

words of  
**Wellness**

October 2008

University of Northern Iowa Wellness and Recreation Services  
Employee Wellness Newsletter

## 4th Annual Autumn-matic Wellness Fair

Sponsored by TIAA-CREF

With the changing of summer to fall come many traditions at UNI. One such tradition in the Wellness/Recreation Center is the Autumn-matic Wellness Fair. The fair will take place on Tuesday, October 28, from 10AM to 3PM in the Wellness/Recreation Center North Gym. We invite all faculty, staff and students to come at your leisure and stay as long as you can. Numerous campus and community organizations, businesses and agencies will be on hand offering valuable health and wellness information. In addition, there will be numerous samples, giveaways and drawings offering something for everyone.

Several new vendors will be participating this year including Sundown Mountain Resort, Jig and Fly Shop, Chef Sandy, Iowa Egg Council, Re-design with Diane, Seed Savers Exchange, Over the Rainbow, Seeds of Hope, Upper Cervical Health Center and more! If you have been to the fair before, there will be new faces to meet and new information to gather. If you've never ventured over to the fair, consider it this year! We'd love to have you!

A number of screenings will also be offered during the fair including body mass index and blood pressure, bone density, hand grip strength, waistline risk, pulmonary function test (\$10 fee), and flu shots (\$25 fee).

For a complete listing of participating vendors and donators, please visit our website at [www.uni.edu/wellrec](http://www.uni.edu/wellrec). Click on "Wellness Fair."

**"I rather like my stumblings. Sometimes they lead me to some pretty great places."**

-Jennifer Aniston

## Upcoming Events

- **Annual User Fee for WRC and Health Beat** will be pro-rated to \$165.00 Nov. 1. Good through Aug. 09. Register in our office or online at the WRS web site.
- **Fall Massages.** LMT Carissa Shima will be available in the Wellness Resource Lab, WRC 104 for table massage. 15min \$15; 30min \$25; 45min \$35; 60min \$45; 90min \$65. Pay by cash, check, ubill or payroll deduct. Please call 3-6119 to schedule.
- **4th Annual Autumn-matic Wellness Fair:** Tuesday, October 28 from 10AM-3PM; WRC North Gym. See article here on the front page for more information or visit <http://www.uni.edu/wellrec/wellness/events/autumnfair/index.html> for a complete listing of participating vendors and donators.
- **Blood Chemistry Profile (BCP):** Weds., Oct. 29 and Nov. 19, 7 – 9 am, WRC main corridor. One free BCP per academic year to UNI employees who qualify for insurance benefits. Please call 273-6119 to schedule. For more information, read the "Enhanced Employee Wellness Services" article on page 2.
- **Flu Shot Clinics:** Tues., Oct. 28 from 10AM-3PM, WRC North Gym; Wed., Oct. 29, from 7-9AM, Student Health Clinic (SHC); Tues., Nov. 11 from 3-5PM, SHC; Wed., Nov. 12 from 7-9AM, SHC. The cost is \$25. Pay by cash, check, ubill or payroll deduct. Insurance filing accepted: go to [www.uni.edu/health/](http://www.uni.edu/health/). Please bring along your insurance card and UNI ID. For more information, contact the Health Clinic at 3-7425 or [healthcenter@uni.edu](mailto:healthcenter@uni.edu).
- **WRS Fitness classes drop to half price Oct. 22.** Check them out!
- **Intramural Sports Scratch Bowling Tour.,** Mon., Nov. 3, or Wed., Nov. 5, 3-5 pm; **Open Co-Rec Volleyball Tour.,** Sun., Nov. 2, 1:15 pm; and **5 on 5 Open Co-Rec Indoor Soccer Tour.,** Sun., Dec. 7, time TBA. Faculty and staff welcome. Call 3-7262 for details.
- **Nov. 24, 25, 26: Free Days in the WRC for UNI employees.** Employees who have not yet paid the user fee may enjoy the WRC recreational facilities by showing your UNI ID at the Welcome Desk. You may also bring your immediate (tax dependent) family members at no charge, and/or bring up to four guests at \$5.00 each. Visit the website for facility hours.

## Enhanced Employee Wellness Services

Good news! The UNI Employee Wellness Program is now able to provide the following new services to employees (those covered by or eligible for UNI health insurance):

**Nicotine Gum and Patches:** Employees who participate in a UNI smoking cessation program may receive two weeks of either nicotine gum or patches at no cost. Eight-week classes will be offered at regular intervals. Contact Kathy Green, 273-6921, [kathy.green@uni.edu](mailto:kathy.green@uni.edu), for details about the class starting in November.



**Free Blood Chemistry Profiles:** Screenings that have been offered each semester for \$20 will now be provided free-of-charge to employees who qualify for insurance benefits. Employees requesting a prostate test (PSA) for \$10 and/or a thyroid test (TSH) for \$5 will incur that cost, with cash or check payment. Screenings will take place on Wednesday, October 29 and Wednesday, November 19 from 7-9 a.m. each day. Additional dates will be added based upon interest. Please bring your UNI health insurance card to the blood draw for identification purposes. Students, retirees, and spouses may sign up as well for a \$20 BCP fee. Call the Wellness Resource Lab at 273-6119 to schedule.

**Health Risk Appraisal:** A web-based confidential health risk appraisal program will be offered that assists employees in assessing the status of their health and lifestyle, identifying potential health risks, and understanding actions they can take to improve health/wellbeing and reduce risk of disease. Watch for more details to come.

## WRS Web Site: A New Look

You may have noticed that the Wellness and Recreation Services web site has been redesigned, to better serve you. We invite you to visit the site and explore a bit through it at [www.uni.edu/wellrec](http://www.uni.edu/wellrec). We want to know if you can easily find information you seek and if you have any suggestions for further improvement. This project was a full year "in the works" and we appreciate the expertise that the UNI Production House (especially Kyle and Sandy) provided.

[kathy.green@uni.edu](mailto:kathy.green@uni.edu), 273-6921, [deedra.dahlager@uni.edu](mailto:deedra.dahlager@uni.edu), 273-7162

## Faculty and Campus Prevention Efforts

Alcohol/other drug and violence prevention/education initiatives are a critical component of today's collegiate environment, especially as it relates to overall student success. Faculty members may find an exciting opportunity to weave their research interests and skills into the overall campus prevention/education initiatives focused on violence and alcohol/other drug use. We thought you may find the Spring 2008 issue of the Catalyst Newsletter (a Publication of the U.S. Department of Education's Higher Education Center for Alcohol and Other Drug Abuse and Violence Prevention) to be of interest, as this issue is dedicated to this very topic. After looking at the pieces in this issue, please feel free to contact Mark Rowe ([mark.rowe@uni.edu](mailto:mark.rowe@uni.edu), 3-3423), Violence Prevention Educator, to learn more about initiatives at UNI and how you might become involved. Simply put the following address into your web browser and it will take you directly to this issue of the Catalyst Newsletter.

<http://www.higheredcenter.org/files/product/catalyst27.pdf>

## Sleep Deprived!

You can't cheat sleep. According to a 2008 National Sleep Foundation poll, Americans average only 6 1/2 hours of sleep per night compared to the 8 – 10 that they need. The resulting sleep debt leaves us chronically fatigued. Stanford University researcher, Cheri Mah, found an interesting way to clear college athletes of their sleep debt and return them to optimal performance. Her Payback Plan:

- Weeks 1-2, **establish a baseline** by keeping a journal of bedtimes, rising times, naps, nighttime tossing and turning, etc. Note your moods, alertness, and energy level during the day
- Weeks 3-8, **pay your debt** by extending your sleep to 10 hours/night. Avoid alcohol and caffeine before bedtime. Continue recording moods, alertness and energy level.
- Weeks 9-10, **taper** to find your 'sweet spot,' usually between 7 1/2 and 10 hours/night. Estimate how many hours you need, based on your daytime mood, alertness, energy level.

A new strategy to try or suggest to your students. . . . .

ADVENTURE (September 2008), a National Geographic Magazine

## Family Wellness

There are a number of young UNI families who exemplify family wellness. I noticed the Grant family biking together as I biked to work recently. I asked David Grant (English) to describe some of the ways his family practices family wellness. I think his ideas will be similar to others of you but offer new ideas as well. If any of you have additional suggestions to share, contact [kathy.green@uni.edu](mailto:kathy.green@uni.edu), 273-6921, so that family wellness within the campus community can be supported.

"The biggest thing we do is biking. During the summer months, biking even affects our choices of where to shop, what activities to do, etc. The Cedar Valley bike trails really help us get away from the malls and into places downtown or along Main St. The money we save on gas allows us to pay more for locally grown and/or organic food from Roots.

Beyond biking, we spend a lot of time in our yard, which has shade trees. We garden vegetables and prairie plants and I have taken my kids to the Biological Preserve to compare our prairie with that! This summer we also bought a pass for the Falls since it is a short bike ride for us.

My wife is vegan, so we limit all meat consumption. We are rather proud that our children have never been to McDonalds (but Pita Pit is another story). We also look to our emotions— trying to manage play between a 2.5 and a 6 year old can bring out the negative, but we all try to talk about our feelings rather than cave in to them completely.

Oh, and we try to be good medical consumers, too. We realize that most of America, and Iowa especially, is overmedicated. My wife found this out when we were pregnant with our son and, though he was born in a birth center, our daughter was born at home.

Along with what we do, I would recommend a book I am reviewing: Van Noy, Rick. (2008). *A Natural Sense of Wonder: Connecting Kids and Nature Through the Seasons*. Athens, GA: U of Georgia Press. He has lots of stories about getting his kids outdoors and into nature. Wellness is implicit in a broader sense of neighborhoods, communities (natural and social), bodies, and minds. He has a good sense of limiting, but not banning, "screen time" like TV and computers."



## Are you physically hurting at the end of the work day?

### Do you have backaches or headaches?

Your pain may be caused by the way your workstation is configured. A powerpoint training presentation on how to set up your work station may be found at: [http://www.vpaf.uni.edu/fs/healthsafety/training\\_ppts.shtml](http://www.vpaf.uni.edu/fs/healthsafety/training_ppts.shtml) under "Ergonomics". If, after viewing the powerpoint, you feel that you would like additional help, a member of the University Environmental Health and Safety Office can do an ergonomic assessment of your workstation. Have your Department Head e-mail the University Safety Officer, Dean Shoars ([dean.shoars@uni.edu](mailto:dean.shoars@uni.edu)), and request an ergonomic evaluation.

Wendel Reece  
University Safety Manager  
Make it a SAFE day!

## Care-Frontation

We want to remind you that there is a growing network of faculty and staff looking out for and communicating concern to students struggling with life and/or personal issues. You may be in a unique position to notice concerning signs in a student employee, a student in class, or a student you encounter regularly. Expressing your concern, listening, and/or directing a student to appropriate campus resources may make a world of difference for that student. If a group from your department would like more information, University Health Services staff would be glad to come to a staff meeting and provide the information and tools to most effectively help struggling students.

Contact [kathy.green@uni.edu](mailto:kathy.green@uni.edu), 273-6921.

Suicide prevention at UNI  
**BE AWARE**  
**BEDIRECT**  
**TAKE ACTION**  
**GET HELP**  
273-2676 • SHC 103  
Foundation 2 Crisis Line: 800-332-4224  
[www.uni.edu/counseling](http://www.uni.edu/counseling)

## Healthy Departments

The functioning of your organization, department, or work team affects the wellness of your organization as well as the wellness of individual workers. High performance workplaces with happy workers are indicators of a healthy organization.

One center at UNI is focused on improving the wellness of organizations. Workforce Consulting Services provides products and services that promote healthy organizations by defining strategies, policies, and practices targeting the performance and well-being of people at work. According to Adam Butler, Ph.D., Director of Workforce Consulting Services, human resources are an organization's most valuable asset. "Investing in happy and productive workers can pay big dividends for organizations. Recent research shows that strategic human resource initiatives produce a greater competitive advantage for organizations than initiatives directed towards operations. We focus on providing products and services that enhance the fit between workers and organizations." Workforce Consulting Services provides team building, employee surveys, personal assessments, hiring tests and interviews, and employee feedback tools.

Workforce Consulting Services is staffed by a team of Industrial-Organizational Psychologists who are faculty members at UNI. The team also includes graduate students from the Master's degree program in Industrial-Organizational Psychology at UNI. "Working on consulting projects provides an invaluable education for our students outside of the classroom," explained Dr. Butler. "We consistently hear from our clients how impressed they are with our students."

Dr. Butler's Workforce Consulting Services were enlisted for a workshop with Student Health Clinic staff as they returned this fall semester, as they had a variety of significant changes including five new employees and a new director. Clinic Director Shelley Matthews-OConnell explains, "We wanted to focus on the best aspects of the clinic and how could we enhance our services with the new and existing staff. Initially, Adam met with the Clinic Leadership team to identify key objectives and help us design the workshop framework. Because of the workshop we now have four teams working toward enhancing staff cohesion and customer services. I would highly recommend Workforce Consulting Services."

To learn more about Workforce Consulting Services, visit their website at <http://www.psych.uni.edu/grad/io/consulting.htm>

## Gathering of Cancer Survivors

Unfortunately, the UNI community is not immune to cancer. But fortunately, we have among us many students, faculty and staff who are cancer survivors. Colleges Against Cancer/Relay for Life is interested in expanding its service beyond its spring event to on-going support for survivors. . . .because surviving cancer is a lifelong event.

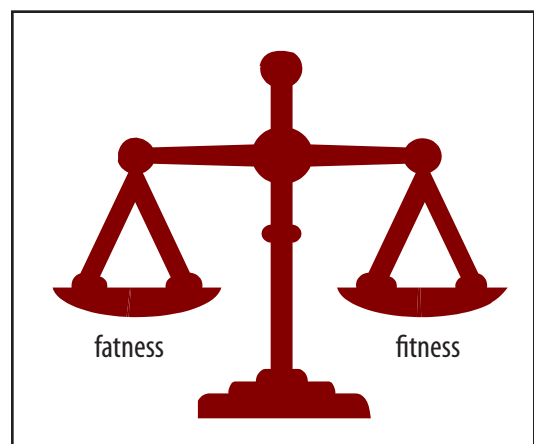
If you are interested in meeting other survivors and discussing ways that an on-going program of support can meet the needs and interests of survivors, please attend this gathering on Monday, November 10, 5 – 6 p.m., in Maucker Union, College Eye Room. University Health Services staff will provide information on campus resources available to students, faculty, and staff and discussion will follow. If you have questions, employees may contact Dr. Howard Barnes, [howard.barnes@uni.edu](mailto:howard.barnes@uni.edu) and students may contact Randee Dewey, [rdewey@uni.edu](mailto:rdewey@uni.edu).

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## Fitness Can Trump Fatness

While we all know there can be serious health risks associated with being overweight, it is important to maintain a balanced perspective. Muscular and cardiovascular fitness also plays an important role in reducing health risks; weight actually may be less a factor. "In a study of 2,603 people age 60 and older published in the Journal of the American Medical Association last year, physically fit individuals had roughly the same mortality rate whether they were underweight, normal weight, or overweight" (Consumer Reports on Health, July 2008).

So, don't let the scales depress you or a BMI report discourage you. Establish a daily routine of exercise and nutritious eating. Focus on your fitness rather than your fatness. You'll feel better and reap the health benefits as well. Don't delay; act today. You can be hefty and healthy.



# Teens & Sex:

## “Who is Doing What...Where...When & With Whom”

**Program: Thursday, November 13 from 12:00-1:00PM;  
Maucker Union Elm Room**

This workshop goes beyond the media headlines of “teen sex” to explore the latest research on adolescent sexual behavior. Participants will also learn about local efforts to reduce teen pregnancy and lower the rates of sexually transmitted infections among young people. Idea sharing on effective communication with teens about sex will also occur. While this program is intended for parents of teens, anyone with an interest in youth issues is invited to attend.

The program will be facilitated by Janelle Ballhagen of Allen Women’s Health Together for Youth program. To register, please call the Wellness Resource Lab at 273-6119 or sign up with Janelle at the Wellness Fair on Tuesday, October 28, from 10AM to 3PM. Space is limited.

## Attitudes and Gratitude

### The Gifts of Gratitude

*Gratitude unlocks the fullness of life.*

*It turns what we have into enough, and more.*

*It turns denial into acceptance,  
chaos into order, confusion to clarity...*

*Gratitude makes sense of our past, brings peace for  
today, and creates a vision for tomorrow.*

- Melody Beattie

### An Ever-Increasing Spiral

*As I expressed my gratitude, I become more deeply  
aware of it. And the greater my awareness, the greater  
my need to express it. What happens here is a spiraling  
ascent, a process of growth in ever expanding circles  
around a steady center.*

- Brother David Steindl-Rast

### Start Where You Are

*If you haven’t got all the things you want, be grateful  
for the things you don’t have that you don’t want.*

- Anonymous

## Avocado Fish

From *The Complete Cook: Over 1,000 Easy to Follow Recipes*, edited by Hall and Bacon. My husband found this recipe and prepared this when I (Kathy Green) was craving avocados. It was delicious as well as healthy. It can also be served as a dip with tortilla chips.

- 2 avocados
- 1 clove garlic
- Juice of one lemon
- 1 c. cooked rice
- 2/3 c. plain nonfat yogurt
- rind of lemon
- 1/2 c. tuna fish (canned or pkg), drained  
(3/4 c. shrimp can be substituted for tuna)
- pinch of paprika
- 1 tsp. cumin

Slice avocado lengthwise. Remove pits. Remove some of the flesh and sprinkle lemon juice into the shells and onto flesh. Mix tuna with diced avocado flesh. In a small bowl, mix yogurt, cumin, and garlic. Stir well and add to tuna mixture. Stir in cooked rice. Pile filling into the shells and serve garnished with lemon rind and paprika.





## Cedar Falls Bicycle Commuting

The Cedar Falls Bike Plan Public Input Meeting, held September 16, was a great success. Though seventy five people were expected, the turnout seemed to be closer to two hundred. Representation from UNI was strong, with faculty and staff from a variety of departments present. UNI is considered a key hub of bicycle commuting for students, faculty, staff and visitors.

Everyone was given opportunity to provide input regarding key biking destinations and desired routes, as well as hazardous areas and barriers to reaching desired destinations. A master plan will be completed with components of engagement, education, engineering, enforcement, and evaluation so that not only are routes recommended but a supportive culture for bicycle commuting as well. The goal is for the Cedar Falls Bike Task Force to present the master plan to the mayor by December for city council consideration and action.

Continue to watch the media for further updates and thanks for your interest and involvement.

Kathy Green

## Facts about energy usage:

- The average home contributes more air pollution than does the average car!
- Every time you open the refrigerator door, up to one-third of the cold air can escape.

## Recycling Facts:

- To produce each week's Sunday newspapers, 500,000 trees must be cut down.
- Recycling a single run of the Sunday New York Times would save 75,000 trees.

## Progress Update

Bill McKinley, Building Services

Seventy tons of waste has been processed in the three months of May, June, and July at the recycling substation. Annualized, that projects to a significant % increase over year one.

Various campus departments, St Vincent de Paul Society, Goodwill, UNI and PLS students, the new College Hill neighborhood group and City of Cedar Falls participated in a small effort at move-out time last May to recycle furniture and clothing. Plans are to build upon this first effort in the future.

Building Services is working on a purchasing initiative for roll towels across campus with a local vendor, a Wisconsin producer, and City Carton that would purchase recycled roll towel products, reclaim the used towels and mix them with cardboard on campus that would then go to City Carton. The material would be repurchased by the local vendor and sold to the manufacturer for reuse in their production process. The concept has some promise.

## RRTTC

If you are looking for an additional resource with interesting environmental information and stories, check out the Recycling and Reuse Technology Transfer Center (RRTTC) web site (<http://www.rrttc.com/>) and newsletter, [http://www.rrttc.com/images/RRTTC\\_Review\\_Newsletter/rrttc%20newsletter.pdf](http://www.rrttc.com/images/RRTTC_Review_Newsletter/rrttc%20newsletter.pdf). Of particular interest may be their recent creek cleanup on campus.

The Words of Wellness is published six times a year. If you don't already receive this newsletter through campus mail and would like to be added to the mailing list, contact [kathy.green@uni.edu](mailto:kathy.green@uni.edu), 273-6921, with your name, UNI ID#, and campus mailing code. The newsletter is also posted online at [uni.edu/wellrec](http://uni.edu/wellrec), under WRS for Faculty/Staff.

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