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## Human Resources Advisor

March 2019



### Milissa's Minute

Wow! It's been a snowy several weeks and the forecast calls for even more snow and cold temperatures. As we continue through this challenging winter, I wanted to remind everyone of a few things:

- The City of St. Paul has declared a residential parking ban on the even-numbered side of streets until April 1 to include campus streets.
- Pay attention to additional snow emergencies that may be issued. To receive text alerts regarding how these may affect campus, please contact HR.
- While our team continues to work hard to remove snow from sidewalks and entries, we are running out of room to put it! Use caution when pulling out from parking lots as snow mounds may obstruct vision.
- Please wear shoes with a good tread and walk carefully on snow and ice. Be sure to cross at cross-walks as vehicles may have difficulty stopping in slippery conditions.
- Please park only in designated spots, leaving ample room for traffic to pass.
- Prepare for inclement weather, ensuring you have cold-weather wear in case you become stranded.
- For more information about snow emergencies, please refer to the [Inclement Weather](#) policy.



### CSP Day

**Wednesday, March 20 marks Concordia's sixth annual [CSPday!](#)** This year, our goal is to have 125 donors in honor of our 125<sup>th</sup> anniversary. All employees are encouraged to wear CSP gear on Mar. 20. Also, share your school spirit on social

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visit <https://www.cspday.csp.edu/giving-day/11452/signup> or contact Amanda Padula at [padula@csp.edu](mailto:padula@csp.edu).

## March HR Trainings

### Avoiding Harassment (Required Training)

March 20, 2 p.m.

### Diversity in the Workplace (Required Training)

March 21, 2 p.m.

For more information or to request a training topic contact:

Bethany at [bchan@csp.edu](mailto:bchan@csp.edu) | (651) 641-8224

## Golden Bear of the Month

### Nominate a Golden Bear

We are currently accepting nominations for the Golden Bear of the Month award for February! Peer recognition is defined as the genuine expression of appreciation exchanged between co-workers. Nominate a colleague for recognition of service above the call of duty and in the spirit of the Concordia mission and promise statement. To do so, simply click [here](#) and submit a short description of why your colleague deserves to be named Golden Bear of the Month.



A Golden Bear exemplifies quality customer service, noteworthy extra efforts or has demonstrated trust and respect in the workplace. Three nominees are selected monthly to recognized exceptional efforts in making the university an extraordinary place to come to every day. Employees that are eligible are the Executive Team, Faculty, Adjunct Faculty, Full, and Part-Time Staff. An eligible employee being nominated must be employed with the institution 90 days or more.

## WELLNESS

- Biometric Screening – March 26, Contact Bethany for details: [bchan@csp.edu](mailto:bchan@csp.edu)
- Wellness Committee – New Committee! Contact Bethany to get involved: [bchan@csp.edu](mailto:bchan@csp.edu)

### MARCH IS NATIONAL NUTRITION MONTH!

For this month, let's reflect on how essential it is to maintain a healthy and balanced diet. Focusing on every aspect of health, not only our diets, is equally as important. Let this list remind you to make small and gradual changes into your daily regime to increase your overall health; Body, Mind, and Spirit. Check out [www.concordiaplans.org/wellness.html](http://www.concordiaplans.org/wellness.html) for more resources on how to live well.

### DAILY WELLNESS CHECKLIST

Did you...

- Eat breakfast
- Avoid sugary and processed food & drinks
- Eat a variety of colors of produce
- Avoid skipping meals
- Avoid adding excess table salt
- Plan a date night with friends or family
- Cook with: Olive, Coconut, or Avocado oils
- Take the stairs instead of the elevator
- Listen to your favorite music
- Drink plain coffee or tea
- Drink 7–8 glasses of water per day
- Make a gratitude list
- Attend chapel
- Get at least 6–8 hours of sleep
- Get 20–30 minutes of moderate exercise A

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- Stretch for a minimum of 5 minutes
- Eat dinner with your loved ones
- Spend time outdoors

## THE EFFECTS OF SUGAR INTAKE ON HEALTH

### **Sugar Intake and Obesity**

Sugar, high in calories and not contributing to the feeling of fullness, results in obesity when there is high dietary intake. People often eat large amounts of high-sugar foods to feel full, leading to excessive amounts of sugar and calories being consumed. In addition, sugar contains little nutritional value.

### **Sugar Intake and Cancer**

Blood glucose levels increase when you eat simple sugars in large amounts, increasing triglycerides in your blood and the risk for heart disease. Insulin rises proportionately to glucose levels. Eating high-sugar foods too often can lead to increased insulin, which can stimulate cancer cell growth connected to cancers of the ovaries, breast, colorectal and lungs.

### **Sugar Intake and Heart Disease**

High sugar intake also causes oxidative stress in the body, which is a complex process that can damage cells. Endothelial cells, lining the inside of the blood vessels, can be damaged by oxidative stress and lead to heart disease.

### **How much sugar is ok?**

As with all foods, a modest amount of sugar can be part of a healthy balanced diet. Due to health concerns, the American Heart Association has reset the daily upper limit of 6 teaspoons (24 grams) of added sugar for women, and 9 teaspoons (36 grams) for men. This amount includes sugars in honey, fruit juice, soft drinks and processed foods as well as sugar you add to food.

*Adapted from Vitality, 2018*

## TUNA & SUNDRIED TOMATO RYE MELTS

Preparation Time: 10 -15 minutes depending on amount

Cooking Time: 5 -10 minutes depending on amount

Serving Size: Serves 4

### Ingredients:

Tuna, canned, in brine, drained: 2 Cans

Mayonnaise, low fat: 4 Tbs.

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Mozzarella cheese: 4 Slices

Instructions:

- Flake the tuna into a bowl
- Stir in the mayonnaise and chopped sundried tomatoes, combining all the ingredients together.
- Toast the rye bread
- Divide the tuna mix equally according to the portions and spread the mixture over the rye bread.
- Arrange the cheese on top of the tuna.
- Place the rye bread topped with tuna and cheese on a baking tray and place it in the oven directly under the grill on broil.
- As soon as all the cheese has melted remove the tuna melts from the oven and serve with a fresh green salad.

**Concordia Wellness Facebook group!**

This new page provides an outlet to share health and wellness tips and initiatives together. If you'd like to be added to the group, email Bethany at [bchan@csp.edu](mailto:bchan@csp.edu)

**Office Hours**

**Save the Date**

**HR Hours of Operation**

8:30 a.m – 4:30 p.m.

AD 111

*Questions or comments regarding the Human Resources Advisor can be directed to Bethany Chan: [bchan@csp.edu](mailto:bchan@csp.edu) or 651-641-8224*

**March 26:** Don't guess how healthy you are - Register now for Biometric Screenings

For the March Biometric screening, get your [Vitality Check Form](#) upon check-In to earn Vitality points and complete your Vitality Health Review for the year.

Good Health Is The Best Wealth!



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