

April 20, 2020

Volume 3

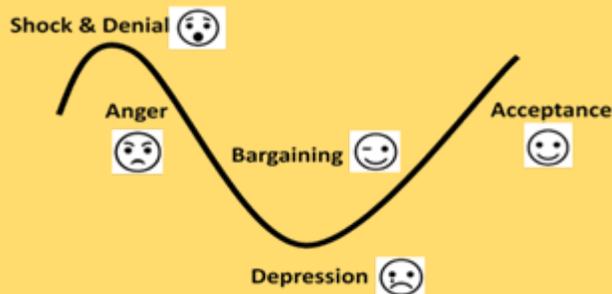
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LETTER FROM LORI

In typical circumstances, change can be challenging, but during a pandemic – it can be utterly overwhelming. Everything you once knew has been completely upended. You are experiencing simultaneous change in all aspects of your life – family, friends, and work. For most of us, this still feels surreal. How can something like this be happening? How long will this last and what will the world look like after? When will things be "normal" again? All of these questions and thoughts are typical during a change process.

The Kübler-Ross change curve provides a helpful visual of the emotions felt during this time. The curve resembles a "U" and you can cycle through the stages again and again before arriving at acceptance. So how do you get to acceptance? Allow yourself to feel all of the emotions that come with change. Once you are able to reflect on why you feel the way you do, you will be able to better accept the changes and implement strategies that will help you adapt.



Today's volume is dedicated to the wellbeing of the NKU community. Taking care of ourselves, our families and our teams during this time of great change remains a top priority, but has to be approached in a new way. Taking some time to get out of the house and find enjoyable activities while social distancing is one aspect of self-care that goes a long way to support wellbeing. I hope you enjoy the tips and resources provided and find them useful.

Human Resources will hold virtual open office hours **this Thursday, April 23rd from 10:00 – 11:00 am**. Please use this time to stop in if you have questions for the human resources team by joining us at the following link:

<https://nku.zoom.us/j/91966012657>

Dial In: 1-646-558-8656

Meeting ID: 919 6601 2657

We are all in this together and we will come out stronger on the other side.

-Lori Southwood, *Chief Human Resources Officer*



Kim Baker, Director of University Wellness:

During this time of great change, when many of us are bringing work into our homes while simultaneously managing our family or are working on campus under very different circumstances, the risk for burnout is increased.

Here are a few ways to combat feelings of burnout:

1. **Take breaks.** Step away from your work and eat lunch. Get up and move around when you feel particularly overwhelmed and stressed. Schedule [meditation](#) time into your day. Breaking up the day will help manage stress and decrease feeling that life is one long work day.
2. **Separate work time and home time.** This gets a little more challenging when you are working from home. It is easy to work past your usual quit time or crack open the email later in the evening and get consumed for 1, 2, even 3 hours without realizing it. Set strong boundaries for yourself to keep this from happening.
3. **Take vacation days.** It seems counter-intuitive to take a “vacation” day or week when we feel like we can’t do our normal vacation activities. Take them anyway! We still need time to mentally break away from the demands of work – even more so now when things are so intertwined. Work can also serve as a distraction from what is going on for some. Take a day or few off and find other distractions to occupy your mind and time. There are plenty of fun activities below!

Self-Care While Social Distancing Webinar April 30, 2-3pm. [Register online.](#)

During this unprecedented time, we are all learning to navigate different ways of working, communicating, connecting, and living. In periods of stress, we need more than ever to practice self-care and pay attention to our wellbeing. Join this virtual workshop for ideas that you can start right away on how to maintain your mental and physical wellbeing. Presented by Carly Rospert, Director of Innovation and Impact at the Mayerson Academy and co-hosted by Kim Baker, Director of NKU Wellness.

Want more tips on how to be healthy wherever you are? Subscribe to the **Healthy Monday Motivator** from University Wellness. You will receive an electronic email each Monday full of health and wellness tips and resources for you and your family. Email SUBSCRIBE to bakerk7@nku.edu.



FOR TEAMS



Dr. Marquita Barron, Director of Training & Development:

Here are ideas for activities based in Cincinnati.

Send Letters of Well Wishes for Our Seniors

As a family or work team, consider brightening the day of our senior citizens. One of Cincinnati's largest retirement communities, Maple Knoll Communities Inc., is asking the public to consider writing cards, notes or well wishes to its quarantined seniors. Please send your letters of well wishes to **Maple Knoll Village Marketing Department, 11100 Springfield Pike, Cincinnati, OH 45246.**

Free YMCA Workouts

Unable to go to the gym but want to continue your wellness journey? The YMCA of Greater Cincinnati is offering [free virtual workouts](#) (e.g. videos and live streaming). These offerings include fitness programs led by Y instructors as well as on-demand classes including barre, yoga, strength training, kids animal yoga, family workouts and senior programming.

Cincinnati Zoo & Botanical Garden Website

Our Cincinnati Zoo is one of the top rated zoos in the country, which is another venue that we cannot visit. However, the Cincinnati Zoo now offers a home remedy called "[Home Safari Resources](#)", which includes arts and crafts activities and opportunities to view live streaming and win zoo tickets.

The Cincinnati Art Museum

If you enjoy art or exhibits, then you will appreciate the ability to view collections and exhibits from The Cincinnati Art Museum online.

- [Explore the Collection](#)
- [Online Exhibitions](#)
- [CAM Connect](#)

Kings Island

Would you enjoy a virtual roller coaster or water ride? Although Kings Island isn't scheduled to open until May 15, you can still enjoy some of your favorite things to do while at the park but virtually. The park offers "[5 Ways To Have Some Kings Island Fun At Home](#)" on their website.

Cincinnati Magazine: How To Support Local Restaurants During COVID-19

This magazine offers a [list of local restaurants](#), on the Cincinnati and Northern Kentucky side, that you can support during this difficult time for many businesses.



FOR MANAGERS



Rachel Green, Director of Employee Relations and EEO:

Here are ideas for activities based in Kentucky.

[Big Bone Lick State Historic Site](#)



Bison

The bison are perpetually viewable every day of the year. Owing to weather conditions, visitors may occasionally have to hunt for them in the wooded lots that provide shelter and shade. The bison herd today recalls the park's prehistoric past and are our only living mammalian link to the Ice Age.



Discovery Trail

The Discovery Trail begins at the Megafauna diorama, just behind the visitor's center. The trail meanders along Big Bone Creek past interpretive panels that impart the prehistoric drama that unfolded around the salt/sulfur springs during the last Ice Age. The trail is open daily from dawn to dusk.

[Riverfront Floodwall Mural Tour](#)



Led by artist Robert Dafford, a team of artists created a magnificent illustration of the history of Covington. Depicting a variety of scenes from the meeting of General George Rogers Clark, Simon Kenton, and Daniel Boone on the mouth of the Licking River to Jacob Price, a local African American leader of the late 1800s, the murals span hundreds of feet along the floodwall and create a spectacular visual effect.

[NKU Campus Rec Center](#)



Stay active with NKU Campus Rec! Take advantage of these remote activity opportunities for faculty, staff and students:

- Fitness Classes
- Weekly Trivia
- eSports Tournaments
- Run/Walk Challenge

How have you been keeping WELL while working?



Try Geocaching!

Geocaching is an outdoor treasure hunting game for all ages using a GPS-enabled device like your cell phone. Participants navigate to a specific set of GPS coordinates and then attempt to find the geocache (container) hidden at that location. Our family didn't find all of the geocaches we looked for, but it was a nice way to get outside together while keeping distance from others.

Check out this [quick video](#) to learn more about geocaching.



Lauren's family geocaching on campus



Chandra Brown, NKU Budget Director

"We are incorporating some of this into our team and I thought some aspects may be helpful for other teams as well. I've found Simon Sinek to be a good resource on how to lead and inspire."

[Building Trust While Working Remotely](#)
[How Remote Teams Can Connect Meaningfully](#)
[Effectively Managing a Remote Team](#)

Do you have a tip you'd like to share?

Email us at HRCovid@nku.edu and we'll feature your tip in an upcoming newsletter!

Checkout NKU's [Facebook](#), [Twitter](#) and [Instagram](#) for other connections with colleagues and friends.
Share your pictures and tag [#NKUHealthyAtHome](#).

*The Employee Engagement and Wellbeing Newsletter is brought to you by
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