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IUPUI HRA Work/Life E-News – May 2012

The real art of conversation is not only to say the right thing at the right time at the right place,
but to leave unsaid the wrong thing at the tempting moment.

Dorothy Nevill
(1826-1913)
English writer and
horticulturist

HRA Work/Life Events/Programs/Activities

Deadline for Submitting Walking Results

Individual walkers need to give their completed step record form(s), with total at bottom, to their department's group leader by May 9th so that the group leader can send the department's report to me (by e-mail - mstimmin@iupui.edu - or campus mail – Maggie Stimming HRA, LV 1156), by May 11th. The group report form is the same form that was used to register the group's participants few weeks ago, but you would add information to column two (labeled "Number of Steps Completed"). If you cannot find your original registration form, a copy of the blank form can be found at <http://hra.iupui.edu/work-life.asp?content=information>.

Tang Soo Do

Tang Soo Do (pronounced tahng sue doe), a martial art related to Tae Kwon Do, will be offered again on Fridays, 12:05-12:45, this summer from May 11th to August 3rd (except June 15th). Classes will be held in the Campus Center. The free series, open to women and men staff, students and faculty, is offered by IUPUI HRA Work/Life and the Student Wellness Coalition. Mike Foddrill, a 5th degree black belt and certified instructor, will teach the class. No special attire is required. Visit www.hra.iupui.edu/worklife for details. If interested, register NOW. We usually fill this class, so past participants will have the first opportunity and other registrations will be accepted on a first come – first served basis.

Tang Soo Do is a Korean martial art with roots over 2000 years old. The ultimate goal of Tang Soo Do practitioners is to become the best persons they can be. Tang Soo Do is comprised of traditional Korean kicking techniques as well as punches, joint locks and throws. People of all experience/fitness levels are invited to attend (check with your doctor beforehand). This training offers benefits for everyone including building

confidence, concentration, discipline, conditioning, strength and general physical fitness. As a form of self-defense training, it teaches you to survive common situations, as it focuses on real-world application of Tang Soo Do techniques. It will not teach you to be the next martial arts movie star, but it will give you the tools you need to be confident in life and be the best you can be.

Summer Yoga Registration Starts Soon

Staff and faculty can begin registering for summer lunch time yoga starting May 7th, and students can register starting May 9th. The registration form and details can be found at www.hra.iupui.edu/worklife under “News & Events.”

21st Century Management/Leadership Cues for Current/Aspiring Leaders

What Differentiates High-Performance Organizations?

“The way they treat their people,” is how Jeffrey Pfeffer, Ph.D., of Stanford’s Graduate School of Business, would answer the question in the article title. He asserts that treating your people well produces lots of things, including a higher rate of retention, an easier time of attracting new people, more development of skill, as well as the ability to utilize that skill and secure higher levels of customer satisfaction.

He makes it clear that “information has to be shared for an organization to succeed,” and that information sharing must be encouraged by modeling the behavior. While outlining the case for being clear with people about what the organization is trying to achieve, he is also clear about the importance of then letting employees work without a lot of monitoring along the way. In his view, most knowledge is tacit so forcing employees to be explicit about exactly what they’re doing turns experts into novices. In a nutshell, provide information but then leave people to their own creative devices touching base only to stay in the loop and offer guidance when asked and praise as warranted.

Dr. Pfeffer also reminds about the importance of *developing* your people saying, “If you want a return-on-investment in people, the first thing you’ve got to do is invest in them.” Investing in your people by allowing them the flexibility to take credit classes, participate in professional development workshops, etc. gives them the tools to be more productive and motivated, while also cutting your turnover and other costs. And losing people, he says, is “the most harmful thing you can do.”

For the article that was the source of the above information, visit <http://www.strategy-business.com/article/19215?gko=3ee5a> . Another related article can be found at <http://www.workplacementalhealth.org/Publications-Surveys/Research-Works/Employee-Engagement-Best-Practices-for-Employers.aspx?FT=.pdf> .

Work/Life Partner Activities & Information of Interest

Work/Life programming is about wellness, career/personal enrichment, dependent care, “life” education (finances, home maintenance, legal issues, etc.), and ideas for better balancing work, life and school. 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 (Check with your Dr. to learn what’s appropriate for you, health-wise, before making changes.)

Wellness Tip of the Month

Use your work breaks to take a walk and enjoy the natural beauty around you. It is good for your physical health and can spark more creativity (<http://www.strategydriven.com/2011/01/19/boost-your-creativity-in-our-overloaded-information-environment>). There are plenty of sidewalks on campus and, on rainy days, hallways work well. Walking trails aren’t a necessity but, if you want to explore some nearby trails, check out <http://www.health.iupui.edu/docs/Walking%20Trail.pdf> , the IUPUI Women’s History Trail map at <http://www.iupui.edu/~history/OLDSITE/trail/about.htm> , the Cultural Trail map at http://www.indyculturaltrail.org/assets/documents/1002_VisitorsMapBrochure_V14_Jan2012.pdf or the map of nearby White River State Park at <http://inwhiteriver.wrsp.in.gov/#MAP> .

Brushing and Flossing Contribute to More than just Oral Health

According to the University of Maryland School of Medicine, brushing your teeth twice a day and flossing once a day can help prevent a variety of problems including preterm labor; heart disease; gingivitis (swollen, bleeding gums); periodontitis (destruction of the ligaments and bone that support the teeth, which can lead to tooth loss); as well as cavities. For some oral care tips, visit <http://www.umm.edu/ency/article/001957.htm> .

Take a Daily Multivitamin or Not?

You may have seen a recent news article questioning the wisdom of taking a multivitamin and other supplements. Here’s an article from the Harvard School of Public Health -- <http://www.hsph.harvard.edu/nutritionsource/what-should-you-eat/multivitamin/index.html> -- that looked at the study reported on in the newspapers and found “major flaws.” It expands on who does/does not need a daily multivitamin, what to look for in a multivitamin, some supplements for which too much is a bad thing, etc. Talk to your doctor about what’s right for you.

Farmer’s Market Within Easy Walking Distance

The Wishard Farmers’ Market is held each Tuesday starting May 8th (until September 4th) from 11-1:30 in the courtyard at the southwest corner of the Lockefield Village building (where the HRA office now is located), and it is open to the public. FMI, call the

Wishard Wellness Line at 630-7374. Support your local growers and eat healthier – it's a win/win!

It's the Yummy Season. Farmers' Markets are Open!

An Indiana Farm Market Locator can be found at http://www.in.gov/apps/ISDA_FarmersMarket/index.aspx . A city-by-city listing of farmers' markets can be found at <http://www.farmersmarketonline.com/fm/Indiana.htm> . For a list of Community-Supported Agriculture (CSAs) where you can subscribe to receive seasonally available produce, visit http://www.goinglocal-info.com/my_weblog/community-sponsored-agriculture.html . It is early in the season and I have no way of knowing if all the information at these sites is up to date, so I recommend you contact the particular market you're interested in attending before visiting. Here are a few markets that might be of interest:

- Broad Ripple Farmer's Market; Saturdays from May 5 until September 15, from 8-Noon; Broad Ripple High School, 1115 Broad Ripple Avenue. FMI - <http://www.broadripplefarmersmarket.org>
- Binford Farmer's Market; Saturdays, May 5 until October 27, 8-1:00; Hawthorn Plaza, 62nd and Binford. FMI, call 317-439-4270.
- Stadium Village Farmer's Market; Tuesdays, May 22-September 25, 4-7:00 p.m.; 944 S. Meridian (with free parking across the street at Shapiro's. FMI, call 317-371-6392.
- Original Farmer's Market; Wednesdays, May 2-October 21, 9:30-1:30; City Market, 222 W. Market. FMI - <http://www.indycm.com/farmers-market> .

Free Skin Cancer Screening

The IU School of Medicine Department of Dermatology is offering free skin cancer screening on Monday, May 7, 7-9:30 a.m. Call 944-7744 to schedule an appointment. Skin cancer, like most cancers, needs to be caught early and, even at your annual physical, your doctor may not do a skin cancer exam, so this is an opportunity worth considering.

Safe/Unsafe Fishing Locations in Indiana

To learn which fish are safe to eat in Indiana and from which bodies of water, visit <http://www.in.gov/isdh/23650.htm> .

Living Well with Lupus

Learn about treatment and lifestyle considerations, nutrition and more at this Thursday, May 17th, 4:30-8:15 program at IU North Hospital 11700 N. Meridian. Event includes a light dinner. Cost is \$10 in advance (by May 15th), \$15 at the door. To register and FMI, visit

http://www.lupus.org/webmodules/webarticlesnet/templates/indiana_news.aspx?articleid=4429&zoneid=378 .

Free and Fun/Interesting

IUPUI

Local & Urban Foods: Breaking Barriers and Protecting Health; Friday, May 4, 9-3:00; Campus Center. FMI - http://events.iupui.edu/event/?event_id=6405.
Day of Remembrance (in memory IUPUI staff, students, faculty and alumni who have died); Monday, May 7, 11-noon; Campus Center 305. FMI about the event or to learn who will be remembered, call Maggie Miller at 317-274-8990.

Local

Free Guest Pass Day; May 2, 9:30-1:30; Indy Bike Hub YMCA at south end of City Market, 222 E. Market. FMI, call 317-266-9622.

Free Night at Children's Museum; Thursday, May 3, 4-8:00; 3000 N. Illinois St. FMI - <http://www.childrensmuseum.org/target-free-family-night> or 334-3322.

Mexican Paper Cutting; Friday, May 4, 6-8:00; Riverside Park Family Center, 2420 E. Riverside Dr. FMI – 327-7171.

Two Wheels, One City; Saturday, May 5, 3-6:00; west wing of City Market, 222 E. Market. FMI - <http://www.theindycog.com/events/2-wheels-1-city>

Post-Race Yoga Class; Sunday, May 6, 1-2:30; Invoke, 970 Fort Wayne Ave. FMI – 317-631-9642.

Three Choirs Festival; Sunday, May 6, 4:00; St. Paul's Episcopal Church, 6050 N. Meridian St. FMI, call 317-253-1277 or visit <http://www.stpaulsindy.org/news/concerts.htm>.

Indy 500 Festival Kids' Day; Saturday, May 12, Noon; Monument Circle, intersection of Meridian Street and Market Street. FMI - <http://500festival.com>.

EcoFest Indy; Saturday, May 12, 11-4:00; City Market, 222 E. Market. FMI - <http://www.ecofestindy.com>.

Chamber Music Concert; Sunday, May 13, 2:00; Central Library's Clowes Auditorium, 40 E. St. Clair St. FMI, call 317-275-4100.

Big Wheel Bike Race and Summer Kick-Off; Saturday, May 19, 10-3:00. Riverside Park Family Center, 2420 E. Riverside Dr. FMI – 317- 327-7171.

Saturday at the Park: Raptors; Saturday, May 19, 9:00; Indianapolis Museum of Art, Ruth Lilly Visitors Pavilion, 4000 N. Michigan Road. FMI - <http://www.imamuseum.org/special-event/saturdays-park>.

Bubbly & Jazz; Saturday, May 19, 4:30-7:30; Kuaba Fine Art Gallery, One North Meridian, Suite 200. FMI, call 317-855-8405.

IUPUI Jazz Faculty Concert; Thursday, May 24, 6-8:00; Indiana History Center Stardust Terrace, 450 W. Ohio. Bring a blanket for free seating in grassy area above canal. FMI - <http://www.indianahistory.org/events/concerts-on-the-canal>.

Indy 500 Festival Memorial Service; Friday, May 25, noon; north steps of Soldiers and Sailors Monument on Monument Circle. FMI - <http://500festival.com>.

Indy 500 Festival Parade; Saturday, May 26, Noon, downtown parade route north of Monument Circle. FMI - <http://500festival.com>.

The Promise Walk for Preeclampsia; Saturday, June 2, check-in starts at 9:00, walk festivities start at 10:00; Roddick and Sycamore shelters at Fort Benjamin Harrison State Park, 5753 Glenn Road. FMI, to support a walk participant, make a general donation or register to be part of the walk, go to <http://www.promisewalk.org/pfpw/fundevent.asp?nnaffundid=30>.

[Outrun the Sun: the Race Against Melanoma](#); Saturday, June 2, 7:00 p.m.; Fort Harrison State Park. FMI, call 317-614-0909 or visit www.outrunthesun.org.

Regional

[Rail Fest \(a celebration of local railroad history\)](#); May 12-13; Washington, IN, Main St. and depot. FMI, call 812-257-0301.

[Brick Street Market](#); May 19, 10-5:00; Zionsville, IN. FMI, call 317-873-3836. Art (150 juried exhibitors), antiques and crafts.

[Rockin' on Main](#); Friday, May 25, 5:30-11:00; Speedway, IN. FMI, call 317-695-0868 or visit <http://speedwaychamber.com/index.php?id=> . Bands, street festival, etc.

Becoming More World/Culture Wise

~ May is Asian/Pacific-American and Jewish-American Heritage Month ~

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

May 3 – National Day of Prayer (U.S.)
May 5 – Cinco de Mayo (Mexico)
May 9 – Victory Day (Russia)
May 13 – Mother's Day (U.S.)
May 17 – Ascension Day (Christian)
May 18 – Israel's Independence Day
May 19 – Armed Forces Day (U.S.)
May 23 – Declaration of the Bab (Baha'i)
May 27 – Shavuot (Jewish)
May 28 – Memorial Day (U.S.)
May 29 – Ascension of Baha'u'llah (Baha'i)

Ethnic/World/Cultural 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.

Local

[Celebrate Indy's Sister City relationship with Hangzhou, China \(food, performances, etc.\)](#); Wednesday, May 9, 6:00; Central Library, 40 E. St. Clair St. FMI, call 275-4100.

Work/Life Balance Tip

Rethink HOW Things Get Done

We all have things that must be done, but are there ways to get them done in a way that takes less of your time? Consider whether you could have the kid down the street or an out-of work neighbor mow the lawn; whether a cleaning service could clean your house, wash your windows, etc.; whether a grocery delivery service would work for you; or whether you could pick up stamps at the grocery store or order online (<https://store.usps.com/store/browse/category.jsp?categoryId=catBuyStamps&categoryNavIds=catBuyStamps>). For those errands that you must do on your own, many find that doing one each day on the way home from work keeps them from having to do on the weekend while others prefer to group their errands into one trip.

Miscellaneous

IU Policies Web Site

The new University Policies website is now live at <http://policies.iu.edu/>. A new, single portal for university-wide policies, it contains more than 235 existing policies in the site's readily accessible and searchable database.

Get Involved in the Community: Volunteer Opportunities/Civic Engagement

Comment: You might wonder why I include a section on volunteerism. 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. Plus, civic engagement is part of IUPUI's mission. Reason enough to include this section? ☺

Other Volunteer/Donation Opportunities

Christmas in Action seeks [volunteers to help fix houses around the Indianapolis area for elderly and low-income homeowners](#) on the Saturday before the Indy 500 weekend. FMI, e-mail ciaindy@gmail.com or call 317-721-1241.

The Neighborhoods USA (NUSA) conference, May 23rd-26th, is looking for dynamic Indianapolis residents to serve as [registration greeters, airport greeters and workshop monitors](#). Visit www.inrc.org and click on the Neighborhoods USA (NUSA) tab then click on volunteer application.

On May 2nd, from 2-4:00 p.m. at Crimson Tate, 845 Massachusetts Avenue, Keep Indianapolis Beautiful needs [volunteers who can sew to make bean bags](#). Some machines are available but you can also bring your own.

On May 12th, from 9-noon, Keep Indianapolis Beautiful needs [volunteers to plant trees along a bike lane](#). Meet at City Market, 222 E. Market. Sign up at http://www.kibi.org/volunteer_project_calendar so they know how many tools they'll need.

Girls Incorporated of Greater Indianapolis needs adult [volunteers to lead programs that will inspire greater Indianapolis girls to be strong, smart and bold](#). Volunteers receive training and on-going support. Apply to volunteer at www.girlsincindy.org.

Career/Professional/Personal Enrichment/Recognition/Funding

The Top 5 Career-Limiting Habits

Unreliability (of word, promise, presence, etc.), "It's not my job," procrastination, resistance to change, and a negative attitude are the top five career-limiting [and academic-limiting] habits according to *Change Anything*, a book by Kerry Patterson, Joseph Grenny, David Maxfield, Ron McMillan and Al Switzler. They do give hope to those who want to reverse their career-limiting habits suggesting that you (1) create a personal motivation statement for yourself (2) invest in professional development to both improve your skills for your current job and build toward your next job (3) hang with those who are hard workers and who have the self-discipline and other habits you strive for (4) find a mentor who will help guide and challenge you (5) put skin in the game by making a contract that, if you fail to meet the goal, requires you to give \$100 to a cause you really dislike - <http://www.stickk.com/about.php> and (6) control your workspace with the goal of maximizing productivity and learning. Learn about the traps that make it difficult to change at <http://www.crucialskills.com/2011/02/crucial-applications-why-change-seems-impossible>. For information about coaching someone with a career-limiting habit - <http://leadchangegroup.com/coaching-employee-change-bad-habit>.

Grants, Scholarships, Student Internships and Study Abroad

A \$500 scholarship is available for fall semester (2012) to a [full- or part-time student pursuing a degree in a legal support area such as legal secretary or paralegal](#). Deadline is May 15th. FMI - <http://www.circlecitylegalsecretaries.org/scholarship.html>

IndySHRM awards one annual scholarship in the amount of \$2,500. To be eligible for the scholarship, an individual must: [be a sophomore, junior or non-graduating senior in an undergraduate four-year degree program with the aim to pursue or continue a career in human resources upon graduation; have at least a 2.5/4.0 cumulative grade point average and be enrolled for a minimum of 6 credit hours per semester](#). Apply online at <https://www.formstack.com/forms/?1181343-7yPlxSjqVA>. Questions? Call Margo Byrms at 317-850-7617.

Glamour's Top Ten College Women Scholarship Competition recognizes ten of the most accomplished [female college juniors](#) from across the U.S. and Canada. All ten

winners receive \$3,000 and a trip to New York, and are featured in the May issue of *Glamour*, while one grand prize winner will take home \$20,000 for her tuition and projects. FMI - <http://www.glamour.com/about/top-10-college-women> . The deadline is July 15th. Questions? Contact TTCW@glamour.com .

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. This newsletter can also be found at www.hra.iupui.edu/worklife under "News & Events," generally within a day of when it was sent.

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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