centers provide quality care for over 5,000 children at 47 centers across the state. These centers are located on both state-operated campuses and at the community colleges. SUNY also has one child care referral program.

All SUNY centers are licensed by the NYS Office of Children & Family Services (with the exception of one center licensed by the NYC Department of Health and Mental Hygiene). 90% of SUNY childcare centers are accredited by the National Association for the Education of Young Children, the nation's highest standard of quality for early care and education programs or rated by QUALITYstarsNY.

About the Block Grant

Each SUNY Early Care and Education center is a not-for-profit entity with a relationship and contract with the campus they serve. All SUNY childcare centers serve student parents and state employees and staff. Many also serve community members. Schedules vary by campus.

New York State provides funding for SUNY childcare centers through the Operating Grant and the Child Care & Development Block Grant. Operating grant funds are used for center operating costs, including salaries, supplies, equipment and meals for children. The Child Care & Development Block Grant provides childcare tuition subsidies for children of income-eligible SUNY students.

The Block Grant is funded by the Office of Children and Family Services. It supports low-income student parents while they attend classes and obtain a degree. The Block Grant provides childcare subsidies to income eligible student parents who are New York State residents attending a SUNY college and utilizing a SUNY Early Care and Education Center. Full time students, part time students and on line students are eligible with seated full time students receiving priority. The Director at each center is responsible for enrollment and approval. Parents must verify income and work status with the Center Director. For more information contact the center or Maureen Maillard, Coordinator of Child Care and Related Services at Maureen.Maillard@suny.edu

Providing a Vital Service

SUNY childcare centers provide a vital service for the campus and community in providing care for children of students, faculty, staff and community members. Of the 5,000 children served, approximately one-third are children of student parents, one-third children of faculty and staff and one-third children from the community. SUNY childcare centers allow parents to attend school and work while providing solid foundation of care and education for young children.
Community Resource...

If someone in your life has a mental health challenge...

You owe it to yourself and to them to educate yourself about their condition. Learn how to effectively cope, communicate, advocate for them and live healthier with your loved one.

Register for a FREE 12 week Family-to-Family Course
EVEry MONday, September 30-DecemBer 16, 2019
6:00pm-8:30pm
Church of Jesus Christ of Latter-day Saints,
420 New Scotland Ave. Albany, NY 12208

To register contact:
Jeff Kellert at jmk82652@aol.com/ 518-527-5669
Bonnie Nasca at bonnienasca@hotmail.com/ 518-669-0456
namicapitalregionny@gmail.com/ 518-588-6949

Presented by:

About NAMI
NAMI, the National Alliance on Mental Illness, is the nation’s largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness. NAMI Rensselaer County is an affiliate of NAMI-NYS. NAMI Rensselaer County and dedicated volunteer members and leaders work tirelessly to raise awareness and provide essential education, advocacy and support group programs for people in our community living with mental illness and their loved ones.

“You were born with potential. You were born with goodness and trust. You were born with ideals and dreams. You were born with greatness. You were born with wings. You are not meant for crawling, so don’t. You have wings. Learn to use them and fly.”

~Rumi
The UAlbany Confucius Institute will be sponsoring a free Taiji and Martial Arts Class on campus during the fall semester. Classes will run for 12 weeks on Thursdays from September 5—November 21, 2019.

Coach: Master Lucas Geller
Class location: Studio West, 1st Floor, Campus Center Expansion

For more detail and registration, go to: https://bit.ly/2ZnisJT
For questions, contact Emily Jie Wang: ejwang@albany.edu
Walk regular routes from the opposite way and see if you notice anything new.

Break up longer walks with 10 lunges, jumping jacks, crunches or squats.

Add rhythm by walking to your favorite songs on your mp3 player (but keep the volume low and your eyes and ears open for safety).

Pick up the pace at regular intervals with 2-3 minutes of faster walking.

Incorporate strength training: use light hand weights with your doc’s OK.

Find a fellow walker farther ahead and aim to pass.

Set out to break a record every month and do it!

Find a new place to walk once a month.

Add hills or take the stairs whenever possible.

Celebrate your progress: Track your steps, distance and time walked in a journal.

Get More from Your Walking Workouts

Source: Personal Best®, a registered trademark of Ebix Inc. Printed with permission.
Many Benefits of Teaching Kids to Cook

Have fun, promote healthy eating, bond as a family, and boost kids’ self-esteem by exploring what “Kids Cook Monday” is all about. This is a family and social engagement idea that helps children learn important life skills, safety skills, patience, and the satisfaction of serving others by preparing and cooking a family meal. With regular family cooking get-togethers, children learn about recipes, counting, mixing, math, science, measuring, and even how to make adjustments and substitutions and cope with disappointment if things don’t work out quite as planned. Studies show that children who learn to cook are more likely as adults to eat healthier and be less obese while having less stress, better grades, and numerous other payoffs. Learn more about Kids Cook Monday by going to: https://www.thekidscookmonday.org/. Then, get ready to add a new dimension to family bonding and fun to your week!

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