



## Flu Vaccines for Fall 2012

Flu vaccines will be provided to employees and students during a two-day Flu Vaccine Clinic. This Wellness Event is co-sponsored by Human Resource Services and the Wellness-Health Center:

**Thursday, October 25**  
**HUB Social Hall**  
11 a.m.–1 p.m.

**Wednesday, November 7**  
**HUB Social Hall**  
9–11 a.m.

Flu vaccines will be given to employees, spouses/domestic partners and dependents ages 18 years and older with the co-pay waived. This year, a limited number of microinjection flu vaccines will be available for those who have an aversion to the type of needles traditionally used for flu shots.

In addition to the on-campus flu shots, Health America will cover flu shots administered at specified area pharmacies for members 18 years of age and older. Health America members may find a listing of certified pharmacies at: <http://healthamerica.coventryhealthcare.com/health-care-solutions/prescription-coverage/pharmacy-locator/index.htm>.

### To Register:

- ▶ Staff should register through Events Management in CLIQ via the employee [Gateway](#).
- ▶ Students should register through the Students Form tab in the [Gateway](#). The Wellness Center - Health Services staff cannot register students by phone or e-mail.
- ▶ Each time slot has a specific number of appointments available, if you are unable to register for a specific time, then it has been filled and an alternative time should be selected. You may only register for one appointment time.
- ▶ Participants in the flu clinic should complete the [2012 Flu Vaccine Clinic](#) participation form and bring it their scheduled appointment.

If you have issues with the CLIQ event registration, please contact the LIS Helpdesk rather than Health Services. Staff with questions regarding the flu vaccine should contact their health care provider.

## Seniors of Old Bellaire Dinner – September 13, 2012

The Seniors of Old Bellaire dinner was held on Thursday, September 13, 2012 in the Social Hall of the HUB. This year, nine employees who have completed 25 years of full-time service to the College were inducted into the Seniors of Old Bellaire. The employees are Catherine Beaudry, David Commins, Karen Faryniak, Judy Fickel, Richard Heckman, Clair Kiner, Keith Martin, Mike Myers and Todd Wronski. Congratulations!

# Group Life, AD&D, & LTD Insurance Certificates of Coverage

Eligible employees may access the Group Life, Accidental Death & Dismemberment, & Long Term Disability Insurance Certificates of Coverage provided by CIGNA via the Employee tab on the employee Gateway (<http://gateway.dickinson.edu>). These certificates describe the benefits and basic provisions of your coverage. A hardcopy can be requested by contacting Human Resource Services.

# Medicare Prescription Drug Plan Creditable Coverage Disclosure Notice

In accordance with the Center for Medicare and Medicaid Services (CMS), all employees who are participating in the Dickinson College group health insurance and prescription drug plan managed by HealthAmerica/HealthAssurance, CoventryHealth Care Plans are required to receive a disclosure notice regarding our plan's creditable prescription drug coverage.

**PLEASE NOTE:** If you or your covered dependents are not currently eligible for Medicare you may disregard this notice. Contact Human Resource Services if you have any questions.



# Retirement Planning Sessions

## TIAA-CREF Individual Counseling Sessions



A TIAA-CREF representative will be on-campus during the months of October and November on:

**Thursday, October 11** HR Annex Conference Room,  
61 N. West Street

**Thursday, November 15** HR Annex Conference Room,  
61 N. West Street

To schedule a personal meeting with TIAA-CREF, please visit [www.tiaa-cref.org/moc](http://www.tiaa-cref.org/moc) or call 1-800-842-2010. Appointments may be scheduled with TIAA-CREF between 9 a.m.–5 p.m. on the dates listed above.

## Fidelity Individual Counseling Sessions



A Fidelity representative will be available during the month of October on:

**Thursday, October 4** HUB side room 201

**Thursday, November 1** HUB side room 201

**Thursday, December 6** HR Annex Conference Room  
(61 N. West Street)

To schedule a personal meeting with Fidelity, please visit [www.fidelity.com/atwork/reservations](http://www.fidelity.com/atwork/reservations) or call 1-800-642-7131 with your preferred time. Appointments may be scheduled on the date listed above between 9 a.m.–5 p.m.





## Introducing the Office of LGBTQ Services

### Faculty and Staff Discussion

Thursday, November 15

HUB Side Room 203 | Noon-1 p.m.

One-third of the LGBTQ community seriously considers leaving their institution of higher education due to the challenging environment while completing their undergraduate education (Rankin et al., 2010). As of fall 2012, Dickinson College launched a new program in LGBTQ services. LGBTQ and ally faculty and staff involvement is an important component of an LGBTQ offices' growth and success. Come engage with the newly appointed Director of LGBTQ Services at Dickinson and discuss ways that faculty and staff are involved in other offices nationally and how faculty and staff and the new director can begin to foster a relationship as this new initiative grows on campus. Share your ideas, bring your history, and begin to think about how you can support LGBTQ and ally members in the Dickinson community. Beverages provided, please bring your brown bag lunch!

*Rankin, S., Blumenfeld, W., Weber, G., and Frazer, S. (2010). State of Higher Education for LGBT People: Campus Pride 2010 National College Climate Survey. Charlotte, NC: Campus Pride.*



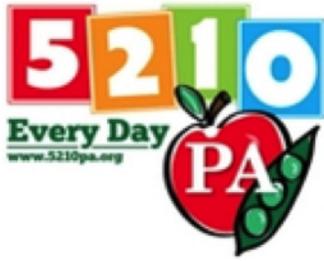
## Workstation Ergonomics

Did you know that most repetitive stress injuries to workers, like carpal tunnel syndrome, could have been prevented easily and for little cost by performing a workstation ergonomic assessment? Ergonomics is the science of fitting workplace conditions and job demands to the capabilities of the working population. Effective and successful "fits" assure high productivity, avoidance of illness and injury risks, and increases satisfaction among the workforce.

Bill Shoemaker, Director of Environmental Health & Safety, offers free ergonomics assessments as part of the College's injury and illness prevention program. To schedule a free assessment for yourself or our members of your department, E-mail your request to Bill at [shoemakw@dickinson.edu](mailto:shoemakw@dickinson.edu).



## 5210 PA Every Day!



The 5210 campaign is part of a national health promotion campaign to increase healthy eating and active living. 5210 PA Every Day highlights these daily messages: eat **5** or more fruits and vegetables; have no more than **2** hours

of screen time; get **1** or more hours of physical activity; and consume **0** sugar-sweetened beverages. For more information on this important Wellness Initiative, please contact the Carlisle Area Health and Wellness Foundation at 717- 960-9009 or visit [www.5210pa.org/](http://www.5210pa.org/).

## Marathon-in-a-Month: August Winner

Congratulations to Joan Miller, Advancement Services for being the first of our monthly winners in the Marathon-in-a-Month monthly participant drawings for a \$25 Visa gift card. The Marathon-in-a-Month is a month-long, cumulative walking activity, beginning on the first of each month and running through the last day, to reach a total of 26.2 miles or more for each calendar month. Participants simply walk several days per week on selected or individual walking routes to reach the mileage goal. Mileage must be submitted to Human Resource Services by the fifteenth of each month following completion of the marathon miles (i.e. submit by September 15 for the month of August) to be eligible for the monthly drawings. For more details or to request a form to record your marathon miles, please send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 1026.

## Eat Fat for Health!

Fat has gotten a bad reputation over the last few decades when it comes to eating healthy. Times are changing and research shows that adding fat to your plate helps with making you feel better and gives you more energy. Adding fat to your diet also provides satisfaction, which helps with decreasing overeating at meals and snacks. However, not all fats are created equal. Omega-3 fats and monounsaturated fats have been shown to improve heart health as well as your waistline.



Omega-3 fats are found to reduce the risk of heart disease by decreasing or slowing down the development of plaque in the blood. This in turn decreases the risk for strokes, heart attacks and blood clots. It has also been shown to decrease blood pressure in

some populations. Examples of Omega-3 fats include flaxseed, salmon, chia seeds, walnuts and fortified cereals and grains.

Monounsaturated Fats can help reduce bad cholesterol levels in your blood and lower your risk of heart disease and stroke. They also provide nutrients to help develop and maintain your body's cells. Monounsaturated fats are also typically high in vitamin E, an antioxidant vitamin most Americans need more of. Examples of foods high in monounsaturated fats include vegetable oils such as olive oil, canola oil, peanut oil, sunflower oil and sesame oil. Other sources include avocados, peanut butter, and many nuts and seeds.

Fat is rich in calories, and eating healthy fat choices like omega-3 and monounsaturated fats in moderation is the key. If you would like to know how much fat you should be eating in a day, set up a nutrition mini-session in CLIQ to meet with Chris Rudy RD, Dickinson's dietitian.

# Professional Development and Wellness Events

For detailed information about any of these programs, go to the Events Registration System in the CLIQ application via the employee Gateway (<http://gateway.dickinson.edu>), e-mail us at [devwell@dickinson.edu](mailto:devwell@dickinson.edu), or call ext. 1503.

## Supervisory Roundtable Discussion: What is your team's Emotional Intelligence?

*John Rinehart*

**Tuesday, October 16**

**Stern Center, room 102 | 8-9:15 a.m.**

Why does Emotional Intelligence (EI) matter? Organizations that focus on developing the EI of their employees have seen productivity more than double and increases in employee retention of over 50%. In fact, EI has been proven to be a greater indicator of a person's potential success than IQ, and the great news is that unlike IQ you have the ability to improve your EIQ.

### Through this workshop you'll:

- Gain a better understanding of emotions - both yours and others
- Identify the area that you want to work on improving
- Learn to adjust your EI based upon the situation
- Identify ways to match EI to job requirements

## Inside Dickinson: Center for Sustainability

*Presented by Lindsey Lyons*

**Thursday, October 25**

**Kaufman Building, room 190**

**noon-1 p.m.**

Come "Inside Dickinson" and tour the Center for Sustainability Education (CSE) in Kaufman Hall. Visit with student interns, meet staff, explore our resource library, and investigate unique sustainable construction and furnishings. A light lunch will be provided as we share ways in which employees can both benefit from and participate in our programs to make Dickinson more sustainable. Sustainability is a major strategic initiative for this college. Come find out why and how you can be involved.

We'll share some recent highlighted projects and connect with employees on how we can work together.

## Preventing Workplace Harassment

*Presented by Dana Scaduto, General Counsel & Steve Riccio, Director of Staff Development*

**Tuesday, November 20**

**Althouse 106**

### Non-Supervisory session:

**11 a.m.-noon**

### Faculty/Supervisory session:

**1:30-3 p.m.**

Dickinson College is committed to providing a supportive working environment for all employees. As part of this effort, we have revised our training approach to further increase the awareness of workplace harassment at the college. Our training requirements have been modified to reflect our obligation to provide a hostile-free work environment for all Dickinson employees and students. As of February 2012, all employees of the college must complete the Preventing Workplace Harassment training program each year.

## CPR/First Aid Certification

*Instructor: Officer Marcy Wolf, Public Safety*

**Monday, October 15**

**Department of Public Safety conference room, Kaufman Building**

### Session Options:

**8 a.m.-noon or 1-5 p.m. | FREE**

Pre-registration is requested by Friday, October 5 to allow for course materials to be ordered.

## Self Defense - for Women Only

*Instructor: Officer Marcy Wolf, Public Safety*

**Monday, October 22**

**Department of Public Safety conference room, Kaufman Building 9-11 a.m. | FREE**

This personal safety course is focused on teaching women safety and self-defense. It is designed specifically for women. Pre-registration is required by Friday, October 12 to allow for course materials to be ordered.

## Qigong

*Instructor: Juli McGreevy*

**Mondays, October 22 through**

**Monday, December 10**

**HUB Dance Studio**

**Noon-1 p.m.**

Qigong, a 3,000-year-old discipline from China, is still recognized as one of the most powerful methods of self-healing known today. Simple to learn and elegant to practice, Qigong is a system of gentle movements, postures, and breathing that promotes flexibility and increases strength without stressing the joints. Qigong is appropriate for all ages and all levels of fitness. **FEE: \$40**



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## Dancing at Dickinson

*Instructor: Frank Hancock*

**Tuesdays, beginning October 23 through November 27**

**HUB Social Hall & The Depot \***

**Beginners: 6–7:15 p.m.**

**Intermediate/Advanced:**

**7:15–8:30 p.m.**

*Please come and enjoy learning one of the most fun forms of exercise*

*– dancing!* Frank Hancock's presentation of dance steps allows all participants to easily learn to Swing Dance/Foxtrot/Cha Cha/Tango and a few other dances as well. You may have seen some of Frank's students dancing at Winterfest 2012. The instructor makes this a fun and easy course, with outstanding results for anyone who participates. Individual-style instruction is offered in a group setting. **FEE:** \$30 per person; \$60 per couple. A partner is encouraged for participation in these lessons.

**\*Location varies by date.**

## Indoor Cycling – FREE!

*Instructor: Barry Tesman*

**Mondays and Thursdays, October 29 through December 6**

**Kline Center Dance Studio**

**5–6 p.m.**

Indoor Cycling is a form of high-intensity exercise using a stationary exercise bicycle. The routines are designed to simulate terrain encountered in bicycle rides, including hill climbs, sprints and interval training. This class will increase your cardiovascular fitness, burn fat as well as tone and shape your lower body. Perfect for all fitness levels and no registration is required.

## Mid-Day Meditation

*Instructor: Lars English*

**Fridays: October 26 through December 14\***

**Memorial Hall, Old West**

**12:15–12:45 p.m.**

Meditation is a simple process that relaxes the body and mind within minutes and allows you to experience a profoundly restful state that is seldom experienced outside of deep sleep. Meditation reduces stress levels by allowing the mind to settle into a state of calm, restful alertness, which carries over into all aspects of daily life. This program includes a half-hour of guided breathing meditations to help participants relax and clear their minds. Practice will focus on breath with mindfulness and concentration, as well as mounting certain visualizations upon breath that increase inner peace. **FEE:** \$40

**\*No session on Friday, November 23.**

## Osteoporosis Information Session & Bone Density Screening

*Provided by Holy Spirit Health System*

**Tuesday, October 30**

**Screening by Appointment:**

**HUB side rooms 201-202**

**8–11:30 a.m.**

**Information Session:**

**HUB Social Hall West | noon–1 p.m.**

Low bone mass is a serious health problem, affecting millions of people over the age of 45. Osteoporosis is usually referred to as a “silent disease,” and it is often difficult to diagnose since the first warning sign of the disease may be a broken bone. This disease is treatable and preventable through early detection. The screening measures bone density by placing your heel in a bone densitometer to determine risk for bone diminishment. Pre-registration for both the screening and information session is requested.



### REMINDER:

Track II physical wellness programs begin the week of October 22–October 26. These programs include Qigong, Pilates, Sports Yoga, Vinyasa Flow Yoga, QiYoga, Dynamic Fusion, and Dancing at Dickinson.

# Dickinson