Breast Cancer Awareness Month serves as a reminder for women to take steps to empower themselves against this disease. Although breast cancer is common (affecting about 1 in 8 U.S. women), death rates from breast cancer have decreased over time with improvements in awareness, detection and treatment.

A major strategy for beating breast cancer is to detect it early when it can be treated most effectively. The mainstay of early detection is screening mammography. It is important to emphasize that the benefit of screening is not limited to certain groups. For example, most new breast cancers occur in women with no family history, and a significant number occur in women in their 40s. In our practice, we therefore recommend yearly screening mammography for all women, beginning at age 40.

Certain women are considered to be at particularly high risk for breast cancer. This can be determined with a formal risk analysis from the High-Risk Cancer Genetics Clinic at the University of Arizona Cancer Center. For women found to be at high risk, a yearly breast MRI should be performed in addition to annual screening mammography.

The ability to detect breast cancer early has improved over time. Digital breast tomosynthesis (3D mammography) represents a recent advance in technology, enabling better detection of smaller and more subtle abnormalities in the breast. It also increases accuracy, meaning that fewer women are recalled for additional imaging.

At Banner University Breast Imaging Center, we offer digital breast tomosynthesis for every patient. In the event that we detect cancer, our team of breast care specialists at the University of Arizona Cancer Center provides effective treatment options for patients. On the other hand, a normal mammogram result can offer tremendous peace of mind. The essential point is for women to be aware of the benefits of early detection and to make annual screening mammography a health care priority.
Mark Your Calendar!

WellBeing in Action
NEW! Season 1, Ep 2
TRICK OR (HEALTHY) TREAT
As Halloween approaches, Meghann Caskey, administrative assistant with Risk Management Services, a unit within the Division of Business Affairs at the University of Arizona, sends a message about healthy office snacks. WellBeing in Action is a video series designed to inspire optimum health within the campus community.

Traveling Bands Class
The Resistance Bands for Strength class is hosted by a different department each month on the Tucson campus. In October, we will meet at the College of Optical Sciences (Meinel Building). Check the link above for upcoming sites.

Being Your Best When Work and Elder Care Intersect
Oct. 10, 11 a.m.–Noon, USB Room 214
Are you providing or considering caring for an older adult? Explore elder care trends and resources, along with ideas for preparing for family changes that can make a difference now. To sign up, click here.

Communicating Well on a Multi-Generational Campus
Oct. 31, 11 a.m.–Noon, USB Room 214
In this introductory session, explore how generational differences can compound poor communication, and how effective communications can inspire innovation and creativity. To sign up, click here.

2017 UA Flu Shot Clinics
Don’t wait — plan your flu shot now! UA and all state employees eligible for full benefits, along with their covered dependents, can get a free flu shot at several clinics this fall. To view the schedule, click here.

Health Impact Program/ADOA
The 2017 State of Arizona Health Impact Program closes at the end of December. Life & Work Connections’ health screenings and classes in 2017 count for Health Impact Program points. Already enrolled in the program? Remember to record your activities. Interested in enrolling? It is not too late to sign up, click here.

Individual Employee Health Screenings
Online registration is required. To register for a screening, click here.
This program is for employees eligible for full benefits. Health screenings include blood pressure, total cholesterol and HDL, body composition, cardiac endurance step test, along with nutrition, fitness and resilience consultations. If you are concerned about your risk for diabetes, you may also have the A1c diabetes screening for $10. This screening measures your long-term glucose levels. All blood tests are done with a finger-stick and do not require that you fast.

Metabolic Syndrome Screening
Life & Work Connections offers this free screening for UA employees eligible for full benefits. The screening includes blood pressure, waist circumference, fasting blood glucose, fasting triglycerides and high-density lipoprotein (good cholesterol). Registration is required. To register, click here.

Tai Chi for Health
Tai Chi is a mind/body activity known for its health benefits, including stress reduction, balance and joint pain improvement. To view this schedule, click here.

Resistance Bands for Strength Class (USB Location)
Wednesdays: University Services Building (USB 216), 12:30 p.m.–1:00 p.m.

Nutrition and Fitness Coaching
Contact Cindy Davis, MPH, RDN, at 520-621-4601, or Jodi Charvoz, MEd, RDN, at 520-626-4760 to schedule an appointment.

Weight Check
Keep yourself accountable with a regular trip to the scale to ensure that your hard work is paying off. A weight check includes body composition and a quick chat with a registered dietitian nutritionist.

Childcare and Family Resources
Learn about the UA Childcare Choice-Employee program, call: 520-621-4365. To discuss the Sick Child and Emergency/Back-Up Care Program in Tucson and Phoenix, contact: 520-621-4365.
To access the Family Resource Map, click here.
For a consultation on lactation, changing table, infant, toddler, preschool and school-age care resources, please call our content experts.
Caryn Jung, MS, 520-621-9870
Lourdes Rodriguez, BA, 520-621-1530

Work/Life Integration
Learn about the University’s guide on flexible work arrangements, related workplace and workforce issues, along with strategies for coordinating work/life matters by contacting Caryn Jung, MS, 520-621-9870.

Consultations and Support
Employees can be seen for free, voluntary and confidential consultations, informal assessments, referrals or brief problem-solving support. Consultations may include alcohol/substance abuse, stress management, parenting, relationship, depression, anxiety and more. Call 520-621-2493 to schedule an appointment with Susan Pickering, MEd, LPC, or Dave Swihart, MC, LPC.

Supervisor Consultation
For consultations regarding individual and work group issues, supervisors may contact 520-621-2493 to schedule an appointment.
Get Moving: Learn the lingo

Become a pro at exercise terminology

Make it a habit to ask about or look up exercise words that you don’t know or are confused about so you understand what they are and what you should do.

Here are a few definitions to get you started:

- **Active recovery**: recovering from an exercise using a low-intensity activity. You might sprint a certain distance and then walk to recover. This helps reduce muscle soreness and fatigue.

- **Aerobic exercise**: exercises that allow the cardiovascular system to supply muscles with oxygen. This means exercising continuously (such as walking, running or cycling) and keeping your heart rate to between 70 to 80% of your maximum heart rate.

- **Fartlek**: a form of interval training in which you alternate a work interval (e.g., sprinting) with a recovery interval (e.g., walking). In fartlek training, the intervals aren’t measured but are based on how the body feels.

- **Intensity**: how hard you’re working. When you work out with enough intensity, your body grows stronger, and you likely will experience changes in your weight, body fat percentage, endurance, and strength.

For more exercise terms and definitions, go to Oct.HopeHealth.com/exercise.

Active at any size

Being overweight can make exercising more challenging, but if you’re using extra pounds as an excuse not to get moving, tell yourself, “I can do it. I will do it.”

Getting-started pointers

- Invest in quality athletic shoes with arch support and cushioning.

- Wear comfortable clothing.

- Include strength training; but to benefit your overall fitness and your heart, combine strength training with aerobic training (walking, swimming or aqua aerobics).

- Avoid high-impact exercise when starting out. Jumping and running can put pressure on joints and could cause pain in the joints or supporting tissue. Work up to higher-impact movement once you’re stronger and your body is used to exercise.

Talk with your health care provider before starting any new exercise program.

Find your fun

Do you get excited about exercise, or does the thought of fitness sound less than fun? Working out should feel like a gift, not a chore, according to Michelle Segar, PhD, author of, No Sweat: How the Simple Science of Motivation Can Bring You a Lifetime of Fitness. If you don’t enjoy what you’re doing for physical activity, look for another exercise that may be a better fit for your personality and your fulfillment.

Jumping for joy is good exercise. — Author Unknown

Jumping rope — not just for kids

Want to add fun and effectiveness to your workout? When is the last time you picked up a jump rope? Jumping rope is an extremely effective form of cardiorespiratory exercise (think heart and lungs). What’s more, all you need is a little bit of space, a timer and a jump rope. For more on the benefits of jumping rope as well as how to get started with a jump-rope workout, go to Oct.HopeHealth.com/jumprope.

See page 8 —

Stock Your Toolbox:

See how you can link to Cool Tools & Resources to learn more about the topics in this issue!
Checking in on your posture

Set a reminder to check your posture throughout the day. Many people intend to keep a good posture but forget after a few minutes. Remind yourself with a note taped to your monitor, an item on your online calendar or a regular alarm on your phone. For more on proper posture, go to Oct.HopeHealth.com/posture.

Rakes and pains

Raking leaves is a common autumn chore that can lead to back and upper body strain and other problems. To help prevent problems, warm up for at least 10 minutes with some light exercise and then stretch your warm muscles. Use a rake that is comfortable for your height and strength. Wear gloves or use a rake with padded handles to prevent blisters. Vary your movement, alternating your leg and arm positions often. Bend at the knees and not your waist when picking up leaves. Wear shoes or boots with slip-resistant soles. For more raking tips, go to Oct.HopeHealth.com/raking.

From night owl to early bird

If you’re the type of person who burns the midnight oil but should get up at the crack of dawn, you may want to try these tips:

- **Avoid workouts** in the 3 to 4 hours before bedtime. Instead of wearing you out, physical activity can actually energize you, which can lead to staying up later.
- **Avoid caffeine** for the few hours before you hit the sack.
- **Get 7 to 9 hours of sleep.** If you get the right number of hours, you won’t be so tempted to snooze come 6 a.m.
- **Don’t read in bed** (or watch television, browse social media, listen to music or knit). Associate your bed with sleep only.
- **Don’t overestimate** your evening free time by making too many plans. This shortens the time you have for winding down.

For more tips on sleeping, go to Oct.HopeHealth.com/sleep.

Source: National Sleep Foundation

Learn more about The Whole You: at Oct.HopeHealth.com
October — An opportunity to reduce stress — for good

Organize your life. Use schedules and to-do lists. When you know what you have to do and when, things are less likely to sneak up on you.

Create. Find an activity to express your imagination and talents. Take photographs, paint, repurpose furniture or do other hobbies.

Take breaks from being connected. Put down the smartphone and make a date with yourself. Go for a walk. Read a book. Meditate.

Open your mind to new possibilities. Is there something you’d like to change but haven’t? Do something about it — whether it’s mending (or ending) a relationship or breaking a bad habit.

Balance. Check in with yourself regularly (say, once a month) to make sure 1 area of your life isn’t occupying too much time or energy at the expense of other areas.

Engage with others. Not everyone is an extrovert, but have at least a few close relationships with others.

Rest. Don’t cheat yourself out of the benefits that come from getting 7 to 9 hours of sleep every day.

Learn the lingo

Words are powerful

When it comes to mental health, how society describes conditions or issues can make a difference in how individuals think and feel about what they may be experiencing. Find alternatives to using the terms mental illness or mentally ill, which often carry with them a stigma that keeps people from getting needed help.

Here are some options:

- Mental health consumer.
- User of mental health services.
- Person with a mental health history.
- Person with mental and emotional challenge(s).
- Person who experiences problems.
- Person experiencing severe and overwhelming mental and emotional problems.
- Person our society considers to have different and unusual behavior.

Source: Let’s Find Language More Inclusive Than the Phrase ‘Mentally Ill’! by David Oaks, director, MindFreedom International
Literacy is the jump-off point from which all of life’s successes take flight.
— Lauri Fortino

**Fiscal Fitness:** Learn the lingo

**How to interpret insurance terms**

When navigating the sea of insurance, know some key terms.

- **Premium** — the monthly fee that you pay for coverage. How much depends on what type of insurance plan you have and how much coverage you have.

- **Co-payment (co-pay)** — the flat fee that you pay every time you use services. It can be anywhere from $5 to $250, depending on your plan and the service. For instance, going to an emergency room for care may have a higher co-pay than using an urgent-care facility.

- **Co-insurance** — a percentage split between you and your insurance plan to share the cost of services. The split can range from 50-50 to 90-10, with the insurance company paying the 90%.

- **Deductible** — a set amount (such as $500 or $1,000) that you pay out of your pocket before your insurance starts paying.

- **Spending cap (out-of-pocket maximum)** — the most that you pay in a plan year. After you reach the cap, your insurance takes over and pays all expenses, except the premium, which you continue to pay.

Remember, all insurance plans are different. Take time to research and understand your plan.

**Sort and purge**

Do you keep notes and print-outs of interesting information because you think you may someday need it for something? Is that pile getting overwhelming?

Go through your pile of stuff and look at each item to determine what you should keep and what you can toss. For each item, ask:

- Is this idea or information still important to me?
- Can I retrieve this information from elsewhere should I ever need it?
- Is this information duplicated elsewhere?
- Will this information or idea help me reach 1 of my goals?

For a print-and-post version of these questions to have handy at your computer or desk, go to [Oct.HopeHealth.com/keeploss](http://Oct.HopeHealth.com/keeploss).

Source: The High Achiever’s Guide to Getting Things Done, by Joelle Jay, PhD
Adults may struggle with this type of literacy.

The information in the publication is meant to complement the advice of your health care providers, not replace it. Before making any major changes in your medications, diet or exercise, talk to your doctor.

The crossword puzzle answer key can be found at Oct.HopeHealth.com.
Stock Your Toolbox:
Your Source for Cool Tools & Resources

Check out Oct.HopeHealth.com for a ton of useful well-being information. In addition to the links in the newsletter, here’s what else you can find online:

A print-and-post sign of culinary terms to keep handy in the kitchen so you know just what to do when creating recipes.

A print-and-post tip sheet on getting enough sleep so you get up early, hopefully feeling energized for the day.

A print-and-post reminder on sorting and purging documents to put near your computer or desk.

A crossword puzzle to test how well you know the topics covered in this issue of the newsletter.

Go to Oct.HopeHealth.com to find these resources.

“Progress always involves risks. You can’t steal second base and keep your foot on first.”
— Frederick B. Wilcox

“To live a creative life, we must lose our fear of being wrong.”
— Joseph Chilton Pearce

“Our prime purpose in this life is to help others. And if you can’t help them, at least don’t hurt them.”
— Dalai Lama

— Ernest Hemingway