



Covering every degree of your resource needs

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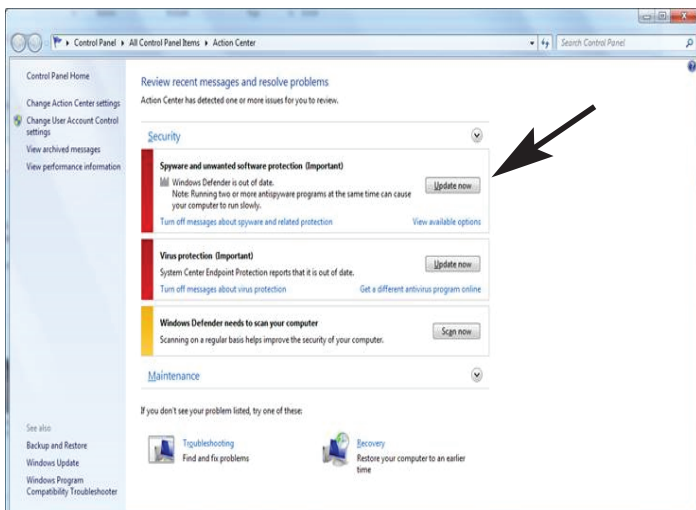


UPA Corporate	141 Team Members
18 Client Locations	203 Team Members
57 UHS Practices	481 Team Members

## UHS/UPA Trend Micro Anti-Virus and other Security Updates

**#1** Below is a screen shot of a notice you may receive while our System Center is pushing out updates to your computers. UHS IS is removing Trend Micro and installing better and updated Anti-virus software. You may receive a pop-up that Trend is "Out of Date" or has been removed. Please Do NOT click the boxes to "Update Now" (see arrow).

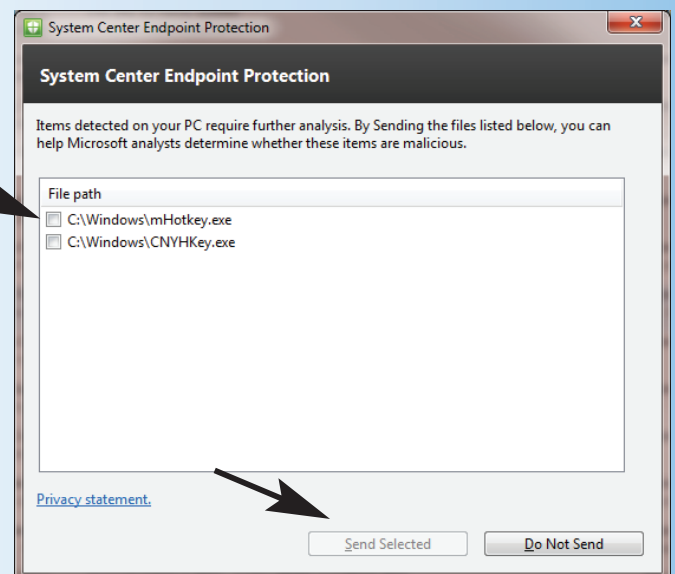
System Center is slowly pushing out updates or new software automatically. This action was intended to occur during non-working hours, however, the timing did not work as anticipated and users may see the below information – no action is necessary at this time.



## System Center Endpoint Protection

**#2** UHS IS confirmed the below notice from "System Center Endpoint Protection" is legitimately from the new software that was recently pushed out to all users. If you received the below pop-up, it means that the new System Center detected a suspected virus or mal-ware on your PC.

UHS IS asked that for now, you click the boxes next to the identified items (see arrows) and then click "Send Selected". Sending the information allows MicroSoft to analyze the information and further develop anti-virus and malware protection.



## Breaking bad habits: Change is difficult

A large percentage of smokers (70%!) say they would like to quit. Drug and alcohol abusers struggle to say goodbye to addictions that hurt their bodies and ruin relationships. And many of us have excess weight we could lose if only we would improve our diets and step up our activity levels. So the question begs, if we know something's bad for us, why can't we stop?

NIH-funded scientists have been searching for answers. They've studied what happens in our brains as habits form and found clues around why some of our bad habits are so difficult to kick.

"Habits play an important role in our health," says Dr. Nora Volkow, director of NIH's National Institute on Drug Abuse. "Understanding the biology of how we develop routines that may be harmful to us, and how to break those routines and embrace new ones, could help us change our lifestyles and adopt healthier behaviors."

Habits are a normal part of life, and are often helpful. "We wake up every morning, shower, comb our hair or brush our teeth without being aware of it," Volkow says. "When behaviors become automatic, it gives us an advantage, because the brain does not have to use conscious thought to perform the activity," Volkow says. This frees up our brains to focus on different things.

Habits can also develop when enjoyable events trigger the brain's "reward" centers. This can potentially lead to harmful routines, such as overeating, smoking, drug or alcohol abuse and gambling.

"The general machinery by which we build both kinds of habits are the same, whether it's a habit for overeating or a habit for getting to work without really thinking about the details," says Dr. Russell Poldrack, a neurobiologist at the University of Texas at Austin. Both types of habits are based on the same types of brain mechanisms.

"But there's one important difference," Poldrack says. Enjoyable behaviors can prompt your brain to release a chemical called dopamine. "If you do something over and over, and dopamine is there when you're doing it; that strengthens the habit even more. When you're not doing those things, dopamine creates the craving to do it again," Poldrack says. "This explains why some people crave drugs, even if the drug no longer makes them feel particularly good."

In a sense, parts of our brains are working against us when we try to overcome bad habits. The good news is, humans are not simply creatures of habit. We have many more brain regions to help us do what's best for our health.

Humans are much better than any other animal at changing and orienting our behavior toward long-term goals, or long-term benefits," says Dr. Roy Baumeister, a psychologist at Florida State University. However, his studies on decision-making and willpower have led him to conclude that after successfully resisting a temptation, willpower can be temporarily drained, which can make it harder to stand firm the next time around. Baumeister has found that through regular practice of different types of self-control—

sitting up straight or keeping a food diary— individuals can strengthen their resolve.

While there is no single effective way or 'one size fits all' to break bad habits, you can try these on for starters.

### Focus on awareness

Work to become more aware of unhealthy habits and develop strategies to counteract them. Since habits can be linked in our minds to certain places and activities, develop a plan before putting yourself in certain situations. Reroute your walk if you know there's a candy machine on your regular path. Or avoid going places where you would normally smoke.

### Visualize yourself in a tempting situation

"Mentally practice the good behavior over the bad," Poldrack says. "If you'll be at a party and want to eat vegetables instead of fattening foods, then mentally visualize yourself doing that. It's not guaranteed to work, but it certainly can help."

### Replace unhealthy routines with new ones

Some people find they can swap a bad habit for a healthier habit. "Certain groups of patients who have a history of serious addictions can engage in certain behaviors that are ritualistic and in a way compulsive—such as marathon running," Volkow says. "It helps them stay away from drugs."

Habits are not an easy thing to break, but it is possible. NIH-funded research is exploring whether certain medications can help to disrupt hard-wired automatic behaviors in the brain and make it easier to form new memories and behaviors. Other scientific teams are searching for genes that might allow some people to easily form and others to readily suppress habits.

Bad habits may be hard to change, but it can be done. Ask for help from friends, co-workers, and family; it never hurts to have that extra support! Just don't give up on yourself if you slip up. Nobody's perfect.

Article accessed and adapted July 2015 from Humana.com

### Source

"Breaking Bad Habits: Why It's So Hard to Change," National Institutes of Health, January 2012, <http://ucsfphl.blogspot.com/2012/02/breaking-bad-habits.html>



ADP Payroll Services

Upcoming Pay Dates

April 22

May 6

May 20

