What Do You Need To Be Healthy?
Complete the 2011 Health and Wellness Survey and let FSAP know!

This year we are celebrating 25 years of service for Emory employees and their immediate family members. Now you can help us to continue offering programs and resources you need to be healthy by providing feedback on the 2011 Health and Wellness Survey.

Today, we offer programs and resources to help you maintain or regain productivity, peace of mind and well-being by providing services under four primary areas: Behavioral Mental Health, Education and Outreach, Health Promotion and Wellness, and Organizational Dynamics.

We are listening, we care about your feedback and we are committed to promoting a healthy campus community!

Paula G. Gomes, PsyD
Director, Faculty Staff Assistance Program (FSAP)
Emory Wellness Center

By completing this confidential survey you can help us to develop an accurate picture of the general health and wellness of Emory’s workforce, as well as assess the community awareness, interest and accessibility to FSAP services.

Results of the survey will allow us to improve current programming as well as to prioritize, design and implement future programs to accurately meet the needs of Emory faculty, physicians and staff.

Overall results will be shared with the Emory community through various Emory publications, and over time, we will implement program changes made as a result of the feedback. The 2011 Health and Wellness Survey will be available for faculty, physicians and staff of both Emory University and Emory Healthcare. Additional information regarding timing and distribution will be provided over the next several weeks.

The FSAP team strongly encourages you to complete the 2011 Health and Wellness Survey. By participating in the survey you help us to enhance your professional and personal well-being as well as your employment experience at Emory.

Should you have any questions about the survey or want to learn more about our services visit our website at www.fsap.emory.edu or call 404-727-4328 to schedule an appointment.

FSAP Office Locations:
• 1762 Clifton Road NE, Suite 1100
• Emory University Hospital Midtown, Orr Building, 3rd Floor (by appointment only)
• Grady Hospital Campus, Steiner Building, GO4 (by appointment only)
• Cox Hall - 569 Asbury Circle, 3rd Floor, Room 355 / Room 356 (by appointment only)
Maintaining Civility in the Workplace

Every day in the news, we hear headlines about bullying in our schools and the workplace, different levels of interpersonal conflict, as well as societal and family violence. Many professional journals are addressing issues of workplace conflict, bullying and lateral violence among co-workers in higher education and healthcare.

What is contributing to this growing concern? Some say the increased organizational pressures due to work demands, teams doing more with less, insufficient staffing, and fiscal challenges, while others say, individuals lack effective skills in communication, stress management, and conflict resolution. Bullying in the workplace can lower morale, negatively impact team relations, and result in significant financial losses for the organization.

In a civil workplace, employees act in professional and respectful ways. People engage with each other with kindness, it is safe to express opinions and preferences, and conflict is resolved fairly. You feel secure and supported at work. However, this ideal is not always the case.

Lack of civility in the workplace can take the form of co-workers or supervisors using hurtful words or actions that are:

- Aggressive or degrading;
- Motivated by a need for power or control over others;
- Damaging to a work climate and environment
- Critical even when you try hard to do things their way;
- Excluding you from office communication while still demanding that you understand what is expected;
- Angry or dismissive of you talking about your concerns.

If you are facing hostile, difficult interactions in the workplace, consider the following actions to manage the conflict:

1. **Evaluate the difficult relationship** and consider your role and your co-worker's role in the disagreement.

2. **Take time to plan** and pursue resources to determine your next steps.

3. Manage your emotional and physical health so you can problem solve effectively.

4. Consider mediation services as an intervention for you and your colleague to work through your differences.

5. Report any threats, harassment, acts of intimidation or violence to your immediate supervisor, department head, Human Resources or Emory Police Department.

Dr. Claudia Brasfield, Ph.D. CRC.

References: Gary and Ruth Namie, *The Bully at Work*  
Workplace Bullying Institute, www.workplacebullying.org, 2010

Emory Resources

For more information on workplace conflict or obtaining assistance with managing this concern, please contact:

- The Faculty Staff Assistance Program, 404-727-4328
- Emory Police Department, 404-727-8005
- Office of Equal Opportunity Programs, 404-727-9867
- Emory University Human Resources, 404-727-7611
- Emory Healthcare Human Resources, 404-686-7100
- Emory Healthcare Public Safety, EUHM, 404-686-2597
- Emory Healthcare Public Safety, EUOSH, 404-831-4207
How to Eat More Fruit During the Winter

High quality fresh fruit can be more difficult to find in the winter months. There are still many convenient ways to get your recommended 1 ½ - 2 cups of fruit each day:

For fresh fruit, focus on seasonal produce. Many citrus fruits are harvested during the winter months including oranges, clementines, grapefruit and tangerines. Some of these are grown in regional states like Florida, and are sustainable choices as well. Or, you can go more exotic with kiwi, persimmons and passion fruit.

If you can’t find satisfactory fresh seasonal fruit, the next best thing is frozen fruit. These are picked and frozen at the height of their harvest season, so they taste great and nutrients have been locked in. Just be sure to read the labels and avoid those with added sugar, syrups and sauces.

Dried fruit is a convenient alternative to fresh fruit and is readily available in the winter months. You can easily add dried fruit to your diet as an easy-to-carry snack or it can be added to salads, pancake batter, bread recipes or a bowl of cereal. Read labels carefully though, as dried fruit may contain more calories per serving than fresh, and some dried fruits are preserved with sulfite, which can trigger allergic reactions in some people.

Canned fruit is also an option. Many brands provide single serving sizes with pop tops, making this choice very convenient. Look for fruit canned in its own juice and stay clear of those canned in heavy syrup.

All fruit contains lots of fiber, vitamins A and C, potassium and folate. So they are a nutritious choice for breakfast, snack time and even dessert.

Tara Cox, MPH, RD, Wellness Specialist


Field Salad with Tangerines, Roasted Beets and Feta

2 beets (about 1/2 pound)
1/2 teaspoon grated tangerine rind
6 cups gourmet salad greens
1 cup tangerine sections (about 3 tangerines)
1/4 cup (1 ounce) crumbled feta or blue cheese
1/4 cup fresh tangerine juice
1/4 teaspoon black pepper
1 tablespoon fresh lemon juice
2 teaspoons extra-virgin olive oil
1/8 teaspoon salt
1/8 teaspoon Dijon mustard

Preheat oven to 425°. Leave root and 1 inch of stem on beets; scrub with a brush. Place beets on a baking sheet lined with foil; bake at 425° for 45 minutes or until tender. Cool slightly. Peel beets; cut each into 8 wedges.

Combine rind, greens, tangerine sections, and feta in a large bowl. Combine tangerine juice, pepper, lemon juice, oil, salt, and mustard; stir well with a whisk. Pour over salad mixture; toss to combine. Place salad mixture on each of 4 plates; top with beets.

Yields 4 servings (1 1/2 cups salad and 4 beet wedges).
Calories 110, Fat 5g (sat 2g), Protein 3 g, Carbohydrate 15g, Fiber 2g, Cholesterol 6mg, Sodium 260mg.

Nutrition analysis by Tara Cox, MPH, RD, Wellness Specialist
Source: Cooking Light, NOVEMBER 1998
Weight Watchers Success: Tracy McFarland

Human Resources Business Analyst Tracy McFarland is one of our great Emory Weight Watchers success stories. When he joined the Weight Watchers at Work (WW) program in late January 2009, Tracy knew he was ready for a different approach to his weight loss, after losing the same 25 lbs over and over again on his own, only to gain it back. Although he knew he needed to lose a lot of weight, Tracy also wanted to be realistic and did not set a long-term goal at the on-set of joining Weight Watchers. Instead he focused on each ten pound loss at a time. Over the last 2 years, he has lost 75 pounds and plans to reach the 100-pound loss milestone.

Tracy has always been consistent with exercise and tried to eat well, but struggled to keep his weight in a healthy range. Through WW, he has learned that ordering a salad at a restaurant doesn’t always guarantee a healthy choice and he now is equipped with the knowledge to make the best possible choice—both in quality and portion.

Tracy is consistent with writing down everything he eats and drinks, treating his daily and weekly food allowance like a budget. Just like a checking account, he is careful to stay within his budget, and has learned that he can do this and still be satisfied. If there is an occasion when Tracy goes over his budget, he doesn’t let it rattle him, knowing that the next day he can get back on track.

Another secret to Tracy’s success is regular attendance at the weekly meetings, which help him remain committed and accountable. Weight Watchers is a program that has fees associated with it, but Tracy considers the money spent to be an investment in his future—he would rather spend the money getting healthy today, than on visits to the doctor and high blood pressure, cholesterol or heart medication down the road.

Melissa Morgan, MS, HFS, Wellness Specialist, FSAP

WEIGHT WATCHERS AT WORK®

Weight Watchers @ 1599 Clifton Road: Tuesdays, 11:45 a.m. - 12:45 p.m., Room 4A

Weight Watchers @ Clinic A: Mondays, 12:15 p.m. - 1:15 p.m., Brown Auditorium, Tunnel Level

To register or for more information, contact Melissa Morgan, Wellness Specialist, at melissa.morgan@emory.edu or 404-727-4328.

Anger Management Skills Group - Open to EU and EHC Employees

This seven-session group will provide practical information about the causes, cycle, and styles of anger; physiological & psychological responses during anger; and strategies for managing anger effectively.

Date: Meets weekly beginning Monday, January 31
Time: 1 p.m. – 2:15 p.m.
Location: Faculty Staff Assistance Program, 1762 Clifton Road, Suite 1100

All participants must contact FSAP at 404-727-4328 no later than Tuesday, January 25 to schedule a screening appointment prior to participating in this group.