Hello UHR Community,

This week our resource spotlight is on **Gratitude Resources**. Things may feel different this year during the season where we are often reflecting on what we are grateful for, but the practice of gratitude has been shown to reduce stress and have a significant benefit to our emotional and physical wellbeing. Attached is a guide to gratitude put together by Beyond Benefits.

Another great resource is the [How Right Now](http://howrightnow.com) website. *How Right Now*’s website features an interactive tool to help users find resources that address their specific concern. Resources include fact sheets, articles, webinars, mobile apps and crisis hotlines from a variety of reputable organizations such as CDC, the Red Cross, the Department of Veterans Affairs, AARP and the American Psychological Association. They have also put together specific [Gratitude Resources](http://howrightnow.com/feature/gratitude).

**Additional Resources:**

- **Women Talk Money – Conversations with Fidelity and Friends:** Weekly on Wednesdays now through March 2021, 9 a.m. To help you with your top money questions and the impact of COVID-19 on our lives and finances, this online Fidelity event gives you the opportunity to ask questions to the panelists and they will share ideas on how to get or stay on track with your financial goals. Everyone can benefit from these less-than-30-minute Zoom sessions. To register, visit Fidelity’s website [here](http://www.fidelity.com). Unable to join? Don’t worry. You can listen on demand via [www.fidelity.com/wtm](http://www.fidelity.com/wtm) at any time.

- **Order Wrapping Paper from Printing & Mailing Services:** Choose from our selection of OSU-themed designs, add your department’s logo, or upload your own design! For questions or help creating your design, contact us at digital.printing@oregonstate.edu. For more information, visit: [https://printmail.oregonstate.edu/wrapping-paper](https://printmail.oregonstate.edu/wrapping-paper)

- **Winter safety:** Leave the fire in the fireplace. Burn only dry, seasoned wood in your wood stove or fireplace. Speaking of fireplaces, have chimneys cleaned and inspected by a qualified professional at least once a year. Water your tree daily. Make sure your tree is three feet away from any heat source. Unplug for the night. Use decorative lights that are UL/ETL Listed, and don’t forget to unplug them when you’re not around. For more information: [https://www.oregon.gov/osp/programs/sfm/Pages/default.aspx](https://www.oregon.gov/osp/programs/sfm/Pages/default.aspx)

- **Faculty Staff Fitness:** OSU’s Faculty Staff Fitness is offering a variety of options for you over winter break and winter term. Winter break options are open for registration. Winter term registrations open Dec. 1. Remote, asynchronous Online FSF classes will be available Nov. 30-Jan. 4 for $20 and Jan. 4-March 29 for $35, [https://health.oregonstate.edu/fsf/online](https://health.oregonstate.edu/fsf/online). Classes in person, on campus will be back in action with distancing and safety measures starting Jan. 4 and can be accessed at [https://health.oregonstate.edu/fsf/schedule/winter](https://health.oregonstate.edu/fsf/schedule/winter). You will also find on our winter schedule some synchronous Zoom options this winter. Do you need additional guidance to stay on track for the new year? Join our 6-week RECHARGE wellness challenge. Details can be found at [https://health.oregonstate.edu/fsf/recharge](https://health.oregonstate.edu/fsf/recharge).

Take good care.
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

Expanding on the Holiday Resources provided in last week's email, this week we are linking to a [Holiday Resource Guide](#) that expands to Linn and Lincoln counties as well as Benton. The guide shows locations where resources are available and breaks it down by food pantry, hot meal, and holiday food and gifts.

The [Pollywog website](#) also has many different resources sourced for parents.

**Other Noteworthy Resources:**

- **Faculty Staff Fitness:** OSU’s Faculty Staff Fitness is offering a variety of options for you over winter break and winter term. Winter break options are open for registration. Winter term registrations open Dec. 1. Remote, asynchronous Online FSF classes will be available Nov. 30-Jan. 4 for $20 and Jan. 4-March 29 for $35, [https://health.oregonstate.edu/fsf/online](https://health.oregonstate.edu/fsf/online). Classes in person, on campus will be back in action with distancing and safety measures starting Jan. 4 and can be accessed at [https://health.oregonstate.edu/fsf/schedule/winter](https://health.oregonstate.edu/fsf/schedule/winter). You will also find on our winter schedule some synchronous Zoom options this winter. Do you need additional guidance to stay on track for the new year? Join our 6-week RECHARGE wellness challenge. Details can be found at [https://health.oregonstate.edu/fsf/recharge](https://health.oregonstate.edu/fsf/recharge).

- **Beavers Read:** OSU Libraries is here to help you find your next good read as you gear up for winter break -- and make sure it is something you can read safely from home. Just fill out this survey to get an email with personalized recommendations: [https://beav.es/4m9](https://beav.es/4m9)

- **Preventing Burnout During This Challenging Time – Hosted by Care.com:** Executive Coach Lisa Abramson will teach you how to develop a more resilient mindset through five key strategies. She’ll share actionable strategies you can start using immediately to avoid burnout, “reset” and better cope with the stress of the holidays in the time of COVID-19. During this session, we’ll also actively practice some proven stress management techniques to help you re-center, refocus, and be more productive. Dec. 16, 9-10 a.m. [Register here today](#). A recording and a PDF of the presentation will be shared with registrants following the webinar. If you are unable to attend at the scheduled time you can register and receive the PDF presentation and a recording to watch later.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on ways to **give or receive assistance** during the holiday season.

**The Vina Moses Christmas Store** – You can sign up to receive gifts, food, wrapping supplies, decorations, batteries, and more are available at no cost. **December 4** is the deadline for signing up to visit the Christmas Store. Please call the Center at 541-753-1420 to schedule an appointment. **December 11 - 17** - Vina Moses Christmas Store in the Timberhill Shopping Center is open by appointment: 9:15 am to 11:30 am and 1:30 pm to 3 pm. Please call the Center at 541-753-1420 to schedule an appointment.

If you would like to give a gift or financial contribution, this year there is a digital **Vina Moses Giving Tree**.

**Gift Drive for OSU Kid's Gift Closet**: The Family Resource Center Kid's Gift Closet helps provide gifts for children of OSU students during holidays and celebrations. Thanks to generous sponsors, each year's gift closet is a huge success and there are many grateful families. To minimize traffic to campus, donations this year will take place via an [Amazon registry](https://www.amazon.com/gp/registry/wishlist) that ships directly to FRC, or you can shop at the Toy Factory in downtown Corvallis and leave the gift in the FRC donation box.

Also a reminder of the **HSRC's Food Pantry**, the HSRC distributes food boxes every Wednesday from 10-3pm. Food boxes are a mix of shelf stable goods (rice, pasta, canned goods, soups), some frozen proteins, dairy and limited fresh produce. Staff can make boxes Halal, vegetarian, vegan, gluten-free, etc. Please go to the back door of Champinefu Lodge. Maintain social distancing. Please wear a mask if you have one.

You can donate to the Food Pantry [here](http://osupress.oregonstate.edu), and thanks to a challenge from an OSU alumna, you can triple the impact of your gift.

**Other Noteworthy Resources this week:**

- **Today! Beyond Benefits EAP Presents Managing Holiday Stress**: This workshop will allow participants to discuss some ways to manage your emotions and expectations, hear some suggestions for shopping and finances, learn about new travel considerations during this time, understand the importance of self-care during the holiday season and consider some new traditions that can make this holiday season a wonderful time. Dec. 2, 11 a.m. [https://attendee.gotowebinar.com/register/6722758650228735248](https://attendee.gotowebinar.com/register/6722758650228735248)

- **Preventing Burnout During This Challenging Time – Hosted by Care.com**: Executive Coach Lisa Abramson will teach you how to develop a more resilient mindset through five key strategies. She'll share actionable strategies you can start using immediately to avoid burnout, “reset” and better cope with the stress of the holidays in the time of COVID-19. During this session, we'll also actively practice some proven stress management techniques to help you re-center, refocus, and be more productive. Dec. 16, 9-10 a.m. [Register here today](https://attendee.gotowebinar.com/register/6722758650228735248).

- **OSU Press holiday sale**: OSU Press has launched its annual holiday sale with 30% off and free shipping for every book on its website. New books include the bestselling memoir, **rough house** by tina ontiveros; **Hops: Historic Photographs of the Oregon Hopscape** by Kenneth I. Helphand; and a new history of the Andrews Forest by professor emeritus William G. Robbins, **A Place for Inquiry, A Place for Wonder**. Whether you're looking for the perfect gift or thoughtful reading for quarantine, visit [http://osupress.oregonstate.edu](http://osupress.oregonstate.edu) to explore new releases and old favorites. Enter the promo code
20HOLIDAY at checkout to receive the discount. The promotion expires Dec. 31.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaar, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on the TRACE OSU program.

Each week in fall term, TRACE staff will invite members of the OSU community who have enrolled in the program to participate. Participants will be selected randomly using university identification numbers (ONID). Invitations to be tested will be sent by email. Recipients will be asked to bring their unique QR code with them to the testing site that is most convenient to them. You may print out your QR code or bring it on a smartphone. Tests are quick and painless. Sample collection consists of the use of a quick, painless nasal swab and takes less than five minutes. Results will be shared through a secure email to each participant.

Additionally, for those faculty and staff enrolled in the program, there will be Post-Thanksgiving testing the week of November 30th. All university faculty and staff enrolled in TRACE OSU in the Corvallis, Bend and Newport areas will be invited to be tested and will usually receive their test results within 72 hours. Only those enrolled in TRACE will be invited. If you are not already enrolled, please do so here. No routine surveillance testing and no student testing will be offered Nov. 30 to Dec 4.

Results will inform OSU’s planning and resumption of onsite activities and enable the university to track and respond to changes in prevalence rates and number of infections.

Other noteworthy resources:

- **Beyond Benefits EAP Presents Managing Holiday Stress:** Welcome to the holiday season – that whirlwind of gift-giving holidays, marketing blitzes, and activities galore starting with Halloween, through Thanksgiving, Hanukah and Christmas and ending with New Year’s festivities. This workshop will allow participants to discuss some ways to manage your emotions and expectations, hear some suggestions for shopping and finances, learn about new travel considerations during this time, understand the importance of self-care during the holiday season and consider some new traditions that can make this holiday season a wonderful time. Dec. 2, 11 a.m. [https://attendee.gotowebinar.com/register/672758650228735248](https://attendee.gotowebinar.com/register/672758650228735248)

- **Discovering Insights for Improvement with Journey Mapping:** Journey maps are a helpful tool to understand and improve the experiences of people who interact with our offices and services. During this interactive workshop, you’ll learn how to create journey maps and user personas, and then apply these techniques to your work. Whether you work with students, faculty, community members, or others, join us for a hands-on learning experience and leave with templates and additional resources. Part of the Fall 2020 FYI Friday series, Nov. 20, 9-10:30 a.m. via Zoom. Registration required.

- **Gift Drive for OSU Kid’s Gift Closet:** The Family Resource Center Kid’s Gift Closet helps provide gifts for children of OSU students during holidays and celebrations. Thanks to our generous sponsors, each year’s gift closet is a huge success and we have many grateful families. To minimize traffic to campus/our office, donations this year will take place via an Amazon registry that ships directly to FRC, or you can shop at the Toy Factory in downtown Corvallis and leave the gift in our donation box. If you have any questions or would like to learn more about this program, please contact erika.woosley@oregonstate.edu.
- **Virtual Mind Spa**: The Mind Spa at CAPS is closed during fall term, but you can set up your own Mind Spa at home. Visit our Virtual Mind Spa to experience a variety of ways to relax and recharge including tips on setting up a mini Mind Spa in your house, guided meditations, yoga practices, relaxation techniques, self-care ideas, identity-based resources and more. This site is a work in progress and we would love to hear from you. Email tess.websterhenry@oregonstate.edu your recommendations for content.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on [supports related to the election].

**Beyond Benefits Webinar: Healthy Media Consumption as Election Day Approaches**

While participating in social media discussions, reading the news and watching election coverage can help you stay informed, it can also lead to increased stress. This [Beyond Benefits training] shares ways to implement healthy media consumption habits that support your mental and physical well-being.

**Other related upcoming webinars:**

- **Where do we go from here: Battle ground or sacred ground?**
  Thursday, Nov. 5, 2020, 4-5:30 p.m.
  [Register in advance]
  Moderated by Charlene Martinez (Student Experiences & Engagement). For accommodations related to disabilities, please contact Cassady.Gilroy@oregonstate.edu or 541-737-9030.

- **Under the Orange Light. We had an Election: Now What?**
  Thursday, Nov. 12, 5:30-7 p.m.
  No pre-registration required — [join via Zoom]
  Accommodations for disabilities may be made by contacting Dwaine Plaza at 541-737-5669 or dplaza@oregonstate.edu.

- **The 2020 Elections: What happened and why**
  Tuesday, Nov. 17, 12-1 p.m.
  [Register in advance]
  Sponsored by the OSU Alumni Association (features Dr. David Bernell, OSU political science professor).

Supports available to faculty and staff:

- [Beyond Benefits: Employee Assistance Program]
- [University Ombuds Office]
- [Office of Institutional Diversity]
- [Bias Incident Response]
- [Employee and Labor Relations]

Other noteworthy resources and events:

- **Manage Unexpected Events and Expenses Webinar:** With the current economic conditions, you may be evaluating how to make ends meet. Join Fidelity’s Manage Unexpected Events and Expenses webinar to learn: how to assess your spending and take control of your budget, considerations for taking money from a workplace savings plan, and ways Fidelity can support you. Wednesday, Nov. 4, 11 a.m. to noon. To register, visit Fidelity’s website [here]. Can’t make it to the webinar? View the article [Managing a Budget Through a Crisis] or visit NetBenefits to view the workshop on demand. Questions? Contact Retirement@oregonstate.edu.
- **Home buying workshop:** OSU employees who are interested in learning more about home buying and
financing can attend a special workshop with Advantage Home Plus on Nov. 17 at noon. Register here. The workshop will cover: benefits and risks of owning a home, how to qualify for home financing, down payment assistance and other loan programs, how to improve your credit score and how interest rates can impact purchasing power. To learn more about this benefit in general go to the Employee Benefits website here.

- **Does your home pass the test? How environmental health can affect child development:** This school year is filled with tough decisions to give your children a safe and effective place for education. Does your home pass the test? In the Public Health Insider webcast Nov. 12, Oregon State public health experts Megan McClelland, Molly Kile and Shannon Lipscomb share what potential home health hazards to look for to create big outcomes for your child's development and ability to learn.

- **PFLA search advocate overview:** Please join us for this month’s event hosted by the Professional Faculty Leadership Association, “Search Advocate Program Overview,” Nov. 12, noon to 1 p.m., via Zoom. Learn more about how this program enhances equity, validity and diversity in university hiring (presented by Anne Gilles – Program Director). For more information about the event and how to register click here.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaal, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on some of the Senior and Disability Services put together by Benton County.

**Institute of Aging Toll-Free Friendship Line**: Institute on Aging’s 24-hour toll-free Friendship Line is the only accredited crisis line in the country for people aged 60 years and older, and adults living with disabilities. They also make on-going outreach calls to lonely older adults.

**Meals on Wheels**: Their home delivery program is designed for homebound seniors and people with disabilities under 60 who receive Medicaid services, and are unable to get to a dining room in their community. Their home-delivered meals are delivered by volunteer Meals on Wheels drivers.

**Oregon DHS - COVID ASL Resources**: DHS has put together a variety of resources for those who may be deaf or hard of hearing which include:
- Links to ASL videos about COVID-19
- Communication Resources
- Emergency resources (e.g., food, housing)
- Mental health and resources for emotional well-being

Did you know Care.com has errand runners in addition to their other services? You can search for someone who can assist you or your elderly loved one with shopping, general errand running, moving help, and more.

**Other noteworthy resources**:
- **Climate of Mind: Clearing the Way for Positive Action**: OSU's Contemplative Studies Initiative presents a session with guest teacher Mushin of Sangha Jewel Zen Center. Oct. 28, 6:30-8 p.m. via Zoom. Free/All welcome. As we wander in the wilderness of the pandemic, injustice and a very uncertain election season, we are challenged to find some ground from which to respond. [Register here](#).
- **PFLA Meet and Greet**: The Professional Faculty Leadership Association invites you to a “PFLA Meet and Greet, Meet the New PLFA Members” on Oct. 29, 4-5 p.m. via Zoom. This will be an informal open meeting for PFLA members and a welcome to the new members for 20-21. All are welcome, no registration is required. For more information: [donita.godwin@oregonstate.edu](mailto:donita.godwin@oregonstate.edu).

Hope everyone has a happy and safe Halloween!

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on the **Mental Wellness Apps** that CAPS has sourced.

- **Mental Health & You**
  Mental Health & You (MHU) is a new mobile app designed to help you learn about mental health disorders and link you to local and national resources.

- **Calm**
  Calm brings clarity, joy and peace to your daily life. Join the millions experiencing the life-changing benefits of meditation and mindfulness.

- **Stop, Breathe, & Think**
  Check in with how you’re feeling and try short activities tuned to your emotions.

- **Sanvello**
  Daily tools for stress, anxiety, and depression alongside a supportive community. Based on Cognitive Behavioral Therapy and Mindfulness.

- **Happify**
  Happify is the single destination for effective, evidence-based solutions for better emotional health and wellbeing. Happify's number one goal is to help us all feel happier and more emotionally fulfilled.

- **Colorfy**
  Coloring therapy for adults now on your mobile. The secret against anxiety. Let the colors fill your mind in a relaxing painting experience. Time flies by and problems fade away while you chill out and have fun.

- **Virtual Hope Box**
  The Virtual Hope Box provides help with emotional regulation and coping with stress via personalized supportive audio, video, pictures, games, mindfulness exercises, positive messages and activity planning, inspirational quotes, coping statements, and other tools.

**Other noteworthy resources:**

- **Stress Management 101**, a free webinar, October 21, 12:00 - 12:30 p.m. PST. Learn how stress affects your body, tools you can use and behaviors you can put into action to regain your emotional well-being. You'll also learn tactics to try during our Brain Break Challenge, which starts October 22. Click [here](#) to register.

- **Monday Evening Guided Meditations**: 6:30-8pm online via Zoom for the 2020-2021 school year. Open to all. No charge. No experience necessary. Just drop in (come a tad early to be on time)! Occurs all year long with very rare exceptions/cancellations. You're welcome to join for just the initial practice, or stay for the full session. See the session schedule below. This class is currently guided by Audrey Perkins, Kate Gallagher, and the occasional, wonderful "substitute teacher." Contact [ContemplativeStudies@oregonstate.edu](mailto:ContemplativeStudies@oregonstate.edu) with general questions or for more information.

- **PEBB's Brain Break Challenge**: A brain break in its simplest form is a moment of relaxation for your brain. There are many activities that quiet your brain down. Meditation is a popular example. However, other possible activities include progressive muscle relaxation, deep breathing, or guided
imagery. Anything that is calming and allows you to focus on just the activity can be a great start. Repetitive actions such as coloring (don’t knock it until you try it!), woodworking, playing an instrument, and gardening can all be excellent brain break opportunities. If you need some tips for busting stress and taking a breather, check out the new Beyond Well podcast series available here in the wellness portal's Resources tab.

- Aim to get 3 minutes of any mindful activity for 12 days from October 22 to November 19, and;
- Record your progress on StayWell's (part of Healthy Team Healthy U) wellness portal within the Challenges tab by November 19, or;
- Download the My StayWell app to track on the go. It's available on the App Store or Google Play, and;
- Gain a healthy habit that you can practice anytime, anywhere!

- **Work Life and Family Supports at OSU Q&A:** Have questions about Work Life at OSU or about any of the services/supports offered by the Family Resource Center? Join us on Monday, October 26th from 4-5pm to get your questions answered! [Click to Join Zoom] | Password: FRC

- **Beyond Benefits webinar: Mindfulness: Being Present in Your Work and Life** - Tuesday, October 27, 2020, 10AM PST [Register Here]. The idea of mindfulness or being mindful is complete engagement in the present moment. It is a state where you are not thinking, reflecting, judging or deciding, but are instead simply experiencing the things currently in your available experience. In many ways people are largely unaware of our present moment, and often operate on “auto-pilot” to some degree. The auto-pilot mode is our default mode of operation. Even when we find ourselves in a pleasurable quiet moment we automatically begin to daydream about others, plan/worry about the future or ruminate about the past. We miss living in the present moment because we fail to pay attention to it. Mindfulness is about waking up to the present moment and paying attention to our experience. Learning mindfulness is not difficult; however, it is difficult to remember to do it. This training discusses mindfulness and how to incorporate its practice into your life.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is again on the Benton County Library.

Here are some of the new and current library services available:

- Contactless delivery of library materials if you live within the service district. Visit their website or call 541-766-6448 for more information or to sign-up.
- All-Access e-Card give you instant access to information and entertainment. Read a book on OverDrive or CloudLibrary, watch a movie on Kanopy, or place a hold on library materials.
- Online learning and enrichment resources for kids and all ages.
- Virtual events like storytime, book clubs, craft-at-home ideas, and more.
- Limited walk-up library services while our buildings are closed. Please visit their website for updated days and times for your nearest library branch.

If you have a question you can contact them through email, phone (541-766-6793) or text (541-326-0100).

Other noteworthy resources this week:

- Farm 2 Fork Fridays: Virtual seminar is a monthly series that brings you stories about how our food systems work and the efforts behind the scenes to make them more sustainable. Next up: Oregon Hop Terroir, Friday, Oct. 16, noon to 12:30 p.m. with Tom Shellhammer and sixth-generation hop growers, John and Liz Coleman. https://foodsci.oregonstate.edu/foodsci/fst-farm-2-fork-virtual-seminar-series

- Stretch Goals: Taking Your Performance to the Next Level: To take your performance to another level, you have to be willing to imagine greater possibilities and work outside of your comfort zone. This means setting both short- and long-term goals that you don't necessarily know you can reach. A key to success is to develop a support structure that keeps you working towards the desired goal. This concept will be explored by illustrating both work and non-work examples. Achieving goals that stretch your current ability ultimately increases your effectiveness, takes your performance to the next level, and makes the extraordinary possible. Oct. 19, 11-11:45 a.m. via Zoom. Registration required.

- International Friendship Program: Invitation to all OSU and Oregon community members to participate remotely/virtually in the International Friendship Program. This program pairs you up with OSU international students and scholars to engage in monthly conversations focused on community, culture and support. Register by Oct. 26 at https://bit.ly/2M1t8be. For more information, see https://international.oregonstate.edu/ois/international-friendship-program. Contact OIS.Programs@oregonstate.edu with any questions.

Take good care.

Culture of Care Team
Hello UHR Community,

This week our resource spotlight is on the many different things happening this month as part of National Work and Family Month.

The month of October was established by Alliance for Work-Life Progress as National Work & Family Month (NWFM) in 2003. It is a month of dedication to ensure that the worlds of both work and family are in balance in each person’s life. OSU’s NWFM is brought to you by the Family Resource Center & UHR. To see a calendar of this year’s events, click here or see the attached flyer.

Don’t forget to check out day 3 of the virtual benefits fair as well!

Other noteworthy resources:

- **Free Virtual Nutrition Counseling:** The OSU dietetic interns will be providing free Zoom counseling appointments to OSU faculty/staff/alumni and their immediate family members daily from Oct. 12-30. Contact michelle.bump@oregonstate.edu if you would like to schedule a session. Sessions can count toward your HEM requirements.

- **Introduction to the University Ombuds Office:** Join us to learn about the informal and neutral conflict management role of the University Ombuds Office, whose services are available to the entire OSU community. This session will include a fun communication activity — the only thing you need to "bring" to participate is a blank piece of paper. Part of the Fall 2020 FYI Friday series, Oct. 16, 9-9:30 a.m. via Zoom. Registration required.

- **Mindfulness-based Nature Journaling Series:** Join us on Monday afternoons in November to enjoy a “conversation with nature” by slowing down to focus on drawing from observation and recording your experience in a nature journal. These sessions will help participants build a toolbox of ways in which they can continue reflecting nature and expressing themselves in their own personal journals once class ends. All levels are welcome, as new tips and techniques will be introduced each week. $20. Register online.

- **Care.com Webinar:** Supporting Kids Who Learn Differently. School always presents challenges for students who learn and think differently (ADHD, dyslexia, anxiety, autism, etc.), but the Covid-19 pandemic has brought with it even more obstacles for these children, as well as the parents raising them. In this talk, author and parent coach Debbie Reber will share ideas for ways parents can best prioritize and plan in this new school landscape, as well as support their child’s cognitive and social/emotional needs while also tending to their own well-being. Oct. 22, 9-10 a.m. Register Today.

Take good care.
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week we are returning our resource spotlight to CAPS and some of the new resources they have available.

Since the Mind Spa is currently unavailable here are some resources CAPS has in place of:

- The Sanvello app, with free access to guided meditations for anyone with a valid .edu email address
- The Mindful@OSU newsletter, which includes weekly mindfulness tips and resources

CAPS also has Guided Meditation Sessions via Zoom. Beavers HERE Now is a student-lead, guided meditation program for OSU students, staff and faculty. Each session lasts about 30 minutes and includes a 15 minute guided meditation experience. A variety of meditation styles and topics will be explored during the term.

Another program that faculty and staff can choose to participate in this Fall is CAPS DAM Good Growth: Explore self-care and personal growth through CAPS's mental health engagement series centered around practices from the field of positive psychology. Each week will feature an online self-paced challenge, fun activities, community zoom session, and other surprises!

Other Noteworthy Resources this Week:

- **Flu Shot Clinic for Employees and Students:** Complete the online registration process located at https://beav.es/flu-clinic. The online registration process collects information ahead of time and enables you to schedule appointments. There are three steps to this process in order to keep confidential information secure. It is important that you complete all three steps in order to successfully schedule an appointment.

- **Bray Health Leadership Lecture:** “Racism is a public health crisis: Now that we see, what do we do?” The College of Public Health and Human Sciences announces the 2020 Bray Health Leadership Lecture featuring Camara Phyllis Jones, MD, Ph.D., MPH, a family physician and epidemiologist whose work focuses on naming, measuring and addressing the impacts of racism on the health and well-being of the nation. The lecture will be held live via Zoom from 1-2 p.m. Friday, October 2. For more information and to register, visit the event site.

- **Distinguished Professor Lecture - David Williams: Eat-Live Eat-Die: Carcinogens and Anti-carcinogens in Food:** We've all heard the old saying, "You are what you eat," but to what extent does what you eat really affect your health? Distinguished Professor David Williams is the Linus Pauling Institute Helen P. Rumbel Professor for Cancer Prevention in the College of Agricultural Sciences and an internationally recognized expert in the field of toxicology. Join us to learn firsthand about his research on diet and health. Tuesday, October 6 at 5:00pm to 6:00pm. Register here: https://oregonstate.zoom.us/webinar/register/WN_x0dQeCBJRbyawUdj8hFnpA
Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on **OSU Extension**.

Extension has a variety of online events. For example; **Drink to Your Health: Tasty, Lower-Sugar Choices For Kids and Caregivers**, and **Retrofitting your home to increase wildfire survival**.

They also have **Ask an Expert** which is a way for you to get answers from the Oregon State University Extension Service. They have experts in family and health, community development, food and agriculture, coastal issues, forestry, programs for young people, and gardening.

If you're looking for **youth education resources**, Extension has resources by subject and also by grade level.

Other Noteworthy Resources:

- **CAPS DAM Good Growth:** Explore self-care and personal growth through CAPS’s mental health engagement series centered around practices from the field of positive psychology. Each week will feature an online self-paced challenge, fun activities, community zoom session, and other surprises! Register at: beav.es/oxo

- **CAPS Group: Building Anti-Racism Stamina as a White Person:** Given the systemic racism that continues in all levels of our lives – intra-personally, inter-personally, institutionally, and structurally – this group will focus on building mental stamina to examine and deconstruct racism within ourselves as White-identified people, and the institutions that we are a part of. Meets via Zoom Thursdays 3:30-4:45 p.m. starting Oct. 15. Contact michele.ribeiro@oregonstate.edu or noreen.marsland@oregonstate.edu to join

- **BEavers HERE NOW:** Enjoy a different 15-minute guided meditation each week. Benefits of mediation include: Stress reduction, better sleep, sharper concentration, anxiety management & happier relationships. Sessions take place every Tuesday and Wednesday at 3 p.m. Contact tess.websterhenry@oregonstate.edu to coordinate extra credit for student attendance. Faculty and staff are welcome too. Register at: beaves/oGz

- **Successful Virtual Events: Tips, Tricks and Strategies:** This interactive session will provide helpful information for planning and executing two styles of virtual events at OSU: linear events (such as webinars), and non-linear events (such as hub-style conferences). Learn how to set up and run a smooth, professional-looking webinar from start to finish; and how to design the basics of a hub-style event that features multiple, simultaneous participation opportunities for guests. Live audience Q&A included. Presented by Katherine Du Pont (College of Business) and Brad Canfield (College of Engineering). Oct. 7, 11 a.m. to noon. Free and open to all. Register here

- **Mindful @ Oregon State University** is an e-newsletter that delivers a weekly care package of
mindfulness tips, resources and events to your inbox. Curated by CAPS staff, the newsletter features a weekly guided meditation, "Learn More" section, mindfulness challenge, OSU mindfulness event calendar and crowd-sourced knowledge and recommendations. Subscribe here: http://bit.ly/mindfulOSU

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our Culture of Care resource spotlight is on **Wildfire Resources**.

The OSU Alumni Association has a [2020 Wildfire Resource page](https://www.osu.edu/wildfire) with different topics regarding wildfires. Resources include how to care for animals affected by wildfires, what to do about wildfire ash in your garden, and how to keep your home and property safe from wildfires among others.

Also, with the recent alerts and closures related to the wildfires and wildfire smoke, here is a reminder on how to sign up for [OSU Alerts](https://www.orstate.edu/alerts) and have them pushed to your cell phone if you choose. It looks like they have a new system, so even if you had previously opted in you may need to do so again.

Other noteworthy resources:

- **Join the Professional Faculty Leadership Association**: The Executive Board of PFLA would like to invite all OSU employees to join this exciting, rewarding organization. In light of COVID-19, we are waiving our annual membership fee for this year (Sept. 1, 2020-June 30, 2021). So this is the perfect time to check out the benefits of PFLA membership. Visit the [PFLA website](https://www.pfla.org) and Register now.

- **Mid-Monthly Emergency Preparedness Topic: Pets in Disasters** - The likelihood that you and your animals will survive an emergency such as a fire or flood, tornado or earthquake is directly related to your level of emergency planning. Keep in mind that what is best for you is also typically best for your animals. This month's poster can be downloaded at: [https://emergency.oregonstate.edu/emergency-preparedness/preparedness-topics/pets-disasters](https://emergency.oregonstate.edu/emergency-preparedness/preparedness-topics/pets-disasters)

- **University Day**: Watch a recording of the University Day Keynote address, visit the virtual Expo and learn about the University Day award recipients by visiting universityday.oregonstate.edu. If you watch the keynote session recording and answer a quiz, you will be entered into the daily prize drawing through Sep. 25. For questions, contact events@oregonstate.edu.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our Culture of Care Resource Spotlight is on the College of Business's Free Webinars in business, leadership and communication.

Join Continuing and Professional Education and the College of Business for topics delivered online to help navigate your professional life. This fall, join industry experts for free one-hour webinars that cover topics including project management, negotiation, leadership, human resources, nonprofit management, and others.

Find the upcoming webinars [here](https://attendee.gotowebinar.com/register/2639154871000129295).

Other noteworthy resources:

- **“Laughter is Timeless:**” September’s Beyond Benefits Employee Assistance Program (EAP) webinar focuses on stress reduction related to laughter, humor and play. Professional comedians shouldn’t be the only people to use smiling, laughter, humor and play as part of their daily routine. These skills are valuable for everyone. A good smile has long been a key tool for anyone who needs to influence others. Laughter is now shown to improve our pain tolerance. Humor and play can be the building blocks of problem-solving. Together they can improve our happiness and effectiveness. Sept. 29, 10 a.m. To register, [https://attendee.gotowebinar.com/register/2639154871000129295](https://attendee.gotowebinar.com/register/2639154871000129295).

- **Recognizing and Supporting Students in Distress Training for Staff, Faculty and Student Assistants:** OSU students today face increasing pressures that can lead to emotional distress, depression, anxiety, substance abuse and even thoughts of suicide. This is never more true than now with the additional stressors of police brutality, racism and a global pandemic. Faculty, staff and the student assistants we employ may be in the best position to notice when a student needs additional support. Visit [beav.es/Zzp](http://beav.es/Zzp) to access the faculty/staff online training so you can recognize and support OSU students in distress.

- **Back health video:** Learn to mind your back – and your well-being – in this short [Synergies video](https://www.youtube.com/watch?v=JSyG4JtU9Mg) with Jay Kim, assistant professor and expert in occupational ergonomics in the College of Public Health and Human Sciences. Get tips for setting up a home office space and how to avoid body pain and discomfort while working remotely.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Hello UHR Community,

This week our Culture of Care Resource Spotlight is on the Corvallis-Benton County Public Library.

The library is now offering free delivery service within their service district! If you are interested in having materials delivered to you, please fill out the order form here, or call them at 541-766-6448 or 541-766-6793.

They also have walk-up services: The Corvallis, Monroe and Alsea branches have limited walk-up library services available three times per week. While the buildings are still closed to the public, you can pick up holds and make requests from the patio. Masks are required for ages 5+. Please note, you are welcome to switch from delivery to walk-up services, but you won’t be able to do both.

Other Noteworthy Resources:

- **Care.com Webinar: Making Distance Learning Work** Is the kitchen table your child's new classroom? This Fall, back-to-school is anything but normal. Distance learning is becoming the norm which is a huge adjustment for everyone. Devorah Heitner, PhD, an expert on young people’s relationship with digital media and technology, will join us to share practical advice and tips for how you can help your kids succeed in this new digital classroom. She'll also discuss how parents can make this all a little easier on ourselves, too. **Date:** Tuesday September 15th **Time:** 9:00-10:00 am, Register Today

- **2020 University Day Keynote Session is now open.** Register for the virtual keynote session with Freeman Hrabowski, President of University of Maryland, Baltimore County on Tuesday, Sept. 15, from 10-11:30 a.m. Watch the live or recorded keynote session and be entered into daily prize drawings (through Sept. 25).

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our Culture of Care Resource Spotlight is on SARC, the Survivor Advocacy and Resource Center. They offer 24/7 confidential support for all OSU community members affected by sexual harassment, including sexual assault, unwanted sexual experiences, domestic violence, dating violence and stalking. Through SARC, you can get help with:

- Knowing your rights and options
- Safety planning
- Academic and housing concerns
- Information about law enforcement or OSU reporting options
- Referrals to on- and off-campus resources
- And more.

Movement restrictions related to the coronavirus pandemic have increased domestic abuse concerns worldwide. Faculty, Staff, and Students who are concerned about their safety or the safety of someone else, no matter where they are, can visit SARC – How to Get Help for more information on how to recognize abuse, find a safe space, and for resources related to survivor protection and support.

SARC also has workshops and presentations for faculty, staff, and departments.

Other noteworthy resources this week:

- **100-Day Projects**: A 100-day project plan is one approach to creating the future you want. It's more attainable than year-long goals, and also supports your annual goals or longer-term aspirations. It's short enough for tangible progress, while also building momentum on other efforts. It's a strategy to deal with those reoccurring problems and issues as well as develop your creative ideas and make them happen. This program will take you through the process and steps of developing 100-day projects and encourage you to do so with an accountability partner. Aug. 26 via Zoom, 8:15-9 a.m. [Registration required.](https://caredotcom.zoom.us/webinar/register/WN_Nhfh5ZyQQyynl6RYSTKEyA)

- **Back to School & Distance Learning Support by Care.com**: Join this webinar to learn more about your Care.com benefits in general to locate child, elder, pet or home care. This webinar will also cover how to use Care.com to find resources for back-to-school child care, distance learning support, nanny share, learning pods and more. Aug. 31, 11 a.m., [https://caredotcom.zoom.us/webinar/register/WN_Nhfh5ZyQQyynl6RYSTKEyA](https://caredotcom.zoom.us/webinar/register/WN_Nhfh5ZyQQyynl6RYSTKEyA). If you missed the webinar offered on Coping With Pandemic Anxiety As Kids Return To School you can still access the recording. Register with your name and email address [here](https://caredotcom.zoom.us/webinar/register/WN_Nhfh5ZyQQyynl6RYSTKEyA). After registering the recorded webinar appears on the screen.
Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on **OSU Rec Sports Free Remote Fitness Coaching**. Rec Sports Trainers guide these 50-minute Zoom conversations to:

1. Explore your current activities and interests
2. Help define goals for movement and fitness
3. Develop a plan and a remote fitness routine
4. Demonstrate fitness-level-appropriate exercises with pre-recorded videos

To schedule an appointment go to [this page](#) and select a date and time from the calendar.

**Other noteworthy resources this week:**

- **Zoom Meeting Tip:** Turn Off Your Desktop Notifications Alerts and notifications during a meeting can be distracting to you and the other participants, so before your meeting begins, turn them off. For Windows 10 users, select *Settings > System > Focus Assist*, and toggle *When I'm duplicating my display* to *On*. Mac users can turn on *Do Not Disturb* in the Notification Center in the upper right corner of your screen. Simply scroll to notifications and toggle *Do Not Disturb* to *on*. From [this article](#).

- **Care.com Webinar: How to Raise Kids to be Actively Anti-Racist, August 25, 2020 9AM-9:45AM-**: Parents tend to avoid conversations about race with their children. Too often, parents don’t fully understand it themselves, so they struggle to talk about it with their kids. The Rev. Dr. Jennifer Harvey, award-winning author, educator, and activist, will offer guidance on how to have constructive, age-appropriate discussions with children about race and racism. This live webinar – the second in a special series on talking to children about racial issues –will be hosted by Care.com CEO Tim Allen and will include a Q&A session. Whether you're a parent who wants to advance your family's journey of anti-racism activism, or an educator or caregiver looking to foster racial justice in our homes, communities, and schools, you'll leave this conversation with the knowledge and tools you need to educate children to be empowered, active allies in the ongoing fight against systemic racism in America. [Register Here](#)

- **Face mask distribution:** Benton County will host a face covering distribution event at nine locations throughout the county from 9 a.m. to noon, Saturday, Aug. 22. Each site will primarily distribute KN95 face coverings. Limited amounts of child-size face coverings, face shields and FDA-approved hand sanitizer will be available as well. Eight of the distribution locations will be drive-thru, and Corvallis Farmers’ Market will host a walk-up face covering distribution booth. An additional walk-up distribution event will be hosted at Monroe City Hall during business hours the week of Aug. 24-28. Distribution locations: Santiam Christian School, 7220 NE Arnold Avenue, Adair Village;
Crossroads Christian Fellowship, 2555 NW Highland Drive, Corvallis; Corvallis Farmers Market; South Gate Plaza, 1810 SW Third Street, Corvallis; The Church of Jesus Christ of Latter-day Saints on Harrison, 4141 NW Harrison Boulevard, Corvallis; Inavale Fire Station 203, 25700 Llewellyn Road, Corvallis; North Albany Community Church, 1273 NW West Thornton Lake Drive, Albany; Philomath Fire Station 201, 1035 Main Street, Philomath; Wren Fire Station 202, 34925 Wren Road, Philomath. For more information, call Benton’s County’s COVID-19 Call Center at 541-766-6120, or email bentoneoc.pio@gmail.com. Information about COVID-19 and the County’s response can be found at co.benton.or.us/covid19.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on the Contemplative Studies Initiative at OSU.

The OSU Contemplative Studies Initiative is an interdisciplinary effort to foster research, education, and outreach related to contemplative practices. These practices include a range of mental and physical disciplines, such as mindfulness-based practices, that foster concentration and mental clarity, focused inquiry, and physical and mental composure. The goal of such practices is to promote the well-being of individuals and society through the development of both analytic and empathetic skills.

They have free classes throughout the year as well as a variety of free guided contemplative practices and resource sites.

Other Noteworthy Resources this week:

- Check out the new Culture of Care Kudos Korner on the Culture of Care Teams channel. If you click on the three dots in the top right hand side of the page you can turn on notifications for this page so you know when one of you or one of your colleagues gets a Kudos!

- **Investment webinars:** The Maps Credit Union CFS investment team is conducting a Weekly Webinar Series on a variety of investment topics that include current market updates. [Wednesday, Aug 12, noon, PERS and Retirement Planning (Tier 1 & 2); Wednesday, Aug 12, 3 p.m., ABC + D of Medicare; Thursday, Aug 13, noon, Investing With Social Responsibility; Thursday, Aug 13, 3 p.m., PERS and Retirement Planning (OPSRP)]. This is one way to educate yourself without leaving the comfort and safety of your own home. These are not OSU events but are tailored to OSU clients and during normal circumstances are held on campus. There is no charge.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on the resources available to us through our GOHERC (Greater Oregon Higher Education Recruitment Consortium) membership.

GOHERC has resources for dual career couple job searches: HERC is invested in the success of dual career couples, as the outcomes of a dual career job search can directly affect employee success and quality of life. HERC supports dual career couples as a matter of intersectional and gender equity, since dual career programs are often critical to women’s career advancement. Resources include: Dual career Job Searches, Custom Job Alerts, Expert Career Advice, and Career Webinars.

We also have access to GOHERC’s library of webinars on a variety of topics such as recruitment, retention, diversity, and workplace inclusion.

Other noteworthy resources this week:

- Article: [If You Want To Quickly Reduce Your Employees’ Burnout, Make Them Answer This One Question Every Morning](#)

- Free, self-paced, online training: Diversity, Equity and Inclusion in Remote Work Environments: The recent pandemic has caused a massive, sudden shift to remote work for many companies. This shift impacts efforts to advance diversity, equity and inclusion (DEI) in the workplace, both in positive and potentially challenging ways. The OSU Center for the Advancement of Women in Leadership created this 15-minute, self-paced training directed at managers, employee resource group members, HR professionals and anyone invested in DEI work in their organization. It provides an overview of remote work and DEI, ways in which remote work can promote and challenge DEI efforts and a series of practical strategies designed especially for promoting inclusion in remote workplaces. [Register for the training](#). Then, [join our Slack community](#) to keep the conversation going.

- Care.com Benefit: As back-to-school approaches in this unprecedented time many parents are scrambling to find care or distance learning support for their children. Care.com has Family Care Benefits that they provide to help support families during this challenging time. Employees can sign up today to ensure they have access to these Care.com benefits at [www.care.com/osu](http://www.care.com/osu). Employees can also access all of the care-related and distance learning resources they offer including resources for tutors, nanny shares, pod teachers, babysitters, and more. (See attached flyer for additional information). Care.com has also created this [back-to-school resource guide](#) where employees can find information on how to navigate the these newly complicated care scenarios.
Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our culture of care resource spotlight is on **emotions and eating during a crisis**.

**Beyond Benefits** has a recorded webinar available to access called: [How Emotions Impact Eating During a Crisis](#). In *Why Can't I Stop Eating? How Emotions Impact Our Eating During the COVID-19 Pandemic* learn about the relationship between emotions and food consumption, strategies for recognizing emotional eating, and tips about eating for physiological, not emotional reasons. Additionally, the **OSU dietetic interns** will be providing **free Zoom counseling appointments** to OSU faculty/staff/alumni and their immediate family members on Tuesdays, Wednesdays, and Thursdays during the weeks of Aug 10 and Aug 17. Contact [michelle.bump@oregonstate.edu](mailto:michelle.bump@oregonstate.edu) if you would like to schedule a session. Sessions can count toward your HEM requirements.

**For a short video about food and our immune systems**: CPHHS professor and Linus Pauling Science Center Director Emily Ho shares the science behind how food can affect our immune system in this 10-in-10 episode – 10-minute recorded conversations with CPHHS faculty about health and well-being in the time of novel coronavirus. Watch it [here](#).

Other Noteworthy Resources this Week:

- **Bard in the Yard**: Oregon State University's Bard in Quad presents a fully immersive, audio-only production of “Macbeth,” available for download on all major podcast platforms through OSU theatre's “Dam the Distance” podcast feed starting Aug. 14. The production has been made possible through support from the OSU Memorial Union and Block 15 Restaurant and Brewery. Virtual tickets for the podcast are available at [bardinthequad.org](http://bardinthequad.org). Patrons can name their own price to help support OSU theatre during this challenging time. The full audio drama production will be available Aug. 14 for download through OSU Theatre’s [Dam the Distance](#) podcast feed which can be found through the Bard in the Quad website, Apple podcasts, and all major podcast platforms.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Hello UHR Community,

This week our culture of care resource spotlight is on **Weight Watchers (WW)**.

WW has launched new private virtual workshops for PEBB members. “Exciting news for WW members! PEBB and WW have just launched a Private Virtual Workshop exclusively for PEBB members. Get ready to see some familiar faces as we join together for a weekly workshop guided by a WW Coach. Move closer to your weight-loss and wellness goals in this fun, supportive – and did I mention private? – live Virtual Workshop.”

Current WW Members can view the Workshop schedule by joining PEBB’s Connect Group [here](#).

Not a Member? Learn more about our partnership with WW by visiting [PEBB.WW.com](http://PEBB.WW.com).

**Beyond Benefits Highlight:** Your membership includes access to the [Working Advantage](https://www.workingadvantage.com) members-only program. This unique program gives you access to exclusive discounts and special offers to theme parks, shopping, movie tickets and much more!

Other noteworthy resources this week:

- **Faculty Staff Fitness:** OSU’s Faculty Staff Fitness Program is starting in-person fitness programming on campus July 20-Sept. 18. Registration is open. Please see [https://health.oregonstate.edu/fsf/schedule/summer](https://health.oregonstate.edu/fsf/schedule/summer) for the full list of classes. Not going to campus? FSF is offering over 200 pre-recorded, accessible any time, online fitness classes for summer term June 15-Sept. 18. Classes range from 10, 20, 30 to 60 minutes and involves formats including Weight Training, Cardio Kickboxing, Cardio Dance (similar to Zumba), Barre Fusion, Pilates, various Yoga styles, and more. Registration is $35 and is now open via: [https://health.oregonstate.edu/fsf/online](https://health.oregonstate.edu/fsf/online).

- **Free, self-paced, online training: Diversity, Equity, and Inclusion in Remote Work Environments:** The recent pandemic has caused a massive, sudden shift to remote work for many companies. This shift impacts efforts to advance diversity, equity and inclusion (DEI) in the workplace, both in positive and potentially challenging ways. The OSU Center for the Advancement of Women in Leadership created this short (15 minute), self-paced training directed at managers, employee resource group members, HR professionals, and anyone invested in DEI work in their organization. It provides an overview of remote work and DEI, ways in which remote work can promote and challenge DEI efforts, and a series of practical strategies designed especially for promoting inclusion in remote work.
workplaces. Register for the training. Then, join our Slack community to keep the conversation going.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on our **new discount program**, Working Advantage, which replaced LifeBalance and is offered through Beyond Benefits.

With access to Beyond Benefits, you now also enjoy exclusive, 24/7 access to the **Working Advantage** discount network. Take advantage of this expansive portfolio of offers and save up to 60 percent on a wide selection of products and services, including:

- Health and fitness
- Museums and city passes
- Home and garden
- Broadway shows
- Merchant gift certificates
- And much more!

To register for Working Advantage and to start making the most of the discounts available to you go to your Beyond Benefits Login and click on the “More” tab in the toolbar, or click the “Access” box on the right side of the page, then select “Discounts.”

**Other noteworthy resource this week:**

- **Free, self-paced, online training: Diversity, Equity, and Inclusion in Remote Work Environments:** The recent pandemic has caused a massive, sudden shift to remote work for many companies. This shift impacts efforts to advance diversity, equity and inclusion (DEI) in the workplace, both in positive and potentially challenging ways. The OSU Center for the Advancement of Women in Leadership created this short (15 minute), self-paced training directed at managers, employee resource group members, HR professionals, and anyone invested in DEI work in their organization. It provides an overview of remote work and DEI, ways in which remote work can promote and challenge DEI efforts, and a series of practical strategies designed especially for promoting inclusion in remote workplaces. [Register for the training](#). Then, [join our Slack community](#) to keep the conversation going.

- **How to deal with working from home with kids:** Working from home with the kids? We feel you. Take 10 minutes while assistant professor and family/life expert Kelly Chandler, College of Public Health and Human Sciences, breaks down why the struggle is real, the myth of "having it all," why it's important to lighten up, and what we can do to hold it all together. Watch on the college's [COVID-19](#)
Investment webinars: The Maps Credit Union CFS investment team is conducting a Weekly Webinar Series on a variety of investment topics that include current market updates. **Wednesday, July 15, noon: Economic Outlook - Opportunities in an Uncertain World (PIMCO); Wednesday, July 15, 3 p.m.: PERS and Retirement Planning (OPSRP); Thursday, July 16, noon: ABC + D of Medicare; Thursday, July 16, 5:30 p.m.: Social Security - Seven Keys to Enhancing Benefits.** This is one way to educate yourself without leaving the comfort and safety of your own home. (These are not OSU events but are tailored to OSU clients and during normal circumstances are held on campus. There is no charge.)

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits  
Christina Schaaf, Work Life Coordinator  
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on Care.com.

Many of you may already be aware that OSU offers a free membership to Care.com, where you can access a network of caregivers for children and adults. What you may not know is that Care.com also offers networks of housekeepers, pet sitters, dog walkers, tutors and more. Care.com's solution works toward work-life integration.

Care.com also has many valuable articles, such as: 10 Things to Look for in a Pet Sitter, 9 Strategies to Help with a Parent Who Refuses Care, How Much Does a Tutor Cost, and much more.

Visit Care.com/OSU to create a free profile using your OSU email address.

We will also start highlighting a feature of our new EAP, Beyond Benefits, each week. This week our Beyond Benefits Highlight is on their Working from Home/Remote Resource Guide. This includes information on creating a home office, working remotely, communicating remotely, work life, and tax deductions.

Other noteworthy resources this week:

- **Tier Two workshops, New Tier One dates, Remote delivery of Social Justice Education workshops is happening now:** See the schedule and register for Zoom workshops through fall 2020 [here](#). See three brand new Tier Two collaborations created for our community today. The SJEI is an excellent foundational professional development program for all faculty, staff and graduate students. Join your colleagues to begin, or expand, your equity and inclusion journey. Interested in this work for your unit? Contact SJEI director Jane Waite for further information: jane.waite@oregonstate.edu

- **Managing People Through Change:** If progress requires change, why can change be so difficult? Understanding how the change process impacts us is important to directing change efforts. Several change models will be integrated. As a participant, you will learn what to expect in the cycle of change and how to work with each phase to ease transitions for yourself and others. Recommended for managers and leaders. July 13 via Zoom, 1 – 3 p.m.. [Registration required](#).

- **Community Building & Social Distance Webinar:** Join the Adventure Leadership Institute as we host a webinar on community building during the age of social distancing. Learn some activities and talk
about why maintaining community is crucial during this time. Click the link to register: Community Building & Social Distance, Thursday, July 16, 2-3 p.m. Check out more of our webinars offered summer term here. Questions? Contact Emily Abrams.

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on our new Employee Assistance Program: Beyond Benefits.

Beyond Benefits EAP is a life event resource. It is confidential and at no-cost for employees and their household members to use! Whatever you need support with, you can contact Beyond Benefits and ask for assistance. Beyond Benefits goes beyond your typical EAP by offering legal, financial, work-life, and mental health and wellness services and resources. It is not limited to crisis or counseling support. Your Beyond Benefits program provides consultations and resources whenever and wherever you need them. Discover what Beyond Benefits has to offer you!

To enroll in our new EAP, Beyond Benefits:

- Go to guidanceresources.com
- Click on “Register” and use the Organizational Web ID: OSUBeyond

Here is a short video on using the Beyond Benefits website.

Other noteworthy resources:
- **Care.com Webinar: Middle School Matters** - The transition from childhood to adolescence is not easy – for kids or their parents. Add to that the COVID-19 pandemic, and this is a really challenging time for pre-teens and middle schoolers. Phyllis Fagell, a licensed clinical professional counselor, will join us and give advice to parents on how to best support our children right now, help tweens navigate shifting social dynamics, and monitor your child’s social media and online use to prevent fatigue, bad habits, and negative behaviors. Tuesday July 28th 11am-11:45am. [Register Today](#)

- **Care.com Webinar Recording: How to talk with kids about Race and Racism** - Dr. Beverly Daniel Tatum, a nationally recognized authority on racial issues in America and a clinical child psychologist, shares how you can talk to and teach your kids about race, racism, and protests. This live Q&A webinar, hosted by Care.com CEO Tim Allen, includes guidance on how to have important – often difficult – conversations with kids of all ages about race that are empathetic, constructive, and compassionate.

- **Investment webinars:** The Maps Credit Union CFS investment team is conducting a Weekly Webinar Series on a variety of investment topics that include current market updates. [Wednesday, July 1, noon](#)
- Economic Outlook - Perspective (First Trust); Wednesday, July 1, 3 p.m. - When is your Retirement Date?; Thursday, July 2, noon - Investing With Social Responsibility. This is one way to educate yourself without leaving the comfort and safety of your own home. (These are not OSU events but are tailored to OSU clients and during normal circumstances are held on campus. There is no charge.)

Take good care.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaad, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on the Family Resource Center. The Family Resource Center advocates for and provides quality programming and services to all OSU families with dependent care needs to support the academic, professional and personal growth and success of the whole person.

The Family Resource Center also has a page dedicated to COVID-19 Resources for Families which includes weekly “quarantine hacks for kids”. Other resources include: food resources, educational resources, entertainment, tips for coping and talking with children and other resources.

Other noteworthy resources:

- **Free Public Health Insider webcast series**: The recent global health crisis has placed the public health field into the forefront of our daily lives. Explore the impact of public health on your life and community with the Public Health Insider webcast series, Wednesdays at noon on June 24, July 1 and July 8. Discover how shifts in policy, social and environmental influences, technology and more impact public health with talks from experts in the College of Public Health and Human Sciences. [Learn more and register](https://health.oregonstate.edu/fsf/online).

- **Under the Orange Light**: Recording of the webcast Under the Orange Light: COVID-19, are now available. The Faculty Senate Executive group presented a series of lightning talks by faculty who will take the audience on an intersectional journey to better understand the current COVID-19 global pandemic. They can be found at [https://senate.oregonstate.edu/under-orange-light-covid-19-webcast](https://senate.oregonstate.edu/under-orange-light-covid-19-webcast).

- **Faculty Staff Fitness**: OSU’s Faculty Staff Fitness Program is starting in-person fitness programming on campus July 20-Sept. 18, 2020. Registration opens July 1. Please see [https://health.oregonstate.edu/fsf/schedule/summer](https://health.oregonstate.edu/fsf/schedule/summer) for the full list of classes. Not going to campus? FSF is offering over 200 pre-recorded, accessible any time, online fitness classes for summer term June 15-September 18, 2020. Classes range from 10, 20, 30 to 60 minutes and involves formats including Weight Training, Cardio Kickboxing, Cardio Dance (similar to Zumba), Barre Fusion, Pilates, various Yoga styles, and more. Registration is $35 and is now open via: [https://health.oregonstate.edu/fsf/online](https://health.oregonstate.edu/fsf/online).
Hello UHR Community,

This week our resource spotlight is on the HSRC and specifically, their program “Healthy Beaver Bags”.

On Fridays the HSRC is doing a special food distribution for OSU community members for our new program, Healthy Beaver Bags. Our Food Security Programs coordinator is dedicated to seeing that our low-income students and staff keep some healthy nutritional options in their diets. Each box will have a theme that we will announce on our Facebook Page. We’ll include some recipes, information from Food Hero and a few other rotating ingredients as we go depending on seasonality, etc. Again, this is only for OSU community members.

- Pick up at the back porch of Champinefu Lodge from 12-2:30 pm (or until we run out) on Fridays.
- Please maintain social distancing.
- Please stay home if you're sick.
- Students can pick them up with a valid OSU ID at the back entrance to the HSRC.

Other noteworthy resources this week:

- Oregon State University is hosting a “flash panel” on racism, violence and social protest at noon Thursday. The event, called “What Just Happened” can be viewed on Zoom at https://oregonstate.zoom.us/j/91414031945.
- OID Invitation to upcoming faculty and staff community spaces - During this time, coming together as a community is essential and we will be holding two community spaces in the coming week. The purpose of these spaces is to take time to ground, connect, and process. There will be opportunities for small group dialogue and large group reflection. Come with your video on or off and leave when you need to.
  - Community Space for Faculty and Staff of Color
    Wednesday, June 10, 2:00-3:30pm
    Click here to register
  - Community Space for Queer and Trans Faculty and Staff
    Thursday, June 11, 2:00-3:30pm
    Click here to register
- Faculty & Staff COVID-19 Disaster Relief Fund Under IRS Code Section 139: In collaboration with
the OSU Foundation, Oregon State University is offering emergency financial assistance grants through the OSU Faculty and Staff COVID-19 Disaster Relief Fund. The purpose of this fund is to help regular classified and unclassified employees in our university community with unexpected needs during this unprecedented time of the COVID-19 pandemic. All classified staff, professional faculty and academic/research faculty are eligible regardless of service time or FTE. An individual must be actively employed on the date of grant distribution. Read more about the details of the program here. Student hourly employees, graduate assistants, and stipend recipients (e.g., fellows) are not eligible. There are separate programs for students located here: https://financialaid.oregonstate.edu/covid-19.

Take good care and stay well.

Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week we wanted for focus our resource spotlight on OSU diversity, equity, and inclusion resources.

The first we wanted to remind you of is the Search Advocate program: The workshop series establishes a theoretical foundation of current research about implicit bias and diversity, information about the changing legal landscape in hiring, and an overview of inclusive employment principles. Using this foundation, you will begin to construct your own framework of practice, delve into specific issues that may arise at each stage of the search process, and explore various ways to head off or respond to those issues.

Also, if you have not attended a Social Justice Education Initiative workshop, we highly recommend them: With humor, empathy, and expertise we will engage in a self-reflective process that helps us answer these important questions:

- What is the story of the current context in Oregon -- and how did we get here?
- How do you locate yourself in this story?
- Why does social justice matter?

The phrase "more curiosity, less judgment" is instrumental to social justice and equity work and is a guiding principle for the Social Justice Education Initiative.

The Office of Institutional Diversity We Have Work To Do Campaign. They also have a page that details resources and opportunities to help connect with the campaign and the important work of realizing OSU's vision for diversity, equity, and inclusion. They will also be holding a webinar tomorrow (June 4 from 9 am to 10:30am): DEI Response to COVID-19: From Principles to Action. Register Here.

We know there are many other resources available, if there are any that have been particularly impactful for you, please share.

Take good care.

Culture of Care Team
Hello UHR Community,

This week our resource spotlight is on Self Care.

We sent this out previously, but wanted to highlight it this week. Counseling and Psychological Services is offering the Dam Good Self Care 30 Day Challenge. Take the challenge and try a variety of activities aimed to help reduce your stress, retrain your brain to see the positive and ramp up your self-care. Start anytime, go at your own pace and feel free to look ahead!

- Embark on a journey of discovery and renewal. They'll provide 30 days of activities, ideas, and support to help you live your best life during this time of adjustment. Take your time and move through the activities at your own pace. There is no rush. Use this tool in the way that feels best for you.
- The goal of this challenge is to expose you to a variety of self-care strategies. At the end of the 30 days, you will have the opportunity to set one or two realistic goals. Don't try to change too much too fast!

Other noteworthy resources:
- **Beavers Read:** During social isolation, it can help to have good things to read -- to pass the time, to calm your mind, to help you keep learning. OSU Libraries is here to help you find your next good read -- and make sure it is something you can read safely from home. Just fill out this survey to get an email with personalized recommendations: https://oregonstate.qualtrics.com/jfe/form/SV_4GHk9YYcjKaHSfz.
- **Webinar: Managing Stress in the midst of COVID-19 presented by Care@Work:** Stress is a normal part of our day-to-day lives. However, in this new era of COVID-19, when you add working from home, home-schooling your kids, and caregiving for ailing parents to the external stressors of our uncertain world, it can be a dizzying balancing act. How can you manage stress when you feel like you have no time for yourself? There are some tangible things you can do to avoid burnout, even when you feel like you have limited time. This seminar will address: Warning signs of a stress overload, techniques to reduce stress and enhance well-being, and ways to get the support and help needed to balance work and life. May 28, 2-3 p.m. Register today.
Healthy Beaver Bags: The Human Services Resource Center has a new program called Healthy Beaver Bags. Every Friday afternoon from noon to 2:30 p.m., bags are distributed off the back porch of Champinefu Lodge. This program is available for faculty/staff and students who are financially stressed and are looking to add more healthy items to their meals. This resource is also available to former staff or students who recently graduated or are taking a break. We are all in this together and the HSRC is here for those who need us. Each bag has a theme and will feature more and more fresh and local produce as the growing season comes on. An example of what comes in a bag can be seen on the program's Facebook page. This is a supplement for pantry food boxes, which are currently being distributed every Wednesday from 10 a.m.-3 p.m. and are NOT restricted to OSU community members.

Happy Wednesday!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight is on local community and COVID-19.

Since Benton county is now reopening people may have questions about what the reopening plan looks like. The Benton County website is a great resource. The plan for reopening and FAQ’s are listed there. Additionally, they do a daily video update with information about cases and other pertinent information including reopening. For example, yesterday’s video gave tips about what to do when visiting a business that recently reopened such as: call ahead of time to find out about their capacity limitations and prevention practices, and make a reservation or appointment if possible. They also recommend if you go to a business and it’s crowded to leave and come back another time.

Additional Noteworthy Resources:

- The Family Resource Center sent out a brief survey to get an idea of what families current dependent care needs and concerns are.
- Q&A Forum: Managing Stress & Work-Life Challenges During COVID-19: This is an hour-long bi-weekly question-and-answer forum facilitated by a master’s level therapist. This lunch connection is intended as a self-care touchpoint to have a safe space where people can ask for tips on stress management, work-life balance challenges and how to stay connected through challenging times. All attendees remain anonymous and will be able to type in their questions to get immediate feedback from the host. May 26, noon to 1 p.m. Register for May 26
- Running Effective Remote Meetings: Meetings are a series of conversations. Most agenda items can be categorized under a handful of conversations. Remote meetings require a greater adherence to the conversational processes. Conversational processes will be highlighted, that when followed, will increase the likelihood of an effective meeting. Zoom session, May 27, 9:30-11 a.m. Registration required.

Happy Wednesday!

Well wishes,
Hello UHR Community,

This week our resource spotlight is on the new Healthy Campus Coalition (HCC) [Website](http://healthy-campus-coalition).

**Mission-Vision of the HCC:**
OSU’s Healthy Campus Coalition will advance a common agenda to make OSU the healthiest campus in the Northwest to live, work and learn. The HCC will advance a holistic approach to create and sustain a culture of health and well-being at OSU, institutionalizing and continuously improving all aspects of health: physical, psychological, social, academic, professional, financial, community and cultural.

One of the goals of the Healthy Campus Coalition is to create a webpage that centralizes the holistic wellness resources for both students and faculty and staff at OSU. The website was just launched with plans to add more content.

Also, our UHR stretch break last week was recorded so you can view and do it whenever works for you! We also attached a handout of the stretches that Dee provided.

**Other noteworthy resources this week:**
- **Webinar: Managing Stress in the midst of COVID-19 presented by Care@Work:** Stress is a normal part of our day-to-day lives. However, in this new era of COVID-19, when you add working from home, home-schooling your kids, and caregiving for ailing parents to the external stressors of our uncertain world, it can be a dizzying balancing act. How can you manage stress when you feel like you have no time for yourself? There are some tangible things you can do to avoid burnout, even when you feel like you have limited time. This seminar will address: Warning signs of a stress overload, techniques to reduce stress and enhance well-being, and ways to get the support and help needed to balance work and life. May 28, 2-3 p.m. [Register today](https://www.careatwork.org/event/managing-stress-in-the-midst-of-covid-19/).
- **Mindful @ Oregon State University** is an e-newsletter that delivers a weekly care package of mindfulness tips, resources and events to your inbox. Curated by CAPS staff, the newsletter features a
weekly guided meditation, learn more section, mindfulness challenge, OSU mindfulness event calendar and crowd-sourced knowledge and recommendations. Subscribe here: http://bit.ly/mindfulOSU

- **Public health talk:** The College of Public Health and Human Sciences is meeting the current public health crisis head-on and hosting its Friday Research Seminars online from 1-2 p.m. most Fridays. On Friday, May 15, Emily Yates-Doerr, Ph.D., assistant professor in the School of Language, Culture and Society in the College of Liberal Arts, will present "'Stay healthy, stay happy' is dangerous language" via Zoom. See upcoming presentations and recordings of past presentations at health.oregonstate.edu/seminars and learn how the CPHHS is Meeting the Moment.

- **Healthy Beaver Bags:** The Human Services Resource Center has a new program called Healthy Beaver Bags. Every Friday afternoon from noon to 2:30 p.m., bags are distributed off the back porch of Champinefu Lodge. This program is available for faculty/staff and students who are financially stressed and are looking to add more healthy items to their meals. This resource is also available to former staff or students who recently graduated or are taking a break. We are all in this together and the HSRC is here for those who need us. Each bag has a theme and will feature more and more fresh and local produce as the growing season comes on. An example of what comes in a bag can be seen on the program's Facebook page. This is a supplement for pantry food boxes, which are currently being distributed every Wednesday from 10 a.m.-3 p.m. and are NOT restricted to OSU community members.

Happy Wednesday!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Hello UHR Community,

This week our resource spotlight will be focused on **stretching**.

Since most of us aren’t set up at home with the best ergonomic office furniture, most likely we aren’t in a healthy posture for most of the day. We’re all most likely spending more time looking at our screens, getting less exercise since we’re only walking around our houses, and not standing up and walking or taking breaks as frequently.

To get us up and moving, Dee Gillen, from Faculty Staff Fitness will be leading a guided **Zoom stretching session** for our UHR Community tomorrow at 1PM (no need to turn your video on!). Dee will also have a handout for us of the stretches. Please see the Zoom details at the end of the email. We hope you can join us!

Other noteworthy resources this week:

- **DAM Good Self Care 30-Day Challenge**: Celebrate Mental Health Month by taking good care of yourself. Explore a variety of challenges centered around mental, emotional, and physical health. Learn new stress relief techniques and strategies, practice gratitude, get active in creative ways and connect with friends along the way. Visit [https://beav.es/4W6](https://beav.es/4W6) to get started.
Happy Wednesday!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner

Subject: [Hr_osu] Culture of Care: Resource Spotlight
Date: Wednesday, April 29, 2020 at 1:33:27 PM Pacific Daylight Time
From: HR(OSU) on behalf of Schaaf, Christina EB
To: hr_osu@lists.oregonstate.edu

Hello UHR Community,

Since last week we focused on “zoom fatigue,” this week we wanted to share a great article on making Zoom meetings more meaningful.

Also, here are ten tips on how to be a better conversationalist. The tips are from this Ted Talk from a journalist, Celeste Headlee, who has honed her remote communication skills interviewing thousands of people over the years as a journalist for public radio.

1. Don't multitask.
2. Don't pontificate.
3. Use open-ended questions.
4. Go with the flow.
5. If you don't know, say that you don't know.
6. Don't equate your experience with theirs.
7. Try not to repeat yourself.
8. Stay out of the weeds.
9. Listen.
10. Be brief.
Subject: [Hr_osu] Culture of Care: Resource Spotlight

Date: Wednesday, April 22, 2020 at 10:52:33 AM Pacific Daylight Time

From: HR_OSU on behalf of Schaaf, Christina EB

To: hr_osu@lists.oregonstate.edu

UHR Community,

This week our resource spotlight is focusing on Zoom fatigue.

You may have noticed that you’re feeling more tired after a day of virtual meetings. This actually has to do with the way our brains process information. Video meetings require a different kind of attention than in person meetings. This is because your brain is processing different information such as the spaces of each participant, our own background distractions, having to look at yourself while speaking (not something we typically have to do!), and the extra work we have to do to show that we’re paying attention.

Here are some tips on how to avoid Zoom fatigue:

1. Avoid scheduling Zoom meetings back-to-back and try to take measured breaks between meetings
2. Allow or ask for breaks during longer Zoom meetings
3. Look away from the screen during a Zoom break
4. Take a few moments before clicking “Start” to settle and ground your attention
5. Take the time to truly greet whoever is in the room with your full attention
6. Choose “speaker view.”
7. When you’re tuning in to a meeting, use your phone and focus on listening and taking paper-and-pen notes rather than doing “double screen duty,” when you can

Have a great rest of your week!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
8. Make sure that your “home office” feels different from your “living area,” even if it’s the same space

**Articles on Zoom fatigue with tips:**

*Zoom Fatigue: Don't Let Video Meetings Zap Your Energy*
*Zoom Exhaustion is Real. Here Are Six Ways to Find Balance and Stay Connected*
*The reason Zoom calls drain your energy*

Happy Wednesday!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner

---

**Subject:** [Hr_osu] Culture of Care: Resource Spotlight

**Date:** Wednesday, April 15, 2020 at 9:25:59 AM Pacific Daylight Time

**From:** HR_OSU on behalf of Schaaf, Christina EB

**To:** hr_osu@lists.oregonstate.edu

Hello UHR Community,

This week our resource spotlight is focusing on **telehealth**.

The doctor will see you now – on your smartphone, tablet or computer! Telemedicine is available to all PEBB members at no cost!

See FAQ's here: [https://www.myalex.com/pebb/mmyp#telemedicine](https://www.myalex.com/pebb/mmyp#telemedicine)

PEBB members and their dependents can talk with a health care worker while at work, home, school or anywhere if a health issue is a concern.

- **Kaiser Permanente** – With Kaiser Permanente, [getting care when and where you need it](https://www.kpmhealth.com) is easier than ever. In addition to seeing providers in a medical office or clinic, members can access many other convenient care options.
  - These care options include emailing your provider, scheduling a telephone visit or [joining your doctor for a video telehealth visit](https://www.kpmhealth.com).
- **Moda** – Moda members can access eDoc by logging into their MyModa account at [www.modahealth.com/pebb/](https://www.modahealth.com/pebb/).
  - eDoc allows members to send secure email questions to medical providers and...
receive a response within 24 hours.
  o Members can also access the Nurse Advice Line by calling 866-321-7580.
  o **Providence Choice and PEBB Statewide**—Express Care Virtual! Our licensed and board-certified providers are here to see you from 8 a.m. to midnight. No appointment needed!
    o PEBB members receive a diagnosis and treatment plan, even a prescription or doctor’s note if you need one all at no cost to the member.
    o Just go to Express Care Virtual to get started.
For those of you with children at home here a great video on how the body works.

Additional noteworthy resources this week:
  - **Waste Watchers Jeopardy**: Are you ready to test your trivia knowledge of topics like OSU, sustainability, pop culture, and more? Join the Waste Watchers Club for a virtual trivia night, this Thursday, April 16, 7-8 p.m. Play with your friends/family or play solo. Free and open to everyone. Top winners will get prizes sent to them. Visit [http://tiny.cc/wastewatchers](http://tiny.cc/wastewatchers) for the meeting ID and password.
  - **Free Virtual Nutrition Counseling**: Help the OSU dietetic interns get their internship hours so they can stay on track to graduate and join the healthcare workforce as Registered Dietitians. We’re offering 1:1 virtual counseling sessions over Zoom for OSU faculty/staff/alumni. Contact Michelle Bump at [michelle.bump@oregonstate.edu](mailto:michelle.bump@oregonstate.edu) if you’re interested.

Happy Wednesday!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
Subject: [Hr_osu] Culture of Care: Resource Spotlight
Date: Wednesday, April 8, 2020 at 9:20:03 AM Pacific Daylight Time
From: HR_OSU on behalf of Schaaf, Christina EB
To: hr_osu@lists.oregonstate.edu

UHR Community,

This week our resource spotlight is focusing on social support.

Here are some tips from this article on “How to Prevent Loneliness in a Time of Social Distancing”:

- **Face-to-face from afar:** The next best thing to in-person interaction is video chat, because facial cues, body language and other nonverbal forms of communication are important for bonding. When possible, opt for video over messaging or calling and play around with doing what you would normally do with others. For example, try having a digital dinner with someone you met on a dating app, a virtual happy hour with friends or a remote book club meeting.

- **One-minute kindness:** Getting lots of likes on a social media post may give you a fleeting hit of dopamine, but receiving a direct message or e-mail with a genuine compliment or expression of gratitude is more personal and longer lasting—without taking much more time. When you find yourself scrolling through people’s posts, stop and send one of them a few kind words. After all, we need a little extra kindness to counter the stress and uncertainty of the coronavirus.

- **Cultivate your community:** The basis of connection is having something in common. Whatever your niche interest is, there is an online community of people who share your passion and can’t wait to
nerd out with you about it. There are also digital support groups, such as for new parents or patients with a rare disease. Use these networks to engage around what matters most to you.

- **Deepen or broaden:** Fundamentally, there are two ways to overcome loneliness: nurture your existing relationships or form new ones. Reflect on your current state of social health and then take one digital action to deepen it—such as getting in touch with a friend or family member you haven’t spoken with in a while—or to broaden it—such as reaching out to someone you’d like to get to know.

For those of you with children this is a great article on [How to Have Remote Playdates and Keep Kids Social During the COVID-19 Outbreak](https://www.parenting.com/toddler/remote-playdates/).  

Additional noteworthy resources this week:

**Online Weekend Meditation Retreat:** [OSU’s Contemplative Studies Initiative](https://oregonstate.edu/) is hosting teacher, author, hospice chaplain, counselor and five-year retreatant Amita Lhamo April 17-19. The program begins Friday at 7 p.m. and is titled [The Healing Nature of Presence](https://oregonstate.edu/). Screen time will be minimized and instruction/guidance maximized. Free and open to all; some meditation/centering experience recommended. Register by emailing [ContemplativeStudies@oregonstate.edu](mailto:ContemplativeStudies@oregonstate.edu).

**Strategies for Being Effective in Times of Uncertainty:** Uncertainty in organizations will affect each of us differently. Some thrive in ambiguity, while others are dominated by feelings of anxiety, fear and doubt that negatively affect productivity. This class will provide eight strategies with practical ideas to increase effectiveness in challenging, uncertain times. Zoom session, April 9, 8:30-9:30 a.m. [Registration required](https://oregonstate.qualtrics.com/jfe/form/SV_4GHk9YYcjKaHSfz).

**Beavers Read:** During social isolation, it can help to have good things to read -- to pass the time, to calm your mind, to help you keep learning. OSU Libraries is here to help you find your next good read -- and make sure it is something you can read safely from home. Just fill out this survey to get an email with personalized recommendations: [https://oregonstate.qualtrics.com/jfe/form/SV_4GHk9YYcjKaHSfz](https://oregonstate.qualtrics.com/jfe/form/SV_4GHk9YYcjKaHSfz)

Reminder! The Culture of Care team is excited to share that there is now a platform for HR employees to collaborate, share resources, thoughts and ideas related to the Culture of Care. This platform for collaboration is located as a sub channel in the [UHR channel of Microsoft Teams](https://www.microsoft.com/) and is called Culture of Care. There are so many great resources and ideas that you have sent us and now there is a place where everyone can benefit from the information. We look forward to seeing what is shared!

Thank you for all that you do, stay healthy!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits  
Christina Schaaf, Work Life Coordinator  
Jared Haddock, HR Strategic Partner
UHR Community,

This week our culture of care resource spotlight is on **finance**.

TIAA and Fidelity are both hosting webinars this month that will speak to the current market. Attached are flyers with information about each vendors’ webinars.

**TIAA:** Quarterly Economic and Market Update. Take a closer look at our views on the financial markets, including key market drivers, U.S. economy, policy and politics, and investing in public markets. This webinar will also cover the challenges that investors face and how to navigate them. April 15 at 9 a.m. (PT)
**Fidelity:** Market Volatility Live Web Workshops – Employees at OSU that are Fidelity participants can register to attend and join. (Fidelity notes that these are not the venue to ask questions about personal accounts which should be done through a scheduled 1x1 consultation.)

For those with **children** at home, [Sesame Street](https://www.sesamestreet.org) has fun information about finances for kids.

Additional noteworthy resources this week:

- Give meditation a try. BEavers Here Now will livestream two 15-minute meditation sessions at 3 p.m. on Tuesday and Wednesday every week.
- Download the [Let’s Get Crafty](https://www.letsgocrafty.org) booklet for some crafty fun highlighting Benny and other OSU landmarks. The booklet includes coloring pages and other activities. The [Craft Center](http://craftcenter.osu.edu) would also love for you to share photos of your recent art and craft projects for a social media showcase!
- Massimo Bottura, a chef of a Michelin-starred restaurant in Italy, posts live cooking lessons daily at noon on his [Instagram page](https://www.instagram.com/massimobottura). YouTube offers food demos from [Jamie Oliver](https://www.youtube.com/@jamieoliver), [Sarah Carey](https://www.youtube.com/@sarahcarey) and others. Or, view the [Food Hero blog](https://foodheroblog.osu.edu) on the OSU website for kid-friendly recipes.
- You can still connect with others while you exercise! Recreational Sports is offering [group fitness classes](https://osurecreation.osu.edu) via Zoom along with other remote programming and virtual offerings.

*The Culture of Care team is excited to share that there is now a platform for HR employees to collaborate, share resources, thoughts and ideas related to the Culture of Care. This platform for collaboration is located as a sub channel in the UHR channel of Microsoft Teams and is called Culture of Care. There are so many great resources and ideas that you have sent us and now there is a place where everyone can benefit from the information. We look forward to seeing what is shared!*

Thank you for all that you do, stay healthy!

Well wishes,
Culture of Care Team

Bonny Ray, Associate Director Employee Benefits
Christina Schaaf, Work Life Coordinator
Jared Haddock, HR Strategic Partner
This week our resource spotlight is focusing on **fitness**.

[Faculty Staff Fitness](mailto:hr_osu@lists.oregonstate.edu) is hosting online classes!

“Programs offered will include strength/weight training, gentle exercise (perfect for water exercise participants and those taking Gentle Yoga and Back Clinic), cardio kickboxing, swim land training (stay strong to transfer to the pool), pilates, and yoga, which will be tailored to your home environment with
household equipment (body weight, cans, chairs, broomsticks).”

“The charge is $20 for an unlimited three-month package. When you register you will receive an invitation to join our page. We will add new content throughout the term to supplement your well-being while being away from your usual fitness routine.”

For those with children at home, cosmic yoga is a fun way to get kids involved in yoga and moving their bodies. The one linked is Frozen themed, a fan favorite at my house!

For those with furry family members here is an FAQ from the Humane Society.

Additional noteworthy resources this week:
- Course: Punch through Pandemics with Psychological Science: This course is designed to harness the rich tools afforded by psychology to address the current and novel situation. There is uncertainty, there is fear, this course can serve as a tether in the storm to connect and inform, educate and relieve.
- Health and Community Building Webinars: Join the Adventure Leadership Institute as they host several webinars around adventure, health and community building topics during the age of social distancing. Click the links to register: Hiking in the Age of Social Distancing, April 1 at 3 p.m, Nature and Health, April 7 at 5 p.m., and Community Building in the Age of COVID-19, April 15 at 3 p.m.
- Article: That discomfort You’re Feeling is Grief

Thank you for all that you do, stay healthy!

Well wishes,
Culture of Care Team

Christina Schaaf, Work Life Coordinator
Bonny Ray, Associate Director Employee Benefits
Jared Haddock, HR Strategic Partner
Dear UHR community,

During this time when our work and home lives are more intertwined than ever, the Culture of Care Team hopes to share resources and information to help keep ourselves and those around us safe, healthy, and supported.

In keeping with the spirit of a Culture of Care, we will be sending a weekly “resource spotlight” in addition to the inspirational quote sent on Monday, and “Fun Friday” emails. Our hope is that these
spotlights will assist employees in staying mindful of their own wellness and self-care and provide some resources and information helpful to do so.

This week’s spotlight is for mental health: Free meditations, sleep, and movement exercises through Headspace

“There are a lot of unknowns in the world right now. But one thing is certain — Headspace is here for you. To help support you through this time of crisis, we're offering some meditations you can listen to anytime. These are part of a larger collection in the Headspace app — free for everyone — called Weathering the storm. It includes meditations, sleep, and movement exercises to help you out, however you're feeling. It’s our small way of helping you find some space and kindness for yourself and those around you.”

Also, for those of you with families, we wanted to share an email sent out by the Family Resource Center this week:

Hello OSU families,

With school closures and the need to work/teach/learn remotely, many OSU families are finding themselves home with their children and are unsure how to navigate this new way of work/life. We wanted to share some local resources and parenting tips/tricks that you may find useful during this unfamiliar time. We have created a page dedicated to this on our website. During the mandated school cancellation period, lunch will be available at no cost to any student 18 and younger at four meal sites in Corvallis. No application or proof of income are required. Children do not have to be enrolled in Corvallis or Philomath schools to receive a meal. Meals do not need to be consumed onsite; child must be present to pick up their own meal.

• Meal sites will be open 12 – 1 pm, Monday through Friday, March 16 – 31. Locations are as follows:
  o Garfield Elementary, 1205 NW Garfield Ave, Corvallis
  o Lincoln Elementary, 110 SE Alexander Ave, Corvallis
  o Wilson Elementary, 2701 NW Satinwood St, Corvallis
  o Lancaster Bridge, 3384 NE Oxford Circle, Corvallis
  o Clemens Primary School, 535 S 19th St, Philomath

Stay well & take care,
Family Resource Center

The Culture of Care Team, and the Family Resource Center are here to support you and your families during this uncertain time. If you have questions or ideas please sent them our way!

Well wishes!
Christina Schaaf – Work Life/Culture of Care Team
Bonny Ray
Jared Haddock