



Happening in SRO

You can find this "Happening in SRO" and all similar newsletters on the SRO Intranet Home Page, located at: <http://isr-wp.isr.umich.edu/srointranet/> under Recent News.

If you have items for the newsletter or if you would like to highlight an event, please let Ann Vernier or your unit director know.

Happy Holidays!



Season Days Reminder

December 23, December 24 and December 28-31 are all UM season days and should be entered as season days in your ET. December 25, and January 1 are UM holidays and should be entered as holidays in your ET.

2020 - 2021 SRO Holiday Schedule

November 2020						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2021						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

UM Holiday
UM Season Day
SRO Resumes full Operations

We hope you enjoy your holidays!

December Pay Date for Monthly Employees

The U-M payroll office recently announced it will be moving the December monthly pay date to the last workday of the month, starting with this calendar year. This aligns the December pay schedule with the other monthly pay dates. In the past, we received December monthly checks a week or so before the end of the month, which was a holdover from the past to accommodate paper mail delivery. Now that paychecks are almost entirely delivered by direct deposit, they are moving to regularize the December schedule with other months. Therefore, monthly employees will receive December 2020 pay on Thursday, 12/31/20 (which also happens to be a biweekly pay date.)

The CCP Corner – Letting Go of Control as a Way to Manage Difficult Situations (Aimee Miller)

The only constant in life is change, and we are usually pretty good at handling it. However, when we are experiencing a series of undesired changes or events in our lives, it can be easy to become overwhelmed by negativity. Self-distancing, the act of mentally taking a step back from a situation to observe it without becoming overwhelmed by emotion, can assist us in better coping in these situations. Below are some articles and resources that provide additional information regarding this helpful practice and how it can be applied in our lives.

- [What to Do When You Can't Catch a Break](#)
- [Four Ways to Gain Perspective on Negative Events](#)
- [Feeling Stuck or Anxious? Change Your Story to Move Forward](#)



SRO Wellness News (SRO Wellness Committee)

HOLIDAY BREAK – The SRO Wellness Committee hopes you take the time to rejuvenate and renew during your break. As we go into the holidays and 2021 – what is making you feel grateful?

What is one friendship you are grateful for? Take a minute now and send them a text, email, call, letter- Just let them know!

ERGONOMICS – As a follow-up to our session led by Ryan Neice in October, we have more ergonomic tips from M-Healthy to share. These tips are good for staff working remotely AND within Perry. Please share any tips you have found especially helpful so we can share with other staff. We are working to get follow-up sessions scheduled in January 2021 with Ryan.

[Ergonomic Tips](#)

COFFEE DAZE SHAKE UP – We are going to try something different for our January Coffee Daze. The January 27th Coffee Daze will be from **12:30p-1:00p** for a change of pace. DCO (PM, DCO, SSL) team will host the January Coffee Daze.

Special thanks to our November Hosts – PDMG!!!

November Hosted Topics:

- 1) How many countries have you visited? Favorites?
- 2) Podcasts
- 3) Discuss Holiday traditions and creative adjustments to them.
- 4) What winter activities are you planning to keep yourself happy and healthy?

For future dates and hosts: [Coffee Daze Dates and Hosts 2020-2021](#)

WORKPLACE – SRO HEALTH AND WELLNESS GROUP – Some staff have mentioned that it would be fun to join multiple Coffee Daze sessions to hear discussions. Join SRO Health and Wellness Group and share resources there! The more that join and share the larger benefit for all!!! [Join SRO Health and Wellness Group Workplace](#)

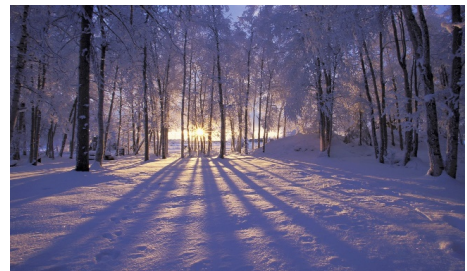
NEW MEMBERS – Come join us! SRO Wellness is actively looking for new members to join us in planning and sharing wellness resources. If you would like to participate, please reach out to srowellcomm@umich.edu

WELL-BEING AT U-M –The website is continuously updated so be sure that you bookmark it and periodically refer to it for resources. [U-M Well-Being Resources](#)

Warm wishes for a great December and Kick -off to 2021!

The Wellness Committee is identifying programming for the next few months. We have some good suggestions and looking for ways to successfully implement them.

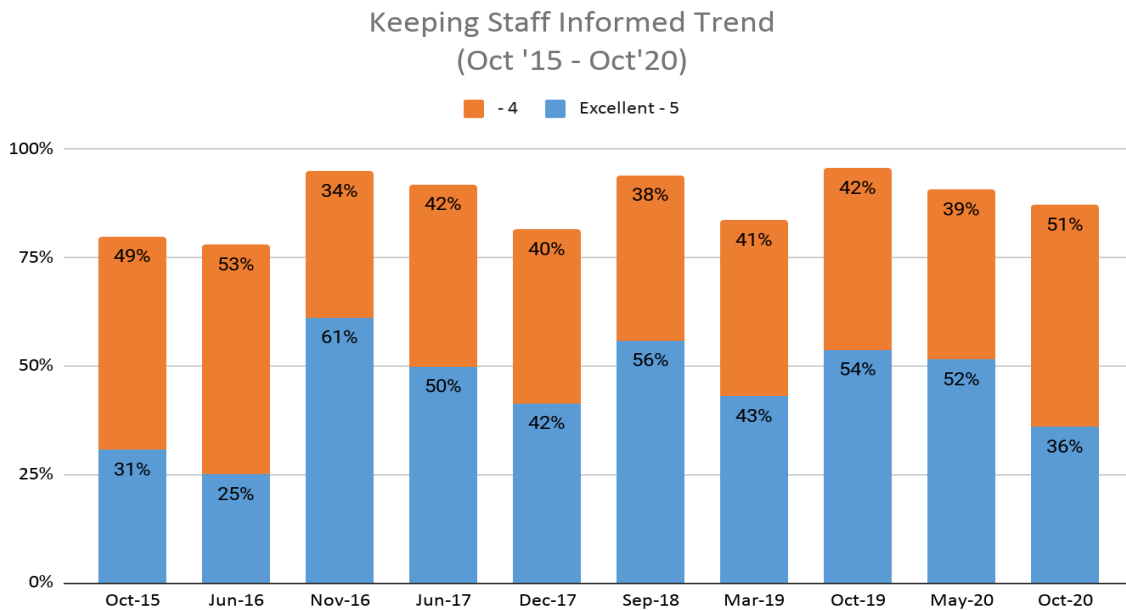
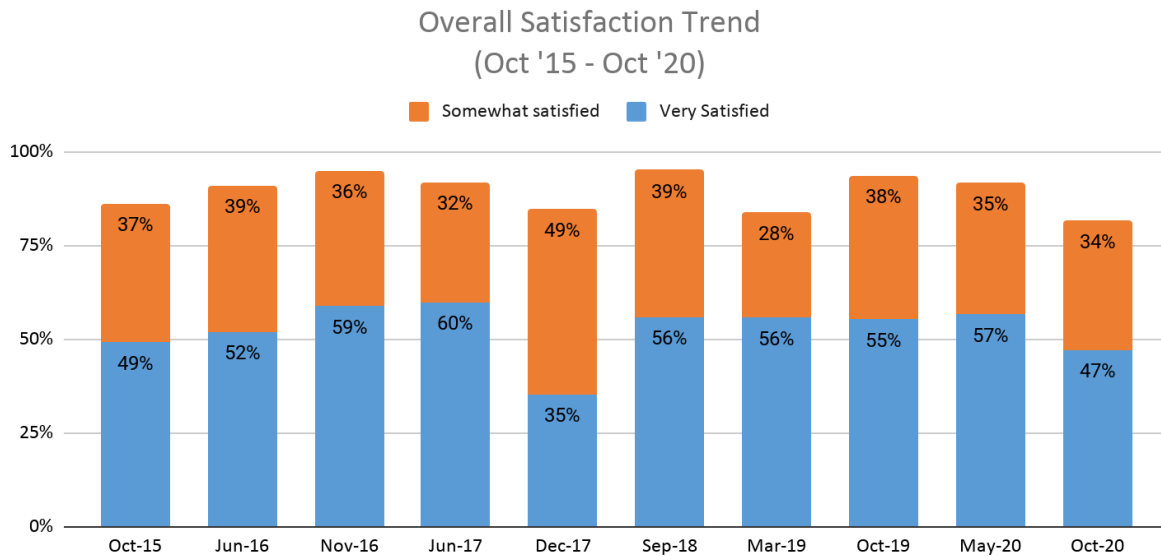
We welcome your suggestions and comments for ways that we can share dimensions of wellness programming with SRO staff. You can reach us at: srowellcomm@umich.edu



SRO All Staff Meeting Feedback
(Gregg Peterson)

On October 28th, we held our second all virtual All Staff meeting. As always, we sought feedback from attendees via a small survey following the meeting. The SRO Admin team would like to share the results.

In short, there was a decline in overall satisfaction with the meeting and with our effectiveness at keeping staff informed about what is happening in SRO. Although 81% of you said you were somewhat or very satisfied with the meetings, there was a significant decline in the highest ("Very Satisfied" / "Excellent") endorsements for our two key questions compared to our most recent meetings.



On the positive side, staff said they appreciated the truthful (if sobering) news about our current financial situation, and were happy to see projections for a significant upswing in revenue for the next fiscal year (FY22). Although the background noise was quite distracting, the presentation from the D-AMP/DAWN PIs received lots of positive feedback. Finally, Ryan's Finance presentation and Aimee's Stress Reduction exercise received many positive mentions in the open-ended feedback. A few people pointed out that virtual meetings are easier to attend and often easier to hear, even if in-person is still preferred.

On the less positive side, staff expressed concern that we did not have a more comprehensive response to our data management challenges. There was some sense that we are not being as transparent about staff changes as we could be.

Regarding future meetings, there were several suggestions:

- 1) Include content that encourages more engagement and interaction with and between meeting participants.
- 2) Figure out ways to get attendees more comfortable with asking questions, perhaps have a kind of “town hall” meeting.
- 3) Include brief updates from each sub-unit.
- 4) Try to include more fun elements like music, videos or funny stories.

The SRO Admin team does take this feedback very seriously and we will be working to address staff concerns in the coming weeks and at our next All Staff meeting. Thank you to everyone who took the time to complete the survey – please let any member of SRO Admin know if you have any additional comments.

Tips and Tricks - Chrome Tab Groups (Kelly Chatain)

The latest feature for Chrome may help the daily ‘tab collectors’ among us. You can now organize and create groups of tabs! Like any new organizational schema, you get to choose what is important and most effective for keeping track of information, but Chrome makes it easy. You can group as you go or take on those 20 tabs all at once. Simply right click on a tab and select ‘Add tab to group’ then ‘New group’ to get started. To collapse or expand a group of tabs, simply click on the group name.

NOTE: Tab groups **are not saved** when you close Chrome.

