Rebuilding Our Home

By Dr. Barbara Roberts

Having moved many times in my life - across 5 states and 2 countries, not to mention in between - I have concluded that indeed “home is where the heart is”. Many of our hearts are, and many have always been, here at Michigan State University. And now, many of our hearts are breaking as we struggle to find a fit between a place where our hearts can thrive and that sense of home.

Sometimes, home is where our hearts break most deeply, because home is where significant relationships live, or are lost. Home is where we learn important lessons and grow through hurt. Home is where trusting is safe, until it isn’t. Our sense of home is shaken when relationships are ruptured, we are hurt and trust is broken; then home is not the haven we need it to be.

Sometimes, homes themselves need repairs, renovation, change. Sometimes homes are completely destroyed and rebuilt, actual structures replaced with new designs and materials. Good homes are not static; they evolve to meet the needs of the hearts that live in them. And often, it is we who do that work on our homes - we choose the design, the materials, the parts that need a touch-up and the parts that need a complete overhaul, so our hearts can find a better fit.

If home is where the heart is, and our hearts are still here at MSU together, then we can rebuild our home together. We at MSU are faced with an opportunity to work on the evolution of our home, where so many Spartan hearts aspire to thrive. We can reach out and rebuild relationships from greater understanding. We can learn and grow into a safer, stronger, more responsive community. We can treat one another respectfully and with dignity, and through those relationships, rebuild trust. What design do we want? What materials are needed? What relationships can we reach out and repair? We redesign with respect and dignity for one another, in all our relationships, endeavors and structures. We listen to our hearts’ needs, and rebuild a home where our hearts are.
Discussions on sexual assault and relationship violence in the news, in the community, and at work may prompt painful memories or complex emotions for you and your colleagues. The WorkLife Office can help you approach difficult conversations with coworkers, supervisors, family and friends and help connect you with resources during this troubling time. The WorkLife Office mission is to partner with the MSU community to create an inclusive, responsive work environment where all faculty and staff are respected and supported toward well-being in work and personal lives. We are committed to supporting a university culture that honors and respects the varying needs of our university community, especially during this challenging time. Some general recommendations and resources for navigating challenging dialogues are below.

Ways to support your colleagues and survivors:
- Listen. Allow others space to be heard without judgment.
- Respond to others with compassion and empathy. Express that you care about their feelings and perspectives.
- Try to be sensitive to others’ needs. Don’t assume you know what would be best for them. Ask how you might best assist them.
- Encourage others to take advantage of campus resources and to attend Reflect and Connect.
- Support programs that help influence positive changes on campus.
- Re-familiarize yourself with the guidelines for mandatory reporting.
- Consult with your supervisor about hosting meetings or reflection sessions in your unit - contact the WorkLife Office if you would like assistance in hosting this type of session for your unit.

Ways to practice self care:
- Consider limiting your exposure to social media or other news sources. Often, overexposure to specific topics can cause additional stress.
- Ask for help. If you need a safe place to talk, use the free counseling_resources_provided by the Employee Assistance Program for faculty, staff, graduate student employees, and retirees. You can also access free family and couple therapy sessions through the end of spring semester 2018 offered by the Couple and Family Therapy Clinic.
- Try to engage in activities that energize you.
- Pay attention to your sleeping patterns and try to add more rest when needed.
- Allow yourself time to process and to decompress.
- Recognize that you may excuse yourself from an uncomfortable conversation or ask to talk about the difficult subject at another time. The following points may help you transition from a difficult discussion with a family member or friend: I understand and respect your feelings. I’m still working through my own thoughts on this topic; thank you for sharing with me. Once I’ve had more time to think through my feelings, I’d like to revisit this with you; even though I work at MSU, my knowledge on this topic is limited to what has been in the news.

Ways to help in the classroom:
Reference materials on classroom dialogues are available via the Office for Inclusion and Intercultural Initiatives and the Academic Advancement Network.

Ways to help in the community:
Consider volunteering with campus support services or with non-profit organizations in the Greater Lansing area.

Additional resources:
MSU support services to help survivors heal
Employee Assistance Program
Our Commitment
Healing Assistance Fund
Title IX Resources
Mandatory Reporting Resources
You can stay up to date on all of the WorkLife Office Initiatives on our website and social media accounts. For a complete listing of upcoming WorkLife events, visit our website: https://worklife.msu.edu. Interested in receiving weekly e-mails about upcoming programs and events? Join the WorkLife Listserv, by sending an e-mail with the subject line “WorkLife Listserv” to: worklife@msu.edu. Be sure to indicate your name and e-mail address. While you’re at it, be sure to follow us on social media!

Follow us on Twitter: www.twitter.com/MSUWLO

Join us on Facebook: Search: MSU WorkLife Office
How to Solve Issues with Special Education
Do you have a special needs child and are looking for more support? The well-being of children with special needs is the focus of the federally funded Michigan Special Education Mediation Program (MSEMP). MSEMP is a fast, free, effective, neutral and confidential service for families and schools, anywhere in Michigan. If you work with children, have children or know children with special needs, this is important information. MSEMP covers children ages 0-26, at any time during the special education process. Program services include identification, evaluation, placement, programming and transition for special needs children. Attend this presentation by Patti Peiffer, Ed.D., Outreach Representative for the Michigan Special Education Mediation Program, and she will explain the free program that parents and schools can utilize, where the child’s positive development is the focus.

When: 02/15/2018
12:00PM-1:00PM

Location:
479 W. Circle Drive,
Room 113 Linton Hall

RSVP:
Call: (517) 353-1635
Email: worklife@msu.edu

Medical Intervention Plans: Patient Advocate Responsibilities and Understanding
Are you responsible for the medical decisions of a loved one as they age? Do you truly understand their wishes? As their dedicated Patient Advocate or Durable Power of Attorney, you may think you know what procedures they want or don’t want, but will you actually have to guess when an emergency decision has to be made on their behalf? Does your loved one have a “Do Not Resuscitate” order and do you understand what that means? Do you and your siblings agree on what is best for Mom and Dad?

Join Willingham and Cote, P.C., Attorney, Lee Reimann, to discuss medical intervention as we age – for yourself and for your loved ones. Lee will lead an interactive discussion regarding the need to plan and communicate our choices around medical intervention, especially during the event of an emergency, and how these choices might be influenced by chronic disease or dementia. Learn tools for developing a plan that works for you and your loved ones and communicating that plan with others.

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**February is Heart Month**

**Myths and Truths**

**MYTH:** Most women in America die from cancer.
**TRUTH:** Heart disease is the leading cause of death of women in the U.S., and is responsible for 161,698 deaths—more than one in three deaths—in women annually. By comparison 40,861 women die from breast cancer annually.

**MYTH:** Heart disease is a man’s problem.
**TRUTH:** 23% of women who have heart attacks die within one year of their first heart attack, compared to 18% of men. Within 5 years of a first heart attack, 47% of women and 36% of men will die.

**MYTH:** Only older women have heart disease.
**TRUTH:** Heart disease death rates among older groups are now falling steeply. However, for women <55 years of age heart disease death rates are showing no signs of decline...

**MYTH:** Heart disease in women is the same as heart disease in men and should be treated the same.
**TRUTH:** In many cases, the experts don’t know. The vast majority of cardiovascular research has been performed on men and/or data have not been separated out based on gender. Where men and women have been studied separately, some important differences have been identified. As importantly, however, women should be treated as aggressively as men when there is proof of benefit, such as using statins and aspirin after a heart attack...

**MYTH:** You can’t do anything to stop heart disease.
**TRUTH:** Yes, you can! You can significantly reduce your risk of heart if you have the information you need and you control your own risk factors.

*This information is provided by WomenHeart. For the full list of Myths and Truths, visit: [http://c.ymcdn.com/sites/www.womenheart.org/resource/resmgr/Docs/Myths_Truths_FINAL_(01-2016.pdf](http://c.ymcdn.com/sites/www.womenheart.org/resource/resmgr/Docs/Myths_Truths_FINAL_(01-2016.pdf)].*
presents The 18th annual Dr. William G. Anderson Lecture Series

Slavery to Freedom
AN AMERICAN ODYSSEY

Michael Eric Dyson
A Georgetown University sociology professor and contributor to the New York Times, The New Republic and ESPN, Dyson is also a best-selling author, an American Book Award recipient, two-time NAACP Image Award winner and one of Ebony magazine’s 150 most powerful African Americans.
Thursday, February 1, 2018, 5 p.m., Kellogg Hotel and Conference Center

Jemele Hill
A sports columnist and commentator, Hill has made numerous television appearances, including “First Take,” Around the Horn” and “Outside the Lines.” She gained wide attention last year when ESPN suspended her following comments she made on social media. Hill is a Detroit native and former reporter for the Detroit Free Press and Orlando Sentinel.
Friday, February 9, 2018, 12 p.m., Kellogg Hotel and Conference Center

William J. Barber II
Barber is the president and senior lecturer for Repairers of the Breach, a nonprofit organization that works to address issues of inequality. He’s also the co-chair of the Poor People’s Campaign: A National Call for Moral Revival. A visiting professor at New York City’s Union Theological Seminary he’s the author of three books and has addressed numerous audiences, including the 2016 Democratic National Convention.
Thursday, February 22, 2018, 5 p.m., Wharton Center for the Performing Arts

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GOLD: Associate Provost for Undergraduate Education and Undergraduate Studies; College of Agriculture & Natural Resources; College of Veterinary Medicine; Pat Grauer; Joseph and Molly Greene Haywood; Honors College; International Studies & Programs; Michigan State University Department of Psychiatry; MSU Office of Admissions; Residential and Hospitality Services; Sparrow Health System; The Graduate School; The Office of the Provost

SILVER: A.T. Still University; College of Engineering, Office of the Dean

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FRIENDS: Department of Neurology and Ophthalmology; Lyman Briggs College; Uplift Our Youth Foundation

The Dr. William G. Anderson Lecture Series: Slavery to Freedom is designed to give members of the mid-Michigan community opportunities for interaction with multicultural leaders from education, business, industry, entertainment and government. For 18 years, this series has featured living icons of the American Civil Rights Movement.

Special thanks to William G. Anderson, D.O., whose invaluable participation enhances the excellence of these programs.

All activities are free of charge. For more information call (517) 432-4979 or e-mail kilbourn@msu.edu.
SAVE THE DATE!!

MSU Support Staff, Faculty, Academic Staff & Research Associates are invited to join us for an interactive presentation on...

Understanding and Responding to Impostor Syndrome

Thursday, March 29, 2018
11:30am to 1:00pm
Wharton Center for Performing Arts, Jackson Lounge
Lunch will be provided.

Registration required. Please RSVP to worklife@msu.edu or (517) 353-1635.

Despite good grades, degrees, promotions, awards and other tangible evidence of their abilities, millions of people around the world worry they’re not as intelligent or capable as others “think” they are. It’s called impostor syndrome and this feeling is especially prevalent in higher education institutions.

The behaviors associated with impostor feelings have consequences not only for individuals but for organizations as well. Whether you are faculty, staff, or even a parent – it’s essential to understand the dynamics of this unique form of self-doubt so you can take active steps to address it in yourself or those you work with, manage, mentor, or teach. Join us for an interactive talk on impostor syndrome in higher education led by internationally-recognized expert and author, Dr. Valerie Young.

Dr. Valerie Young

Young has spoken to tens of thousands of students, faculty, and staff at over 85 colleges and universities. Her award-winning book The Secret Thoughts of Successful Women (Random House), is now available in five languages. She’ll lead a dynamic session packed full of practical strategies for interrupting needless self-doubt.

Questions? Contact the MSU WorkLife Office at (517) 353-1635 or worklife@msu.edu.