

Feel free to share.

February 2010

Quote of the Month

If I had an hour to solve a problem and my life depended on the solution, I would spend the first 55 minutes determining the proper question to ask, for once I know the proper question, I could solve the problem in less than 5 minutes.

- Albert Einstein

Think about the questions you need to ask yourself ("What am I destined to leave as a legacy for the life I've been given? What's important in regard to my family? What could a good department do to be even better? What's possible here?")

HRA Work/Life Events/Programs/Activities

Adoption: Hear From Those Who've Done It

A panel of adoptive parents representing various types of adoption (international, from foster care, domestic, infant/older child, biracial, etc.) and an adoptee will be on hand Wednesday, March 10th 12:05-12:55 in University Library Lilly Auditorium to share what they think are the important things to consider when you're thinking about adoption and to answer YOUR questions. A few licensed adoption agencies who are members of IAAU will also be present, in a separate exhibitor area, to share resources.

Staff, faculty and students are invited to this FREE workshop. Register at <https://www.cln.iupui.edu/apps/catalog/index.asp?site=HR> – scroll down to Work/Life in left menu, click on "Adoption: Hear From Parents Who've Done It" in right menu that pops up, click on Sections & Registration tab in bottom left area and follow the prompts from there. Questions? Call Maggie at 274-5466.

21st Century Management/Leadership Cues

Create a Culture that Supports Employees

If you recognize the wonderful asset that your employees are, then you probably also understand the importance of supporting those employees' best efforts. Here are some ways to build a culture that does that: (1) Inspire employees by laying out a CLEAR vision of what your organization wants to achieve (2) Be transparent in your communications so that your employees grow to trust you (3) Encourage employee initiative by asking for input on problems, planning and ways to improve and by praising (not punishing) people who ask questions (even about those "sacred cows"), offer new ideas or try new ways of doing things (even if they weren't successful) (4) Help employees overcome roadblocks (5) Try a pilot of a new idea before just rejecting it (6) Encourage participation in career development opportunities (great for knowledge

building and all-important networking) and help interested employees develop a career roadmap and (7) Reinforce best efforts with rewards and recognition.

Source: *Leading for Results*, December 2009 articles “Create a Culture that Supports Employees’ Best Efforts” from Management Issues Web site; “Analyze Errors to Avoid Squelching Creativity” from Economic Times Web site; “Help Employees to Develop by Analyzing What They Need,” from *Team Building* by Robert B. Maddux and “Are You the Deterrent to your Staff’s Innovative Ideas?” from the *Business Journal*.

Work/Life Partner Activities & Information of Interest

Work/Life programming is about wellness, career/personal enrichment, dependent care, education on things that affect your personal life (finances, home maintenance, legal issues, etc.), information for families/singles, ideas for better balancing your work and life and more. In a nutshell, it's about providing information that you, as a whole person need/want. Since HRA's Work/Life office cannot meet all these needs, we are happy to let you know of work/life-related opportunities that other organizations on and off campus are offering, along with other general information.

Health, Wellness & Safety

Midday Workout Groove

In this Tuesday, February 9, Noon to 1:00 African Dance Workout class in Campus Center 409, you will learn traditional West African dance movement, connect with the drum rhythm and gain knowledge of African cultural aspects related to dance. It will be a great multisensory, aerobic workout. FMI, visit http://events.iupui.edu/event/?event_id=2212 . Sponsored by Campus and Community Life and Alpha Phi Alpha.

Generalized Anxiety Disorder

Worry and anxiety are normal, and moderate amounts may even be motivational. Excessive, persistent, unrealistic anxiety, on the other hand, can sap your energy, affect your ability to focus and remember things and may lead to physical and emotional problems. The good news is that there are treatment options. To learn more about GAD and other types of anxiety disorders, visit <http://www.adaa.org/understanding-anxiety/generalized-anxiety-disorder-gad> . You might also visit <http://www.nimh.nih.gov/health/topics/anxiety-disorders/index.shtml> .

Celebrate Laughter Week

Laughter, as they say, “is the best medicine,” so while Laughter Week is February 8-14 (though some also list it in May, others in July), here are some things you can do any time of the year to give yourself a few laughs: read a joke book or other type of funny book, get a calendar that offers you something funny to read each day, watch at least two funny TV shows or movies each week (DVDs of The Three Stooges, I Love Lucy, Red Skelton, the Marx Brothers and others are classics and some can be borrowed from the library), play charades, have a who-can-make-the-funniest-face contest, cut out and post cartoons/photos that make you laugh, etc.

Mid-day Mindfulness

The Student Wellness Coalition is sponsoring Mid-day Mindfulness: Meditation/Stress Reduction techniques each Tuesday from 12:10 – 12:50 pm in the Campus Center Board Room, room 406. Various techniques of meditation and stress reduction/relaxation will be shared. Some techniques come from various faith traditions and some have been developed by individuals and organizations. No particular technique is endorsed by the Student Wellness Coalition nor IUPUI. The intent is for individuals to experiment with multiple techniques and determine which one/s is/are best suited for you. Some of the techniques that have been or will be covered include: guided imagery, kaballah, Buddhist meditation, centering prayer, biofeedback and many more. For more information, or if you are interested in sharing a meditation or stress reduction technique, contact Nancy Barton at nbarton@iupui.edu or Michelle Verduzco verduzco@iupui.edu or visit <http://www.iupui.edu/~indyhper/news/student-wellness.html>.

Weight Watchers on Campus

Call Kathy (4-1485) if you are interested in joining a Weight Watchers group on campus and which day works best for you during the lunch hour. She can tell you the cost.

Body Image and Eating Attitude Screening

IUPUI Counseling and Psychological Services (CAPS) offers this screening opportunity on Tuesday, February 9, 10 – 4:00 in Campus Center room 148.

Personal/Home/Family/Financial Life

Get Organized: A Quick Tip

Each day, take a basket and walk around your house. Put anything that doesn't belong in a given room into the basket for return to where it does belong. If you have children who are old enough to put their own things away, teach them good habits/life skills by giving each a basket each morning and asking each to go around and pick up HIS/HER items and put them away. Same technique could apply to spouses. Some parents charge a fee for the return of an item that should have been put away by the owner and wasn't.

Art Classes at Herron

Register for Herron's 10-week Saturday School program or sign up for Tuesday Evening Adult Classes. Saturday School offers quality art instruction to youth, teens, and adults in the areas of painting, drawing, sculpture, ceramics, screen printing, photography and more. Spring semester starts January 30th. Tuesday Night Adult Classes in oil painting or drawing meet ten Tuesdays, 6:00 p.m. - 9:00 p.m., starting February 2nd. Enroll today, for information call 278-9404 or visit <http://www.herron.iupui.edu/community/classes> .

For Caregivers of Persons with Mental Illness

NAMI Indianapolis is offering two Family-to-Family courses for caregivers of persons with mental illness. Education classes meet for 12 consecutive Thursday evenings and

are free of charge. Two locations available: South Indianapolis beginning February 4, at St. Barnabas Catholic Church and Northwest beginning February 18, at Zionsville United Methodist Church. Registration is required. FMI call 257-7517 or visit info@namiindy.org.

Pot Hole Hotline

You can report pot holes in Indianapolis/Marion County at 327-4653. I have reported some in the past and found that they were filled quickly.

Free and Fun/Interesting

Ticket to Ride: A Tribute to the Beatles, Saturday, January 30th, 7:30 p.m., Madame Walker Theatre. Though this is a free event, you MUST have a ticket. For tickets, call 487-9366. Note: I published this last month. Later I got a call saying they had forgotten to put, "A \$5 donation is requested," on their Web site and asked that I let you know that.

Drop-In Art Making (for all ages), every Saturday, Noon-4:00 Indianapolis Museum of Art. FMI, call 923-1331.

Meditation Hikes, every Thursday, 4-5:00, Indianapolis Museum of Art (meet inside main IMA building entrance). FMI, call 923-1331.

Free Night at Children's Museum, February 4, 4-8:00 p.m., Children's Museum. FMI, call 332-3322.

Art Walk/Talk Featuring Works of DelReverda-Jennings, a native of Alaska, Friday, February 5, 6:30 p.m. Jennings Gallery in Clowes Hall at Butler University. FMI - [http://www.cloweshall.org/calendar/event.lasso?-KeyValue=226&-Token.Action=Butler Symphony Orchestra](http://www.cloweshall.org/calendar/event.lasso?-KeyValue=226&-Token.Action=Butler%20Symphony%20Orchestra), Friday, February 5, 8:00 p.m. Clowes Hall at Butler University. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=249&-Token.Action=>

Water First (eco-movie), Friday, February 5th, 7:00, Epworth United Methodist Church, 6450 Allisonville Road. FMI, call 251-1481.

Mr. and Mrs. Smith (1941 Hitchcock classic movie) starring Indiana's Carole Lombard), Sunday, February 14, 2:00, Indianapolis/Marion County Central Library. FMI - <http://www.imcpl.org/events>.

Gregg Bacon (contemporary jazz), February 7, 2:00, Indianapolis Artsgarden in Circle Centre Mall.

Opera Theatre: Too Many Sopranos, February 12 and 13, 7:30 p.m. Ruth Lilly Hall in DeHaan Fine Arts Center at University of Indianapolis, 1400 E. Hanna. FMI - <http://arts.uindy.edu/event.php?id=47366>

Brian Reeves and Heart After God (gospel music), Saturday, February 13, 1:00, Indianapolis Artsgarden in Circle Centre Mall.

Tasha Jones (soulful poetry), February 21, 2:00, Indianapolis Artsgarden in Circle Centre Mall.

Nicole Kearney (presentation about The Greensboro Four), Sunday, February 21, 3:00, Indianapolis Artsgarden in Circle Centre Mall.

Family Fun Day, Sunday, February 21, 1-5:00, Holliday Park. FMI, call 251-9253.

Singsation (gospel music with Napoleon Williams and local choirs and dancers), February 22, 6:00, Madame Walker Theatre. FMI, call 236-2099.

[The Future of Jerusalem](#), Tuesday, February 23, 7:00, Clowes Hall at Butler University. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=198&-Token.Action=> .

[Butler Percussion Ensemble](#), Thursday, February 25, 7:30, Clowes Hall at Butler University. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=181&-Token.Action=> .

[Butler Jazz Ensembles](#), Saturday, February 27, 8:00 p.m. Clowes Hall at Butler University. FMI - <http://www.cloweshall.org/calendar/event.lasso?-KeyValue=181&-Token.Action=> .

[Asante Children's Theatre](#), Sunday, February 28, 2:00, Indianapolis Artsgarden in Circle Centre Mall.

[Blair Kirsch & Friends \(open-mic experience with gifted teens\)](#), Sunday, February 28, 3:00, Indianapolis Artsgarden in Circle Centre Mall.

*For *branch* library events, visit <http://www.imcpl.org/events/index.php?action=search>.

Miscellaneous

Attention Part-Time Faculty

Several part-time faculty in the English Department have formed an Associate Faculty Advisory Board to identify and resolve working condition issues faced by part-time faculty in the School of Liberal Arts. They are looking for similar groups on campus or simply other part-time faculty who want to pool information and resources in hopes of creating an IUPUI Associate Faculty Center to address and work to resolve issues for all part-time faculty on campus. If you are part of another group working to improve conditions and work/life balance for part-time faculty, or simply are part-time faculty and want your voice heard, contact Tracy Donhardt at tdonhard@iupui.edu.

Win Some Green: Go for the Green Logo/Slogan Contest

By March 30th, students and staff are invited to submit ideas for a logo and/or slogan to publicize the university's efforts to go green. The person who submits the top logo proposal wins \$500; the logo runner-up will receive \$250. The person who submits the top slogan will receive \$300 and the runner-up will receive \$150. Details at http://www.iupui.edu/common_theme/Get_engaged/Contests/goforgreen.html

Sharing Your Green Ideas Could Win You Cash

As part of the IUPUI Common Theme project, IUPUI staff and students are invited to propose new practices to help make our campus more environmentally sustainable. The top student proposal will win \$600, the runner-up student proposal will win \$400 and the top staff proposal will win \$400. The deadline is April 1, 2010. For details, visit http://www.iupui.edu/common_theme/Get_engaged/Contests/green.html .

Learn About IUPUI Construction and Make Comments at New Site

There is a new Web site that will keep the campus informed about the myriad construction projects at www.masterplan.iupui.edu. It contains information about the construction projects as well as updates on how they will impact the campus with regard to parking, street/lane closures and more. You can also leave comments.

Becoming More World/Culture Wise

~ February is Black History Month ~

Selected Holidays of Note (Source: University of Kansas Medical Center Web site)

February 5 – Constitution Day (Mexico)
February 11 – National Foundation Day (Japan)
February 12 – Abraham Lincoln's Birthday (U.S.)
February 14 – Lunar New Year (China)
February 14 – Tet Nguyen Dan (Vietnam)
February 14 – Valentine's Day (U.S.)
February 15 – President's Day (U.S.)
February 17 – Ash Wednesday (Roman Catholic, Protestant)
February 22 – George Washington's Birthday (U.S.)

Ethnic/Cultural Festivals/Events/Classes

Note: I gather information from a variety of sources. Some sources include contact information, cost, etc. and others don't, so please excuse the sometimes less than comprehensive information.

IUPUI

A Harlem Night, Tuesday, February 2, 6-9:00, Campus Center 450A
The Slave Trade: Are You Up for Sale?, Thursday, February 18, 11:30-1:30, Campus Center 409
Cultural Leadership Luncheon (learning about medical careers), February 25, 11:30-1:00, Campus Center 307.

Local

America and the World: A View from the Senate, presentation by Sen. Richard G. Lugar (R.-Ind.). January 31, 7 p.m. Civic Theatre, Marian University, Indianapolis.
Special Envoys (Part of "Great Decisions" sponsored by Indiana Council on World Affairs); presentation by John Clark, creator of Provocate.org. February 2, 7 p.m. registration, 7:30 p.m. program; Pharmacy Building, Butler University.
Times and Winds (Bes Vakit) (Turkish film with English subtitles); February 4, 7 p.m. \$9. The Toby Theatre, Indianapolis Museum of Art, 4000 North Michigan Road.
Assuring Global Food Security, by Philip Nelson and Gebisa Ejeta. February 6, 11:30 a.m. Toyota Blue Ribbon Pavilion, Indiana State Fairgrounds. Both Dr. Nelson and Dr. Ejeta, faculty members of the Purdue College of Agriculture, are winners of the World Food Prize.
Chinese New Year Celebration, February 6, 5 p.m. On Time Seafood Restaurant, 3623 Commercial Drive, Indianapolis. \$30. Co-sponsored by Indiana Association of Chinese Americans and the Northwestern University Club of Indianapolis. Reservations (deadline 1 February 1. Contact Martha Karatz or 374-1231. The evening features a 12-course banquet & traditional Lion dance.

[Kinderkarneval \(German-style Mardi Gras for children\)](#), February 7, 3-5 p.m. \$5 individuals, \$10 families. Athenaeum/Das Deutsche Haus, 401 East Michigan Street; Information and reservations, 630-4569 x1. Games, dancing, performances and fun. Come in costume!

[Kenya and the 'Responsibility to Protect'](#) (Part of "[Great Decisions](#)" sponsored by Indiana Council on World Affairs), presentation by Dr. Pierre Atlas of Marian University; February 9, 7 p.m. registration, 7:30 p.m. program. Pharmacy Building, Butler University.

[Armed Intervention or Peaceful Negotiation?](#) (part of "Great Decisions" series), presentation by Dr. Richard Fredland. February 10, 7 p.m. Church of the Saviour, 6205 Rucker Road.

[Presentation by author Junot Diaz](#) (part of the spring 2010 Vivian S. Delbrook Visiting Writers Series). February 11, 7:30 p.m. Reilly Room, Atherton Union, Butler University, Information, 940-9861. Diaz is the author of *Drown* (1996) and *The Brief Wondrous Life of Oscar Wao* (2007), which won the John Sargent Sr. First Novel Prize, the National Book Critics Circle Award, the Anisfield-Wolf Book Award, the Dayton Literary Peace Prize and the 2008 Pulitzer Prize.

[Midwinter Dance Festival](#), performances by Butler Ballet (part of the Mahler Project - Germanic Creative Expression). February 12 & 13, 8 p.m. each day. \$28.50 to \$14.50. Clowes Memorial Hall, Butler University.

[Singing with the Global Church: The Gift of Music from Other Cultures](#), workshop by John L. Bell. February 13, 9 a.m.-4:30 p.m. \$40. Room B-29, Christian Theological Seminary. Information, Joyce Weidner, 931-4224.

Regional

[Indiana Latino Leadership Conference](#), February 27, Ivy Tech, Valparaiso, IN. FMI - http://www.ivytech.edu/northwest/A_ILLC2010/

Work/Life Balance

Use Your Vacation Time

If you find it difficult to use up your vacation days, go through your calendar for the year and mark off one or two days each month. If three day weekends are what you seek, mark off a Monday or Friday. Some, however, find that taking a day in the middle of the week suits them better because it breaks up the week and provides time without a spouse or children on the scene.

For the Highly Curious

Crowd Farming, Piezoelectric Effect, Oh My

- In a nutshell, crowd farming is converting already-existing human movement (walking, etc.) in places where it is abundant (i.e., places where crowds are) into usable consumer energy. Instead of "Power to the People" maybe the new slogan will be "People Make the Power." FMI, visit <http://web.mit.edu/newsoffice/2007/crowdfarm-0725.html> . and Information about another way to do energy-harvesting is at <http://green.autoblog.com/2009/06/16/sainsburys-supermarket-in-gloucester-uk->

[generates-electricity/](http://deneb.cs.kent.edu/~mikhail/classes/es.u01/peffect.ppt). Many of these efforts use the piezoelectric effect. Learn more at <http://deneb.cs.kent.edu/~mikhail/classes/es.u01/peffect.ppt>

Volunteer Opportunities/Civic Engagement

Comment: You might wonder why I include a section on volunteerism in this newsletter. I believe that partnering with the community we work and live in is a win/win. The organization you work with gets the value of your services. It potentially allows you, the volunteer, to network and build relationships with other people, explore one of your passions, learn a new skill, experience a leadership role, get the great feeling that you get for making a contribution and have fun. Is that reason enough to include this section? ☺

Volunteer Opportunities

A 501(c)3 non-profit, [Wings for West Africa](http://www.wafwings.org), is seeking a volunteer [willing to make occasional updates to the existing Web site](#) www.wafwings.org. Please contact Kathleen at 317-846-2722 or wafwings@wafwings.org

The [Julian Center](http://www.juliancenter.org), a shelter for women who are victims of domestic violence and their children, [needs volunteers to fill many needs](#). FMI - http://www.juliancenter.org/volunteer_individual.html

Career/Professional/Personal Enrichment/Recognition

Multi-Sector Leadership Forum Has Low Cost for IUPUI Constituents

Promoting Interdisciplinary collaboration and exchange of ideas on leadership are the primary purposes of this conference being held February 25-27 at the University Place Hotel and Conference Center. The workshops appear to be interesting and high-quality so, if you have an interest in leadership, I'd encourage you to take a look at the great variety that they are offering and plan to attend those of interest to you. Speakers from The Drucker School (named, of course, for Peter Drucker, the famous author and business/management expert), the Center for Creative Leadership, Mestiza Leadership International and others are featured. The cost for IUPUI/IU staff, faculty and students is only \$25 (no meals included). Details at <http://www.tobiascenter.iu.edu/conferences/documents/2010MSFEmailtoIU.pdf> .

Multicultural Teaching and Learning Institute (MTLI), Thursday, February 11th, 9:00am – 3:30pm, CE405

How can faculty create an inclusive curriculum and a classroom environment supporting the success of *all* students? The Multicultural Teaching and Learning Institute (MTLI) addresses this issue. Dr. Mathew Ouellett, Director of the Center for Teaching, University of Massachusetts Amherst, will kick off the event with his keynote address. The theme for this year's MTLI is *When Gender Matters: Creating an Environment of Inclusivity for Women and Men*, with the sessions exploring how we can best support African-American males, women, and LGBT students. [Register for this event.](#)

Learn How to Be Sensitive in Discussing Disabilities

A colleague in HRA passed along this information about affirmative phrases to use when discussing disabilities. For those who strive to do their best to treat all people with respect, I thought this information might be helpful. Visit <http://www.dol.gov/odep/pubs/fact/comucate.htm> . Thanks, Neelam.

Notes

If someone forwarded this Work/Life e-newsletter to you, you picked it up via the Web or link or received a paper copy and want to subscribe to receive online, just send a note to mstimmin@iupui.edu.

Note: In order to provide as many good resources as possible to participants, we will often acquire speakers and informational pieces from a variety of sources and will list Web sites of various companies/organizations. We do not necessarily endorse the persons/companies/organizations whose information we use or whose Web sites we list (though we have done some basic research to try to ferret out reputable organizations, of course). The information we provide is not intended to be advice, simply information. Be a wise consumer and do the appropriate research before using the goods/services/information of any of these companies/organizations/sites.

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