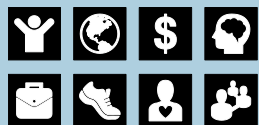


UR Well EMPLOYEE



UPCOMING EVENTS:

Mindful Mondays

Wilton Center: Interfaith Prayer Room
Monday's from 12-1pm
Open to UR Community

Financial Wellness Session: TIAA Presents: "Get a Head Start"

January 22 from 12 -1pm
Heilman Dining Center,
Richmond Room
Register at: UR Talent Web

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Employee Wellness Newsletter

JANUARY 2020

University of Richmond Employee Wellness

6 New Years Resolutions for a Happy Year

The new year can be an exciting time, brimming with the promise of fresh starts and new beginnings. It's also an opportunity to recommit to your health and well-being: *Eat better. Exercise three times each week. Drink more water.*

Creating these resolutions is easy enough. Sticking to them beyond the month of January, however, is another story. Whether the new year has you feeling totally inspired or a tad overwhelmed, Johns Hopkins experts have some advice to help you make – and keep – your healthy resolutions for this year.

1. Practice Mindful Eating. These days, it's common to chow down with your eyes glued to a screen, but eating when you're distracted leads to overeating. Take time to slow down and pay attention to your food, pausing to put down utensils between bites. "When you eat mindfully, it's easier to notice when you feel full, plus you're more likely to enjoy the foods you eat," says Johns Hopkins dietitian and research nutritionist Diane Vizthum.

2. Chill Out and Rest Up. According to Johns Hopkins sleep expert Rachel Salas, M.D., when it's time to sleep, it's time to chill – literally. Knocking the thermostat down to 68 degrees or lower before you tuck into bed can help you sleep better. Darken your room by drawing the curtains or dimming the display on your alarm clock to really get those quality Zs.

3. Adopt an Attitude of Gratitude. Take some time at the beginning or end of the day to reflect on what you're grateful for. "A daily grateful check-in or keeping a grateful journal is a way to shift your focus and minimize the distorting influence of stress. Reminding ourselves of the small, everyday positive aspects of our lives helps to develop a sense of balance and perspective that can enhance well-being," says Johns Hopkins psychiatrist Susan Lehmann, M.D.

4. Find 30 minutes a day to walk. Getting the recommended 30 minutes of exercise each day can be as simple as taking a walk. If you've got a busy schedule,

take three 10-minute walks throughout your day. "That's 10 minutes before work, 10 minutes at lunch and then 10 minutes after work. Make it fun! Grab a partner at work to get you through your lunch routine. Then have a friend or family member meet you for an evening stroll," suggests Johns Hopkins physical therapist Stacie Page.

5. Take the Stairs. Making small, daily changes such as taking the stairs instead of the elevator may seem minor, but they can make a big difference for your heart in the long run. "Individuals who are physically active are much less likely to develop cardiovascular disease," explains Johns Hopkins cardiologist Chiadi E. Ndumele, M.D., M.H.S.



6. Commit to a 30-Day Fitness Challenge.

Pick a fitness activity that's easy and doesn't require equipment, and commit to it for 30 days. There are many options to challenge yourself: practicing yoga, taking regular walks or joining a fitness class. "Find what motivates you. Whatever you do, make yourself accountable or find an accountability partner. Whether your goal is to lose weight, lower cholesterol or have more energy to play with young ones, you have the power to make a change," encourages Page.

Source: Johns Hopkins Health



Yo U R Compliance Connection with Kris Henderson, Director of Compliance and Title IX Coordinator

Welcome to 2020! As we look forward to a new year, you might be wondering if there are any trends we are watching here in the Compliance Office. There are several key priorities that continue to resonate in the compliance world.

Compliance Trends

Privacy – We often think of privacy as the right to be left alone but in today's world, privacy is much more involved and encompasses data privacy as well as individual privacy. The Compliance Office focuses on the large number of privacy laws, regulations, and policies affecting the University. In fact, the University has a Privacy Working Group composed of members of our community assessing our compliance efforts.

Website Accessibility – Our world has been transformed in the last 20 years by technology and the availability of information. For those individuals with differing abilities, this information might be difficult or almost impossible to access. The University is dedicated to providing a thriving and inclusive community in which all individuals are respected and valued. The University is committed to supporting an information technology environment that provides all individuals the opportunity to participate in University programs, benefits, and services. Sponsored by the Compliance Office and University Communications, the Website Accessibility Committee is proactively working to enhance the accessibility of our web-based institutional spaces.

Institutional Ethics – Compliance is more than just following the law. Ethics, or doing the right thing, is taking on an increasingly broad role in compliance programs across the country and in our University program. Our [Code of Ethics and Integrity](#) outlines the University's ethical values and applies to all members of our community. Many of the Compliance Office's initiatives this year will focus on our Code and ethics in the workplace.

Be prepared for what the winter season might bring (or for any emergency) by attending the upcoming session of Cookies with Compliance, *Spider Ready*, on January 21 at 2pm in THC 321. Brittany Schaal, Director of Emergency Management, will provide information on how to prepare for any emergency (weather and otherwise) here on campus and review helpful tips for you at home.

Healthy Cooking: Ginger Chicken Meatballs with Peanut Sauce

Ingredients:

1 lb ground chicken or turkey
1 egg
1/2 cup panko breadcrumbs
1/4 cup finely chopped green onion
1/4 cup finely chopped cilantro
1 jalapeno, seeded and finely diced
3 cloves garlic, minced
1 tbsp. freshly grated ginger
1/4 tsp. cayenne pepper
Salt and pepper
1 tbsp. sesame or olive oil
2 carrots and 1 bell pepper, thinly sliced
2/3 cup frozen peas

For the peanut sauce:

1 can coconut milk
1/2 cup creamy peanut butter
2 tbsp. soy sauce
1 tbsp. chili paste or sriracha

Directions:

1. In a large bowl, combine the chicken, egg, breadcrumbs, green onion, cilantro, jalapeno, garlic, ginger, cayenne, salt, and pepper. Use clean hands to mix and then shape into 16 golf-ball-sized meatballs.
2. Heat a large, deep skillet over medium-high heat and add in oil. Add the meatballs and brown on all sides, about 5-6 minutes total. You may need to do this in batches. Transfer to a plate.
3. Lower the heat to medium-low, and add the coconut milk, peanut butter, soy sauce, and chili paste to the same skillet. Whisk until combined. Add in carrots and meatballs, and bring to a simmer. Cover the pan, reduce to low, and simmer for 15 minutes.
4. Remove lid, and stir in the bell pepper and peas. Simmer for 5 more minutes. Service with rice/ quinoa and garnish with peanuts and cilantro.





Educational Corner: Is It Safe to Quit Substances Cold Turkey?

“Cold turkey” is a quick-fix method to quitting tobacco, alcohol, or drugs. Rather than gradually tapering off the substance, you stop taking it immediately. The term comes from the goosebumps people sometimes get in the days after they quit, which look like the skin of a “cold turkey” in the fridge. Some people go cold turkey because they think it will be easier to stop taking the substance right away than to taper off. They believe they won’t be as tempted to use the drug or tobacco product if they just get rid of it.

But cold turkey may not be the most effective way to quit — especially for people who are dependent on a substance. Quitting too quickly can lead to uncomfortable withdrawal symptoms and a powerful urge to start using the substance again.

The effectiveness of going cold turkey depends on what substance you’re trying to quit and your preferences. Research on quitting smoking is mixed, but some studies have found abrupt stopping to be more effective than a gradual reduction. In a 2016 study of nearly 700 smokers with tobacco addiction, 49 percent of people who quit cold turkey were still off cigarettes a month later, compared to 39 percent of those who tapered off gradually. Support may be key. In the study, participants who quit cold turkey received help to quit. Among people who try to quit smoking cold turkey on their own, only 3-5 out of 100 stay off cigarettes long-term.

The safety of quitting cold turkey depends on the substance you’re trying to quit. Getting off cigarettes or alcohol may be safe to do on your own. Quitting highly addictive drugs or a severe alcohol dependence can cause serious side effects, and in some cases, death. It’s better to be under the care of a doctor or addiction treatment center.

Withdrawal is a collection of symptoms that involve both your body and mind. These symptoms range from mild to severe based on how long you took the drug, and how much of it you took. Physical symptoms include nausea, pain, fatigue, sweating, muscle aches, increased or decreased heart rate, and goosebumps. Mental or emotional symptoms include anxiety, irritability, depression, cravings for the substance, confusion, and paranoia.

The first thing to do once you’ve decided to quit is to call your doctor or healthcare provider. A medical professional can give you advice on the safest way to quit. Your doctor can recommend medications and rehabilitation programs that can help. For example, they can offer prescription drugs to ease the cravings that come with quitting smoking or opioid drugs. Get rid of every temptation. If you smoke, throw out all cigarettes, lighters, and ashtrays. If you have alcohol use disorder, pour out all of the alcohol in your fridge and pantry. Take any unused medications to a police station or other authorized collection site. Also plan for cravings by have lots of distractions nearby. Snacks like carrot sticks and licorice can keep your hands and mouth occupied when you want a cigarette. A good movie might take your mind off the urge to use drugs.

Substances like tobacco, alcohol, and opioid pain relievers are highly addictive. After long-term use, it can be hard to stop taking them. Going cold turkey is one method to quit, but it doesn’t work for everyone. See your doctor before you try going cold turkey to make sure you have the support and services you need to succeed.

Source: Healthline



UR Well EMPLOYEE



Visit Us At:

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Karen's Korner, Karen Hensley, UR Dietician: Sustainable New Year's Resolutions

January always offers the opportunity to reflect on our lives and set goals to improve our health and well-being. For many, this year will bring resolutions of eating healthier and losing weight. However, it's important to choose your New Year's resolutions that you'll actually keep and are realistic and attainable. People often jump in too hard and too fast when creating resolutions. This perfectionist and "all or nothing" attitude tends to result in lofty goals that we quit if we have setbacks or don't see immediate results.

Make goals that are realistic and sustainable. Examine your routine and note **one** thing you can improve. Pick a resolution that is within reach, yet a stretch so it's a challenge. Some ideas include: Bring your lunch to work Monday-Thursday for the month of January; drink coffee

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only at breakfast; or do 30 minutes of weight training three times a week. So what is your **one**, attainable New Year's resolution this year?

