

# AAASAC MONTHLY NEWSLETTER

NOVEMBER 2022

"Showing gratitude is one of the simplest yet most powerful things humans can do for each other." - Randy Rausch

## Professional Development

Showing appreciation for other people's perspectives signals that you value the person and their opinions.

When you demonstrate that you value others and what they have to offer, it increases the level of engagement, as well as collaboration and cooperation.

To accomplish this, one of the first things you need to do is move beyond the "right vs. wrong" way of thinking and look for balance rather than one extreme or the other. One of the keys to accomplishing this is effective listening. Practicing and sharpening this skill will help increase your openness.

To get started, you first need to assess your listening style. As you are doing this, be aware of these three common listening errors:

**Grilling:** When you don't agree with something someone says, you negatively judge them and then interrogate them, so they are forced to justify or validate their point of view, not just share it.

**Thievery:** This is when you cut off the person who is sharing and start sharing your thoughts and perspectives. You have then stolen their moment in a way that feels like an effort to diminish or dismiss them.

**Distorted Listening:** Although you take pride in being able to multitask, it can be a dangerous practice when having a conversation with someone. By not giving the speaker your full attention, you are telling them what they have to say is not as important as what you are doing.

**Listen for Emotion:** People's emotions will tell you what they value and need, and if they are mad, sad, glad, or scared. Listening for these and understanding them shows you value and want to understand what the other person is saying.

**Be Aware of the Unspoken:** Watching for and understanding body language, facial expressions, and other cues can often give you more information than the words being spoken. Is someone frowning, smiling, laughing, have their arms crossed over their chest, or rolling their eyes? If so, why? Do they have something that needs to be said?

Ask for their perspective. Encourage them to share their thoughts and contribute to the conversation.

**Be Curious** - be eager to obtain more information, gain a new perspective, or new knowledge. To do this, try asking the following types of questions:

**Open Ended** - Why do you think people are behaving in the way you described? What do you think they mean to convey with their behavior?

**Clarifying** - I heard you list a series of things that you think might be causing the problems. Can we discuss a couple in particular so I can get a better understanding?

**Prompting** - I am not sure I totally understand everything you said. Can you tell me a little bit more about the topic?

**Specific** - Do you expect that we will meet all our goals this quarter?

**Leading** - Do you agree with the suggestion that we double the budget for this project? What are your thoughts on expanding our footprint?

Embracing the perspectives of others often leads to improved innovation and effectiveness. When you show you are willing to listen, others are more willing to share.

## Native American Heritage Month



Did you know that JMU resides on the land of indigenous Siouan, Algonquian, and Haudenosaunee communities? This November, let's take time to acknowledge the erased histories of the original custodians of the land where we now work, play, and learn. Explore the interactive map at [Native Land Digital](#) to discover which nations once lived in surrounding counties, your home town, and more.

Need help or have a question? [ASACHelpline@jmu.edu](mailto:ASACHelpline@jmu.edu)

## AAASAC Network Gathering

Wednesday, December 7, 2022  
2:00 - 4:00 pm The Union, Taylor 306

We would like to invite you to the next network gathering that will be sponsored by JMU's School of Professional & Continuing Education (SPCE). Please join us for a time of networking, good conversation, and light refreshments. We hope to see you there and encourage you to bring a friend!



## JMU Vs. Georgia State - Faculty & Staff Appreciation Football Game

JMU Athletics invites all faculty and staff to the football game against Georgia State on Saturday, November 19th at 2pm in Bridgeforth Stadium. All staff may receive two complimentary tickets and purchase additional at a discounted rate. You must use your JMU email to receive the complimentary tickets. [Reserve your tickets here.](#)

## Provost Awards for 2022-2023



## Connecting & Learning Together

**RoundTable discussion: Session 3**  
**Course & Classroom Tips & Tricks**  
**Thursday, January 12, 2023 2:00 - 3:00 pm**  
**Location: Hartman Hall, room 2021**  
**(in person only)**  
**No RSVP Necessary**



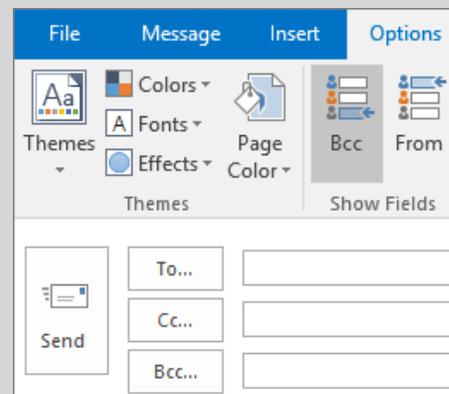
## Survival Tip!

Using the "Bcc" option when sending an email to more than one student at a time is highly recommended. Generally the FERPA law provides that, with some exceptions, no information, applications, forms, letters, records, transcripts, etc. may be released, whether orally or in writing, without prior written consent, dated and signed by the student, specifying the records to be released, the reasons for release and the person to whom the records are to be released.

### FERPA: for Staff - JMU

While student email addresses are not specifically mentioned, they are considered "student information" and therefore should be kept confidential whenever possible to keep our students safe and prevents the use of "reply all" to spam all recipients or from unwanted solicitations.

By using Bcc, you respect the student's privacy and avoid frustrating email chains.



## Upcoming Events

Event	Details	Description
AAASAC Gathering	December 7 2:00-4:00 Taylor 306	Enjoy light refreshments while networking with admins from across campus.
Men's Basketball - Faculty and Staff Appreciation Game	Atlantic Bank Union Center	January 5, More details TBA
Connecting & Learning	January 12 2:00-3:00 pm Hartman Hall	Topic: Course & Classroom Tips & Tricks Have questions or wisdom to share? Join us!
AAASAC Gathering	February	TBA
Women's Basketball - Faculty and Staff Appreciation Game	Atlantic Bank Union Center	February 9, More details TBA