



DAS Has Key Role in National Search *Inside this Issue*

By Donna Micklus, Martin Anderson & Patsy McLaughlin

Periodically, the Rell administration has elected to conduct national searches to find agency leaders that can meet particular challenges that this state faces.

What's the first step in this daunting task? Contact the A-team.

Make that the AM-team of Dr. Martin Anderson and Patsy McLaughlin.

Anderson said that in the past, DAS has been asked to be involved in national searches for the commissioners of DEP, DOIT, a deputy commissioner for DOT, and, most recently, for DECD and DCF commissioners.

"There is nothing statutory requiring any specific type of search for top agency executives; the Governor is under no specific obligation to select her commissioners in any particular way. However, when she has wanted particular types of talent, her office has sought the help of DAS," he explained.

In the DECD search, McLaughlin said, "Martin and I met with Adam Jeamel, the

Governor's Public Relations Director, and with the Governor's selection committee made up of community and business leaders. We presented a recruitment strategy and a camera-ready advertisement. Nina Ritson in DAS Communications did a great job in developing the design, graphics and layout for both the DCF and DECD ads."

Anderson said that McLaughlin's expertise is often called upon to craft the content of recruit-

ment fliers and ads that are compelling and give solid reasons why someone would want to serve this state government and face the prospect of having a strong spotlight turned on them.

"On the other hand, we must balance an effective sales job with being clear that there are important qualifications and experiences that candidates must have to merit serious consideration."

"Patsy has also been instrumental in helping to get good interviewing practices used during selection processes," Anderson added.

McLaughlin said the DECD search was largely Internet-focused and targeted to an economic and community development industry. The cost to advertise was \$7,537.

"Compare that to the traditional newspaper print recruitment usually used by the state, e.g., one Sunday ad in the *Courant*, *LA Times*, *NY Times*, *Boston Globe*, *Wall Street Journal*, and *Chicago Tribune* would cost \$74,649! Now *that's* a savings!" she exclaimed.

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DAS Hosts Nurse of the Year Awards

Commissioner Anne Gnazzo is the emcee for the Sixth Annual State Nurse of the Year Awards on May 8 at the State Capitol. DAS administers the event in recognition of the many contributions made by Connecticut's state nurses.



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Anderson explained that those agencies that have very strong “publics” with a vested interest in the outcome will frequently form selection committees. When a committee is not being used, DAS has been called upon to help screen candidates.

Even when used, selection committees have always looked to DAS for help in not only articulating and advertising what they are really looking for, but also for the entire application, interview and selection process.

“Dealing with the resumes and inquiries of applicants is no small feat,” Anderson said.

“While the DECD commissioner recruitment yielded over 80 applications and DCF over 40 applications,

the DOIT CIO yielded well over 300. These take a great deal of work to sort, organize, read, and evaluate and it sometimes must be done in teams. I spent over an hour on the phone with all of the top candidates for DCF commissioner before moving them on for any type of evaluation.”

McLaughlin said, “I worked with Martin to develop a set of structured interview questions for the first interview, based on the job requirements, so that all candidates were asked the same questions and their answers could be evaluated against the job criteria.”

Anyone who has been involved in the hiring process has probably shared Anderson’s observation.

“One interesting thing about recruiting for these jobs is the number of people who apply that believe they have a special calling to take on

these posts even though they have no specific qualifications! Nevertheless, they are convinced the job was made for them and they are ready to be called to serve!”

Following the arduous vetting process, McLaughlin outlined the final steps. “Martin developed a final selection evaluation form. Martin or I, along with Adam Jeamel, attended the interviews and the “feedback” discussions on the candidates. The selection committee members then selected the top three candidates for a second interview. Final candidates were then forwarded to the Governor.”

Anderson said he has “always had a particular fascination with the means and methods of developing, finding or identifying the best leader for an organization.”

Nurse of the Year Ceremony Draws Standing Room Crowd

By Donna Micklus

They have been called “unsung heroes” and “angels of mercy.” But someone said it best when describing nurses as “angels in comfortable shoes.”

Eleven of Connecticut’s 1,400 state nurses were on center stage on May 8 at the State Capitol as finalists for the 2007 State Nurse of the Year Awards Ceremony. They were selected based on nominations submitted by co-workers, supervisors, and patients.



Hosted by DAS, the event is held annually to coincide with National Nurses Week which begins on May 6 and ends fittingly on May 12, the birthday of Florence Nightingale.

In her opening remarks, Commissioner Gnazzo said, “The State of Connecticut Nurse of the Year Award is a unique way to

recognize the dedicated service of nurses in state government. It raises the visibility of the value of the profession and highlights the distinctive types of nursing one can practice in government.”

Gnazzo explained that the awards format was changed this year to honor both direct care nurses and well as administrators/educators in the nursing field allowing for two Nurse of the Year Award winners.

Barbara Dingfelder of Wallingford, from the Department of Public Health, was named Administrator Nurse of the Year.

Maureen Worley of Clinton, from UConn’s John Dempsey Hospital, was named Direct Care Nurse of the Year.

“State of Connecticut nurses serve Connecticut residents in many different ways, but all with caring, passion and a strong commitment to the health of Connecticut residents,” said Governor M. Jodi Rell.

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Commissioner Anne Gnazzo congratulated **Heather Tweeddale** on the State Nurse of the Year Award ceremony. “Even though this was my first time at the ceremony, I know from experience that events like these don’t just happen overnight, but are the result of months of careful planning, organization and coordination. Heather did an outstanding job in all three areas, and she is a terrific ambassador for DAS.”

Kudos to **Dan Sears** from Meg Yetishefsky for creating the Supplier Diversity Veteran Survey. “We met on this and together developed the format, and Dan worked on this exclusively over the last 48 hours to get this form developed. There will be many features related to security info collected, ability for stats to be collected, etc. I can’t say enough about the customer service and professionalism of Dan.”

hats off

By *Cindy Rusczyk*

Richard Paixao, President of Paixao, Inc., sent the following message to **Ann Simeone** regarding a certified vendor question: “Thanks for your quick response. I will certainly be bidding on more work in the Northern CT area. I would like to pass on this comment on your **website**, its outstanding! Clear, informative and easy to navigate. Any chance you could send your **IT staff** to MA? Thanks again!”

Commissioner Gnazzo, Brenda Sisco, and Sandra Guerra wanted to say “THANK YOU” to **Nina Ritson** “for taking care of the letterhead for our office as well as the cards Anne requested that were promptly printed and delivered. It is a pleasure to work with you; not only are you very professional, but you always have a smile to give. Thank you again.”

Julie Bernosky wrote to Tina Costanzo on “how helpful **Lori Coleman** was in clearing up an issue I had with a contract in Peoplesoft. The contract was not showing in the Core-CT system and Lori took the time to look into the matter and fix the problem!”

Don Casella commended **Ada Rivera** for “her idea and her efforts in instituting the idea of taking a query that I wrote and adding specific PO information. When I told her that I didn’t know how to accomplish this, she took the initiative to contact Core and had them make the improvements to the query. It looks like they are in the final stages of completing the project. This will be a huge win for all of us.”

Kathleen M. Anderson applauded **John Winschel** “for the great job on researching the issues with Office Max. Upon receiving viable catalog management numbers you immediately grasped the extent of the situation, looked at different tables, data files and processes, consulted with our developers and very quickly identified the causes. Your ability to calmly and succinctly communicate the issues and initiate the solution is to be commended.”

John Pacholski also commended **John Winschel** “for your assistance in rooting out this problem. I appreciate your skills in this area. Thanks also for the priority in which you are handling this whole matter.”

Joann Bellamo sent the following message to Carol Wilson: “I just want you to know about the fantastic job the team is doing on various training efforts. I am truly proud of the team and how they work together to ensure the success of Supply Chain. **Amanda Starbala** and **Kathi Bryant** have taken over the PO training and did a wonderful job last week. They were able to really instruct the users on how to

create their transactions in the system correctly. **Dustin Guarino** volunteered to do a training session for DOIT on the receiving functionality. Amanda assisted Dustin with the presentation and she also created transactions in our training environment so the users could have hands-on training. Dustin did a great job conducting the training.”

Dustin Guarino praised **Amanda Starbala** for all of her help with the PO receiving. “All the scripts, slides, and info you gave me helped immensely.”

GLV Incorporated sent the following message to Meg Yetishefsky regarding their minority certification. “I would like to take this moment to commend the **DAS Supplier Diversity Staff** – I am extremely computer illiterate and they were most helpful to me. Your help and the help of your staff is greatly appreciated.”

Jay Yasensky and Marie Rosales, gave a ‘Hats Off’ to **Jennifer Frazier**. “Marie and I are approaching our one-year anniversary with state employment, and Jennifer has aided in making the transition an easy experience. She always has the time to answer what may seem to be silly questions (there are a lot of acronyms to learn)...and assist with projects and procedures. She is always more than willing to offer leadership and direction with a bright and helpful attitude. Jennifer is an asset to DAS...”

Kudos to **Anna Tara** from Asset Management “for helping us with our computer problem. She was a great help! Thanks Anna!”

DPW Deputy Commissioner David O’Hearn wrote to Deputy Commissioner Brenda Sisco and Donna Micklus regarding **Nina Ritson**: “I just wanted to let you both know about the exceptional service I received from Nina on a graphics project. Nina was extremely helpful in getting me a finished, quality project.”

Commissioner, Deputy Tour Wethersfield Surplus Offices and Fleet Garage

By Nina Ritson

It was Show and Tell day for the DAS State and Federal Surplus Facility at 60 State Street in Old Wethersfield.

Tucked behind a complex of brick buildings in the rear of Wethersfield DMV, the long-standing building recently underwent an extreme office makeover. So on May 16, DAS Commissioner Anne Gnazzo and Deputy Commissioner Brenda Sisco were treated to a field trip and full tour of the facility.

“So many people benefit from the DAS Surplus program - schools, towns, and non-profits. Between the property and the cars that go up for auction, this truly is a win/win situation for the people of Connecticut. There is no waste here. We are always amazed by the inquiries to DAS asking when the next auction is!” Gnazzo noted.

Built in 1922, the building was constructed for use as a cannery for the prison that once occupied the grounds; big steam pots would boil away supplying a central heat source. Long after the prison closed, the structure underwent a renovation done by vocational technical school students in the seventies. As most of us can remember the great décor of the seventies, this renovation resulted in dark carpeting, dark pseudo-wood paneling and cold steel furnishings.

Carlos Velez, Director of Surplus Property, explained what prompted the recent facelift. “It all started when a hole in the carpet had to be repaired. We pulled up the carpet and found out that it was tucked up under the wall paneling. When pulling the wall paneling away, we discovered that the electrical wiring was in

dangerous disrepair and certainly not to code. Then while removing the paneling, the ceiling caved in! Needless to say - four months later – we have an extreme makeover!” said Velez.

Although the actual construction was done by DPW, Velez worked closely with Linda Hubeny and her Asset Management staff, viewing paint chips and carpet samples to conceptually redesign the four offices and the conference room. The fake wood panels were replaced with freshly painted pale yellow walls and crisp bright white windows and trim. New carpeting throughout and classic light wood office furnishings bring a pleasant and optimistic view on what the workday may bring.

“People just do better in a happy environment at work – no matter what your job is,” said Velez. “I



Top: Commissioner Gnazzo, Deputy Commissioner Sisco and J. Carlos Velez meet with Holly Crandall in the newly renovated receptionist's area.

Below: The Commissioner and Deputy meet with Mike Gosselin and Richard Yeske as they tour the Wethersfield Fleet Garage.



realized this as soon as I became the Director – these offices had to be changed.” Velez wanted to acknowledge DPW “renovators”: Gary Faraci

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Joe Moreira, Jerry Bouchard, Tim Chilone, Debra Byrd, Joe D’Amato and Rich Martin.

With a property auction on tap for Saturday, May 19, Gnazzo and Sisco were able to preview the many goods, ready-marked for sale by lots to the highest bidder – and there will be many bidders!

There were brand new plastic wrapped mattresses and steel frames for a DEP facility that never came to fruition. They saw desks, chairs, bicycles, printers, and commercial stainless cooking equipment galore, including a huge two-door stainless refrigerator. There were Life Fitness Treadmills, file cabinets, mail bins, and personal goods relinquished by drug dealers in asset forfeiture – like power tools and several brand new garden hoses used briefly to water a marijuana farm.

Of course, the ladies gravitated immediately to the confiscated designer handbags with their original plastic handle protection still in tact – Gucci, Fendi, Coach and more.

But most important to Gnazzo and Sisco, this visit afforded them the chance to meet the employees - Holly Crandall, Jim Potyra, and Kevin Bachman- who are responsible for managing the inventory, pulling together the auctions and making these goods available to all municipalities, schools and non-profits via the DAS website.

“These guys really know their business,” Sisco smiled. “They know what they have, where it is, who will be interested in it and when and where it is going!”

After their tour of the Surplus facility they walked next door to the Wethersfield Fleet Garage to meet with employees, and in a snapshot,

learn the ins and outs of maintenance and repair of the State’s vehicles. The shop was humming with activity so Gnazzo and Sisco had the opportunity to talk to the mechanics hovered over their vehicles and the office crew juggling parts orders with tow calls. Bob Chausse and Mike Gosselin hosted their tour.

“Because Wethersfield is a few miles away from the State Office Building it’s not as easy to get to know the employees who work in the Surplus and Fleet Operations,” Gnazzo said. “I am



Top: Commissioner Gnazzo, Deputy Commissioner Sisco and Kevin Bachman of Surplus inspect bicycles that are ready for auction. Left: Surplus reception area before renovations. Below: A Surplus office after renovations.



very glad we had this opportunity to meet everyone and see the facility – I wish we could have done this sooner!”

Sisco agreed and added, “Next field trip - the New Haven Garage.”



DAS Folks in the NEWS

By Donna Micklus & John McKay

Congratulations to Linda Hubeny on her election as Vice President of the American Commodity Distribution Association (ACDA).

Hubeny will serve a three-year term. In 2010 she will take over as ACDA President. The national association is made up of over 1,000 representatives from the U.S. Department of Agriculture, all 50 states, industry, as well as school district members.

Hubeny runs the Food Distribution Program at DAS, and she said that ACDA is committed to making the commodity program better.

In a newsletter message to her colleagues, Hubeny said, "As I begin this three-year journey, I want to thank you for electing me as Vice President. I cannot help but think that there is so much I have yet to learn about the Food Distribution Programs. As many of you know, I am a relative newcomer to the commodity distribution program and to ACDA. The coming year is going to be a learning experience for me and I welcome your input about the program and the association."



Congratulations to Procurement Services Director Carol Wilson who was recently appointed to the National Association of Purchasing Officials (NASPO) Board of Directors.

In a letter to Governor M. Jodi Rell, NASPO Director Jack Gallt wrote: "As with any professional membership organization, it is quite an honor to be selected by your peers to serve in a leadership capacity. I hope you will join me in congratulating Carol and agree that her experience and knowledge of the government procurement environment make her an ideal individual to help lead our organization."

NASPO represents the chief procurement officials in each of the 50 states, District of Columbia, and the U.S. territories.

"This organization represents best practices in government procurement; I'm excited and honored to be a part of it and provide leadership within NASPO and to work toward improving the quality of procurement in Connecticut. Our staff benefits from the extensive information sharing resources this organization provides. We hope to administer more value-added contracts and achieve agency cost-savings by participating in more NASPO cooperative purchasing agreements as well," said Wilson.



Carol Wilson

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Last month rescue crews from Wethersfield and East Hartford searched without success for a 22-year-old man who fell off an East Hartford railroad bridge into the Connecticut River while walking with friends. Involved in that search was Fleet's own Steve Rollins who's been with the Wethersfield Volunteer Fire Department for 19 years.

"We do it all," said Rollins. "Car accidents, house fires, missing persons. As tragic as some of it sounds, it's very rewarding to be involved in rescues and helping people," he said. "You hear about these things on the news and you feel powerless. But being a Wethersfield volunteer fireman you can actually *do* something to help the situation."



Fleet's Steve Rollins, seated with orange life vest and cap, searches the Connecticut River with the Wethersfield Volunteer Fire Department.

Governor M. Jodi Rell proclaimed April 28 Connecticut Invention Convention Day. And DAS, "The Next Generation," had a role. Myles Mabry, son of Collection Services' Cinde Mabry, is a sixth grade student at the Thomas Edison School, a science and technology magnet school in Meriden.

Myles was one of the inventors at the 24th Annual Connecticut Invention Convention (CIC) in Storrs. CIC promotes creative thinking and problem solving with the slogan "their creativity is our future." There were approximately 1,200 students that participated in 80-90 local school conventions across the State (grades K-8). Myles was one of the fortunate 650 students that were selected to present their inventions at this year's event. Among the judges were scientists, patent attorneys, teachers, and engineers.

Myles received an award for his invention of the Alarm Bed. He invented a bed with certain sensors that will sound to alert a caregiver that someone has fallen. Although Myles did not win the sought-after patent search for his invention, he was happy to receive, among other prizes, a bag full of Microsoft software, \$100 savings bond, and an opportunity to submit an audition tape to the Jay Leno and Ellen DeGeneres shows!



Inventor Myles Mabry

Congratulations, Myles!

Poles Top Poll Results

By Nina Ritson

“Sometimes, the best things you do are the results of happy accidents rather than careful planning,” claims Dr. Martin Anderson of Strategic Resources Management.

“We were developing a program for new managers in the executive branch of government to address the most important things they needed to know right away on the job. We wanted the program organized in modules and given over several months by the best subject matter experts we could find in state service. And we thought we definitely needed ‘icebreaker’

activities to help the new managers get to know one another. We stumbled upon the idea of using one of the icebreakers we found and twisted it around to give the new managers a vocabulary for sharing their plight and perceptions with each other.”

The New Manager’s Orientation Program is a sort of ‘boot camp’ for newly hired or promoted managers, offering a comprehensive overview of the ins and outs of being a new manager. The course is delivered in 11 classes that meet once per week. Anderson said feedback has been positive.

“The whole experience is beneficial because managers in the work environment rarely get the opportunity to interact with colleagues and share expectations and perceptions.”

“The icebreaker we converted entailed organizing the class into tables of 5 or 6 persons with the assignment to create a totem pole using animal symbols and to describe the totem to the rest of the group,” he said.

In the Native American culture, the totem pole can take on many meanings: to honor a deceased elder, to show the number of rights and names a person had acquired

throughout life, or to document an encounter with the supernatural.

“Participants in the New Manager’s Orientation Program



designed their totem poles to tell a managerial story,” Anderson explained. Using a long list of animals that were given distinct qualities and characteristics, the original intent was for managers to prioritize five or six of the animals to form a totem, with the most important attribute on top.

By way of example of the animal personalities, the eagle represents divine spirit and courage, while the ant is industrious, and the cat is independent.

On the other end of the spectrum are not-so-favored animals like the shark who is malicious, the weasel a

symbol of inefficiency, and the hippo who is just plain lazy and unproductive.

During the first totem exercise, the groups concentrated on how they thought members of the general public perceived state managers, and they had to agree on which animals applied. Later, they joined a new group and constructed a new totem on how they *wanted* to be perceived as managers.

“Now, we’ve seen groups make horizontal totems, PowerPoint totems, and other approaches,” Anderson said.

“Some figures were created from drawings, some from photos, and most were very elaborately and creatively designed,” Anderson said. Strategic Resources has saved all of the versions created by the participants thus far and posted them on foam board for display.

“The groups never fail to surprise us with some new twist on the assignment,” Anderson said.

“We are relieved that no other group did something we saw during the first session last year...nailing rubber snakes to their totem pole to depict how state managers are perceived by the public!”

“There’s something about the ability to interact with other managers that strikes a chord,” states Anderson.

“It was interesting to note that manager perception is as individual as the person – some people gravitate toward the role of the manager while others pay more attention to the visionary leadership it requires.”

Repeatedly, attendees polled have rated the totem pole exercise as one of the most memorable throughout the entire program experience.



Graduation Daze

Along with the pomp and circumstance, there were lots of photo ops for Commissioner Gnazzo as she presented diplomas to new “graduates” in two commencement exercises.

First was the New Managers Orientation graduation ceremony hosted by Strategic Resources Management. Graduates received their diplomas for completing their 11-week training session on everything new managers need to know about state government.

Gnazzo also attended the Human Resources Certificate Program graduation breakfast where HR professionals in state service complete a mandatory 11-week comprehensive training session.

“I don’t consider this work,” said Gnazzo. “It’s the perks of the job to see the successes of our agency and the people who have learned from us.”



Left: Commissioner Gnazzo and Dr. Martin Anderson present Jerry Lynn of the Business Office with his degree at the New Managers Orientation graduation ceremony. Top: HR’s Lois Johnson receives her HR Certificate from the Commissioner.

bits 'n pieces

By Donna Micklus & John McKay

The Flu: Good News, But Not a Cure

A bird flu vaccine gained FDA approval for the first time last month as a stopgap measure against a potential pandemic outbreak.

The government plans to buy and stockpile enough Sanofi Aventis SA vaccine for 20 million people; the vaccine will not be available commercially.

Since it began wiping out Asian poultry farms in 2003, the H5N1 strain of bird flu has infected nearly 300 people worldwide, killing more than half of them.

Sanofi called FDA approval “a first key step” in protecting people at increased risk of exposure to bird flu during the early stages of a pandemic.

What’s flu guru Martin Anderson’s reaction to the news?

“It’s good news but we’re not out of the woods because the H5N1 virus has to mutate in order to be transmitted person to person. The most effective vaccine will be one created specifically for that mutation or mutations. If the pandemic comes, and as we await the development of a vaccine that will specifically combat that strain(s), this vaccine might give first responders some protection so they can keep doing their job of protecting the well-being of the public longer and more efficiently until the real deal is developed.”

Blood Drive

Many thanks to DAS employees for their ongoing support of the Blood Drive. Over 54 potential blood donors joined the Blood Drive resulting in 44 productive units of blood. Elsie Melita, Account Manager for the American Red Cross said, “Please extend my thanks to all the volunteers that make this effort possible. We are returning for our summer blood drive on August 16, and we’re looking forward to working with DAS once again!”

The Farmers’ Market is Back

One of the best things about summer in Connecticut are the homegrown fruits and veggies. And we’re lucky to have these products available just a few steps away! The Departments of Public Health and Agriculture and the ConnectiFIT Worksite Wellness Program will once again sponsor a Farmers’ Market in two locations. The Market will feature fresh fruits, vegetables, herbs, cut flowers, jams, honey and gift items. It will run from July-October.

Starting July 12, the Market will run every Thursday from 9:30 - 1:00, 470 Courtyard (next to the cafeteria).

Starting July 9, the Market will run every Monday from 10:00 - 1:00, First Presbyterian Church, 136 Capitol Ave. (next to the Bushnell). So shop at the Market and eat healthy!!



21st Century Threats: Cyberbullying

The Department of Information Technology (DOIT) has launched a new Information Security Awareness Program to educate employees and the public about basic information regarding security issues and practices. The current e-issue, from which the following information was excerpted, focuses on cyberbullying with resources and tips on how you can protect yourself from this growing problem.

What is Cyberbullying?

Cyberbullying refers to the new, and growing, practice of using technology to harass or bully someone. Bullies used to be restricted to methods such as physical intimidation, postal mail, or the telephone. Now, developments in electronic media offer forums such as email, instant messaging, web pages, and digital photos to add to the arsenal. Computers, cell phones, and PDAs are new tools that can be applied to an old practice.



Cyberbullying can range in severity from cruel or embarrassing rumors to threats, harassment, even stalking. It can affect any age group; however, teenagers and young adults are common victims, and cyberbullying is a growing problem in schools.

Why Has Cyberbullying Become Such a Problem?

The relative anonymity of the Internet is appealing for bullies because it heightens the intimidation factor and makes tracing the activity more difficult.



Unfortunately, the Internet and email can also increase the visibility of the activity. Information or pictures

posted online or forwarded in mass emails can reach a larger audience faster than more traditional methods, causing even more damage to the victims. And because of the amount of personal information available online, bullies may be able to arbitrarily choose their victims.

Cyberbullying may also indicate a tendency toward more serious behavior. While bullying has always been an unfortunate reality, most bullies grow out of it. Cyberbullying has not existed long enough to have solid research, but there is evidence that it may be an early warning for more violent behavior.

How Can You Protect Yourself?

- Be careful where you post personal information.

By limiting the number of people who have access to your contact information or details about your interests, habits, or employment, you reduce your exposure to bullies that you do not know.



- Avoid escalating the situation. Responding with hostility is likely to provoke a bully and escalate the situation. Depending on the circumstances, consider ignoring the issue. Often, bullies thrive on the reaction of their victims. Other options include subtle actions. For example, if you are receiving unwanted email messages, consider changing your email address. If the bully does not have access to the new address, the problem may stop. If you continue to get messages at your new account, you may have a stronger case for legal action.

- Document the activity. Keep a record of any online activity (emails, web pages, instant messages, etc.), including relevant dates and times. In addition to archiving an electronic version, consider printing a copy.

- Report cyberbullying to the appropriate authorities. If you are being harassed or threatened, report the activity to the local authorities. Law enforcement agencies have different policies, but your local police department or FBI branch are good starting points. There is a distinction between free speech and punishable offenses, but the legal implications should be decided by the law enforcement officials.

- Protect your children by teaching them good online habits.

See [Keeping Children Safe Online](#) for more information.

A Fitting Anniversary

By Nina Ritson

One year or 22,000 miles. Sound like a warranty? Nope, it's the first anniversary of ConnectiFIT and steps traveled toward a healthier lifestyle. That's a lot for one year ... 8,000 miles to Disneyworld and back, 11,000 miles to Hawaii and back, and 3,000 miles of island hopping. That *is* more mileage than some people put on their cars!

In addition to completing three 10-week walking programs, DAS walkers have enjoyed Lunch and Learn sessions on health topics and yoga instruction.

The anniversary celebration was held on May 1 in the North Mechanical Room. Guest speaker Rob Nevins, the nutritionist and fat loss guru, explained why he lives by the mantra "it is not about weight loss, it is about fat loss!"

Nevins said, "Muscle is important because muscle is active – it *burns*

calories - while fat is *inactive* tissue. But you have to feed muscle. It is all about size and not weight. Muscle weighs more than fat, so a 150 lb. woman can be a size 12 or a size 8, depending on what proportion of her body is muscle and not fat. The 150 lb. woman whose body is more muscle than fat will be wearing the size 8."

Making this change in your eating can be tricky because you want to be sure that you burn fat and not muscle. How do you do that? First, you must get your body fat tested to know exactly what your percentage of fat and muscle it is. Then, it is all about what you eat and how you exercise. Protein feeds muscle, but you still need fats and carbohydrates for a balanced diet.

Nevins recommends a diet of low-glycemic carbohydrates over the span of two days with a "breather day" of eating some other foods that you enjoy. That gives the body a day to adjust and regroup. **DO NOT SKIP MEALS.** Existing 8-15 hours without food slows the metabolism to an absolute stop. He says, "Think of

your body as a company and you are the president of that company. Your employees must be paid – your muscles must be fed. If you do not pay them – they will not work for you."

He also recommends enjoying food that you love during a holiday celebration as long as it is not a **holimonth** of eating!

Finally, Nevins says, "The answer is not in diet supplements from GNC, but in your local grocery. Eat good foods like salmon, fish, chicken, olive oil, vegetables, fruit, cereals, eggs and nuts. The bottom line is use good judgment and steady goes the pace. You will reach your goal of a smaller size!"

The CTFIT 4 walking program begins June 4. Feel like playing softball? Grab your bat and glove and join other DAS employees, family and friends in a summer softball league. Games begin June 7 at 6:00 p.m. at Carmen Arace School in Bloomfield. Contact Carolyn Underwood at 713-5166 for more info.

Kick Off: Getting to the Point

It was time once again to lace up the sneakers, register the pedometer and grab your mileage sheets for the fourth round of the walking program of ConnectiFIT. Forty new walkers signed up at the kickoff held on May 23 in the North Mechanical -with many new faces!

This time our walkers are headed to Seattle, Washington to climb the Seattle Space needle - then back to Hartford again. Will they do it? With due diligence - daily walking, and good record-keeping, they just might. And for a little variety there is a stair climbing program running during this 10-week event.

If you could not make the kickoff but would like to join, please contact Martin Anderson at 713-5042 - he has a pedometer waiting with your name on it!

It's time to sign up for the fourth DAS ConnectiFIT walking/pedometer program! This time we will be off to the Seattle Space Needle in Seattle, Washington. That's 2,993 miles and once we get there, 605 feet high!

ConnectiFIT IV Kick-Off Wednesday, May 23, noon - 1:00 p.m.

The ten-week pedometer program begins June 4 and runs to August 10. This time we are introducing a stair climbing program - come to the Kick-off to learn more about it.

You will need to sign up for CT FIT IV by joining us between noon and 1:00 p.m. in the 5th Floor North Mechanical Room on Wednesday, May 23. There you will get an ID number, pedometer clause and participation release form, and then you will be able to pick up your numbered pedometer, ten-week steps calendar, and instructions. Additionally, between noon and 12:30, have your blood pressure taken by a Department of Public Health nurse. If you cannot make the kick-off please contact Martin Anderson at 713-5042 to join.

Warm weather, healthy exercise, lose weight, and lower your blood pressure - don't miss out. Join the fun!



The Taste of DAS: An Epicurean Odyssey

By Peggy Zabawar

It's all in good taste...literally! This year's 'Taste of DAS' will be held on Thursday, June 14. So, just what is the Taste of DAS? It's an event for DAS employees, by DAS employees, to share food and conversation in a celebration of our diverse cultures. Our DAS Diversity Council hosts and coordinates it annually. Anyone who wants to participate may bring a dish: appetizer, salad, entrée, dessert, or anything of your choosing – that represents you.

Some have a traditional recipe from their ethnic or cultural heritage. Others share a favorite family recipe, or one that they personally created.

Some just bring a favorite food purchased from a store or specialty shop, just to join in the fun. Each contribution is marked with a special recipe card, telling the name of the dish, the ingredients, or any special details about it.

The Diversity Council prepares the tables and sets out the bounty, and then at lunchtime, participants are welcome to come and sample all the delicious goodies that have been donated. Of course, the Taste of DAS can only be a success when we have lots of participation. So start thinking about what you'll bring this year and get ready to eat!

The Taste of DAS is a tradition that has grown over the years. The first Taste of DAS was held in March 2001. At that time, the event was called the "Diversity Training Luncheon Kick Off", because the event was in support of Public Act 99-180 that required each state agency to provide diversity training and education to all its employees. The luncheon was a celebratory way to introduce the new idea of diversity education in the workplace, with food to make it fun and interesting.

This setting also presented the opportunity for informal dialogue with co-workers around the topic of diversity in the workplace and what it means.

The kick-off was so successful that the luncheon was back the next year by popular demand and was renamed the "Taste of DAS," and the rest is history.

Isabelle McKinney,

former chair and longstanding member of the Diversity Council, had this to say about the tradition, "To me it seemed to become a time to gather as a community, freely and casually, to share with our co-workers and colleagues, who we are, and where we came from, without inhibition or judgment. The next day was a better day in the workplace as a result of this humble socialization that nourished relationships among the employees, which is what diversity education is all about."

From the success of the original Taste, was born the Sweet Taste of DAS in November of 2003. The Sweet Taste is a time for staff to bring in and contribute desserts and other sweet treats, again with a multicultural sharing focus.

McKinney recalls, "We chose the Fall because the Taste is held in the



Check out these pix from previous "Taste" events!



Spring. We thought that a moment, after lunch, to spend with our co-workers and colleagues would be a great way to continue our diversity education conversation while having a cup of tea or coffee and a taste of cultural desserts, contributed by DAS employees."

Now in its seventh year, the Taste of DAS is a welcome part of our culture. We sincerely hope that everyone will participate again this year, and that this will be the biggest and best Taste we've ever had. Particularly to new employees who have joined DAS in the last year, please come celebrate with us!

Your DAS ID is your passport to culinary adventure this June!