



UPDATE

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<http://uaad.unl.edu>

Paul Wesselmann - The Ripples Guy!

Get Better, Not Bitter: Conquering Challenges in Work & Life

Wednesday, November 7

11:45 am -1:00 pm

Nebraska Union

Paul Wesselmann makes his home in Cincinnati, Ohio where he operates his speaking and training company Stone Soup Seminars. Each Monday morning, Paul distributes an inspirational e-mail, Ripples, that offers inspiration and practical motivation to over 30,000 subscribers around the country.

Paul holds degrees in psychology and higher education and in addition to his work on several college campuses, his

adventures include having been a support group facilitator, volunteer coordinator, radio talk show host, and his college mascot.

Be sure to attend the November meeting for this motivating presentation!

Lunch is "brown bag".

- 11:45-12:00 Networking/Lunch
- 12:00-12:10 Business Agenda
- 12:10-1:00 Program/Speaker

Membership has its privileges! Bring a colleague to the November meeting!



Special thanks to the UNL Computer & Phone Shop for their donation of prizes for UAAD this year. Karen Wills was the recipient of the 8 GB Husker Flash Drive for bringing guest Veronica Riepe to the October meeting.

The November drawing will be for a Logitech Stereo Speaker set

Any current member of UAAD as of the Wednesday, Nov. 7th meeting who brings a non-member guest with them to the meeting will be entered into the drawing. Current membership list of UAAD members appears at the end of this newsletter.

President's Message . . .

Increase Your Integrity

Maintaining and increasing your integrity begins with learning how to make and keep commitments to yourself. Three ways that can help you are:

1. Don't make too many commitments. If you do, you're setting yourself up for failure. Can you differentiate between a goal, a direction, a focus and an actual commitment? Remember, when you make a commitment to yourself you are pledging your integrity.
2. Treat a commitment you make to yourself with as much respect as you do the commitments you make to others. This may be a commitment of time (appointment to exercise, read, sleep!) or a commitment to prioritize your energy and focus.
3. Don't make commitments impulsively. Make them out of humility, and not pride!

This UAAD year is packed with strategies and tools to make for a healthier, happier you. As you read about increasing your integrity above, you'll find that the November professional development workshop with Paul Wesselmann will be a great opportunity to check yourself by "Getting Better, Not Bitter: Conquering Challenges in Work & Life." Paul will help us examine the four main challenges of time management: motivation, organization, prioritizing and scheduling. The workshop will include Paul's unique "six actions to combat stress" to help us better maintain our sanity. UAAD members may take advantage of this opportunity FREE!

We can all benefit in learning how to balance work and life and find enjoyment in both. This could be one of

the most important commitments to yourself as we continue to strive for excellence in our job and in our personal lives.

Stand for something . . . know what your core is, something to which you must be true. This is about identifying your values, standing up for them, so that others know, too. One of my favorite quotes regarding this is from Mahatma Gandhi which says, "To believe in something, and not to live it, is dishonest."

Be open, versus close-minded. Do you know people who don't really listen to you because they think there's nothing you could say they don't already know; people who refuse to consider new ways of looking at things because they are convinced that theirs is the only accurate way of thinking. Don't be one of those people. It takes humility and courage to be open – humility to acknowledge that there are principles out there you may not currently be aware of, and courage to follow them once you discover them.

As we work through the middle of this fall semester, please take the time to work on "you," for a healthier and happier balance between work and life. Get involved with your professional organization through the mentoring initiative (contact Kate Engel), or attending the monthly meetings (see the UAAD website for dates/times), and attending the professional development opportunities (also on the UAAD website) which take place in the fall and spring semesters. Don't forget about the holiday celebration in December! Interacting with your colleagues in this informal setting is a great way to end a busy fall semester.

~ Vicki Highstreet



Schedule At-A-Glance

**Monthly Meetings
Every 3rd Wednesday**

November 7
(note: 1st Wednesday)
Paul Wesselmann
**"Get Better, Not Bitter:
Conquering Challenges in
Work and Life"**

December 19
Annual Holiday Celebration

January 15
UNOPA/UAAD Joint Meeting

February 20
Founder's Day
Oldt & Donaldson Awards
Speaker: Dr. Ellen Weissinger

April 17
JoAnne Owens-Nausler
**Looking Ahead & Reaching
Back: Lessons In Living For
The Sandwich Generation**

May
Year-end Picnic

Professional Development Workshops

November 8, 2012
Paul Wesselmann
**Best Work/Best Self: Time and Stress
Management for Busy People**

April 18, 2013
JoAnne Owens-Nausler
**Secure Your Own Mask First:
Managing Your Own Health**

UAAD Community Outreach



November Outreach

Lighthouse

The Lighthouse After-School Program offers middle and high school youth academic support, evening meals, and enrichment activities during non-school hours.

Please bring \$1 or more to the November UAAD meeting. Your donation will be used to purchase supplies for their kitchen, including plates, bowls, whisks, and spoons.

Lighthouse has a positive impact on the lives of many of Lincoln's youth, including many of our UNL students.



December Outreach Be A Santa To A Senior

This year UAAD will once again provide

Christmas gifts to seniors through Home Instead Senior Care.

Get details and pick up a Christmas wish to fulfill at the November meeting. Plan to bring your gift to the Graze & Mingle in December.

Thanks for your donations!
In October we raised \$74 for the Food Bank of Lincoln during our October meeting! With our donation, the Food Bank will be able to distribute more than \$300 worth of food.

The Secret of Employee Recognition

We need to be appreciated and feel as if we “belong”. Thanks and recognition are important!

Our paychecks and insurance benefits supply the fundamentals but recognition inspires us to do more - to put forth the “discretionary effort” that makes the difference.

Research has shown that recognition from peers is what really fills our buckets. Receiving thanks from the people we work with every day is more important than a pat on the back from the boss because those people know what we went through to get the job done!

When someone does something right take the time to thank them and for those really exceptional colleagues, consider contributing some discretionary effort of your own by nominating them for an award.

The Carl A. Donaldson Award for Excellence in Management and The Floyd S. Oldt Award for Exceptional Service & Dedication at UNL are two great possibilities to recognize the people you love to work with!

These awards are given each year in February at our Founder's Day Celebration. Nominations are due by February 1, 2013 and the current forms can be found at

<http://uaad.unl.edu/uaad-forms>

If you have questions you may contact either of the Awards Committee

Co-Chairs:

Jim Fischer

402-472-8034

jfischer1@unl.edu

Randy Leach

402-472-9146

rleach1@unl.edu

See: <http://www.forbes.com/sites/joshbersin/2012/06/13/new-research-unlocks-the-secret-of-employee-recognition/>

Occupational Wellness



“The ability to enjoy a chosen career and/or contribute to society through volunteer activities.”

If your answer to any of the questions is “No” explore ways to improve that aspect of your wellness. Ask yourself why this is a negative rather than a positive and explore ways to make a change.

Understand your talents, how you work, and what your communications styles are. Does any of this suggest a change or adjustment?

Do you have both long-term and short term goals? If not, start thinking about these. If so, when is the last time you did a progress check?

If you aren't comfortable talking to your boss then find someone that you are comfortable with and bounce some ideas off of them. You might find that this makes it easier to go to your supervisor to discuss solutions.

You owe it to yourself!

The UNL Wellness website asks us to evaluate our own occupational wellness with this brief quiz:

- Do I enjoy going to work most days?
- Do I have a manageable workload at work?
- Do I feel that I can talk to my boss and co-workers when problems arise?

<http://wellness.unl.edu/>

UAAD 2012-2013 Membership Roster

Kathy Anderson

Marie Barber
Rebecca Barnes
Ricardo Barrera
Patrick Barrett
Keith Bartels
Kathy Bennetch
Beth Benson
Eileen Bergt
Jessica Bowen
Zac Brost
Sally Buchholz

Cindy Cammack
Stan Campbell
Kate Carlin
Becky Carter
Rod Chambers
Josh Clausen
Valerie Crook

Deborah Dahlke
Jan Deaton
Michele Deaton
LuAnn Detwiler
Kay Dinkelman
Daniel Duncan

Vicki Eastman
Valerie Egger
Deborah Eisloeffel
Kate Engel
Nicki Evans
Dodie Eveleth

Helen Fankhauser
Jason Farber
Marilyn Fenton
Peggy Filliez
Jim Fischer
Charlotte Frank
Susan Frodyma

Rachel Garver
Belinda Gillam
Jennifer Gilmore
Barbara Gnirk
Bill Goa, Jr.
Joe Goodwater
Ronnie Green
Jelena Gude

Juliana Hagemeyer
Beth Hartman
Cheryl Hassler
Richard Haugerud
Jennifer Hellwege
Tyler Heng
Holly Henrichs
Vicki Highstreet
Jill Hochstein
Judy Hostetler
Betsy Howe

Cathy Jewell
Casadi Johnson

Debbie Kane
Karen Kassebaum
Gary Kimminau
Shelli Krupicka

Mary LaGrange
LaRita Lang
Amy Lanham
Todd Lanham
Tony Lazarowicz
Randy Leach
Grace Li
Teresa Loseke
Suzan Lund
Cathy Lund

Linda Mahloch
Kathi Malone
Kaye Mankhey
Rene Mayo-Rejai
Angi McAndrew
Paula McKillip
Karen S Miller
Duane Mohlman
Mandi Mollring
Lorraine Moon
Davod Morgan
Nathan Morris
JoAnn Moseman
Terri Murray
Nancy Myers

Kathy Nance
Trudy Nienaber
Jeff Noel

Michael O'Connor
Joyce Ore
Sue Ostrander

Roshan Pajnigar
Kristi Pease
Pamela Peters
Sally Pfeiffer
Deloris Pittman

Karen Randall
Linda Ratcliffe
Alli Raymond
Mary Ellen Reeves
Nathan Ross
Jennifer Rutt

Nancy Schneider
Dan Shattil
Nancy Shoemaker
Janet Sievert
Lynne Smejdir
Dori Smidt
Nicole Smith
Lyda Snodgrass
Allen Specht
Alfred Stark
Mary Sutton

Jolene Tederman
Sherri Tompkins
Melissa Townsend
Barbara Trail

Ruby Urban

Shannon Vaccaro

Gretchen Walker
Sue Walker
Sara Weixelman
Robin Whisman
Jeanne Wicks
Emily Wilber
Karen Wills
Erin Wirth
Wanda Wood

