

### **Embracing Changes using Emotional Intelligence**

Every organization has moments of *deja vu* where changes seem repetitive, just for the sake of change. **Wiens and Rowell (HBR, Dec. 31, 2018)** state: “Changes at work can be emotionally intense, sparking confusion, fear, anxiety, frustration, and helplessness. Experts have even said that the experience of going through change at work can mimic that of people who are suffering from grief over the loss of a loved one.” They suggest that adapting and improving one’s emotional intelligence can make these transitions more productive, allowing individuals to embrace change, rather than brace for it. Wiens & Rowell recommended the following emotional intelligence strategies: First, one must identify the source of their resistance to the change, which is usually due to a lack of self-awareness or feeling a loss of control. Secondly, one should question the basis of their emotional response, whether it be fear, anger, or frustration. Thirdly, one must own their part in the situation, practice mindfulness and be an active participant in change. Lastly, one must turn up their positive outlook and focus on resultant opportunities.

In the School of Business, we are innovative by design and purposive in our strategic changes. We are committed to teaching our students how to effect productive change and also adapt to inevitable organizational change that every modern businessperson must navigate with success. As we draw closer to celebrating end-of-semester festivities of student success, we bless our graduates with greater Emotional Intelligence!

Read more at <https://hbr.org/2018/12/how-to-embrace-change-using-emotional-intelligence>.

Best.

Raj Devasagayam

### **Celebrations**

- TLRC mini-conference was on Friday, April 12. **Professor Marissa Hoffmann**, left picture, presented **Explore Your Potential** a pilot program implemented in SOB. **Professor Joel Lanz**, right picture, presented **Simulating the Pressures of the Real Business World**.



On Wednesday, April 17, **Financial Executive International (FEI) Long Island** awarded Megan Kahane as one of the top accounting students on Long Island. In the picture, from left to right, Megan’s mother, **Mrs. Eileen Kahane**, **Megan Kahane**, **Prof. Bruce Marx**, & **Prof. Joel Lanz**. **Prof. Bruce Marx**, FEI representatives & **Megan Kahane** are pictured to the right.

## ...Celebrations continued

- On Monday, April 22, **Professor David Glodstein** arranged for **Special Agents from the IRS Criminal Investigation Division** to visit campus on Monday, April 22, 2019 to talk to students about the responsibilities of the office and to discuss job opportunities for all Business majors.



## Announcements

- The **Creative Commons (CC)** is a non-profit organization that created a set of “free, **easy-to-use copyright licenses** to make a simple and standard way to give the public permission to share and use your creative work on conditions of your choice.” Learn more about **Creative Commons Licenses** for creators and users in 1-hour workshop for faculty and staff on **Tuesday, April 30** from 2:40-3:40 p.m. in **Library L311**. The workshop will cover: what is Creative Commons; types of CC licenses; what to consider when choosing a CC license; how to license one’s own work; how to cite a CC licensed work; and where to find CC licensed works. Please RSVP to **Joanne Spadaro** at [spadaroj@oldwestbury.edu](mailto:spadaroj@oldwestbury.edu) or **516-876-2896**.
- SUNY Show and Tell Series: This Workplace-only series** provides the opportunity to learn more about the amazingly innovative and impactful work that our SUNY colleagues are engaged in. This webinar is streamed via Workplace exclusively and will be archived for future viewing. **May 2019: An Inside Look: SUNY Delhi’s Men of Distinction Academy**. The Men of Distinction Academy is a student success initiative that focuses on increasing the persistence toward degree completion, campus engagement, and academic success of Men of Color. The program consists of frequent events designed to provide academic, personal, and social support to help students navigate the transition to and through college. Academy Website: <https://www.delhi.edu/campus-life/activities/multicultural-center/men-of-distinction-academy/index.php>. Men of Distinction Feature Story: <https://sunydelhi.exposure.co/men-of-distinction>.
- The **Open SUNY Team** has created a brief survey and we are asking that any faculty member with online teaching experience take a few moments to complete the LMS Essential Elements survey. <https://www.surveymonkey.com/r/LMSEssentialElements>. **Deadline: June 1**.
- SUNY Center for Professional Development** is implementing an **Institutional Effectiveness Certificate Program**. The Institutional Effectiveness Certificate Program is intended to prepare the participants to contribute to institutional level assessment and accreditation committees, assist their institution and respective departments in the assessment of strategic objectives, and be able to advise, assist and instruct others in developing cycles of goal setting, measurement, data collection, process review and evaluation. Read more at <https://sunycpd.eventsair.com/QuickEventWebsitePortal/institutional-effectiveness-certificate-progr/ie>.
- The **Excelsior Scholarship** application for the 2019-2020 year is now open for new applicants and will **close on Thursday, August 15, 2019**. The link to the application is found at <https://www.hesc.ny.gov/pay-for-college/financial-aid/types-of-financial-aid/nys-grants-scholarships-awards/the-excelsior-scholarship.html>. Please be reminded that current Excelsior Scholarship recipients, including students **who first received an award in Fall 2017** or after, do not need to take any additional action.
- The new smart rooms** in the library are now available with up to seven smart touchscreen TVs in each classroom. If you would like a tour of the smart classrooms in the library **please contact Eduardo Espinoza** at [espinozae@oldwestbury.edu](mailto:espinozae@oldwestbury.edu) to take you there. If you decide **to utilize one of these smart rooms for the upcoming fall 2019 semester** after visiting the library, please **contact Gerardo Espinal** at [espinalg@oldwestbury.edu](mailto:espinalg@oldwestbury.edu), and **Joel Feiner** at [feinerj@oldwestbury.edu](mailto:feinerj@oldwestbury.edu).

Designed and edited by Raul Zevallos – Assistant to the Dean  
Assisted by Melody Young – Biology Major, Class 2019

If you have any information for future newsletter please send it to [zevallosr@oldwestbury.edu](mailto:zevallosr@oldwestbury.edu)

