

Vitality

A Human Resource Services Publication
Dickinson College



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Value Based Insurance Design (VBID) Program starting July 1

We are pleased to introduce the Value Based Insurance Design (VBID) Program that is a new part of the employee benefits package at Dickinson College effective July 1, 2013. This program provides extra savings for specific medical services and prescription drugs and is available to all employees and family members who are enrolled in the Dickinson College medical & prescription drug insurance plan through HealthAmerica with:

- Asthma
- Chronic Obstructive Pulmonary Disease (COPD)
- Coronary Artery Disease (CAD)
- Diabetes
- Heart Failure

This program is provided at no cost to eligible members and is designed to improve or maintain an individual's health by encouraging interaction with the treating physician and making it easier to maintain compliance by taking prescribed medication. HealthAmerica will be administering the VBID program on the college's behalf and participation in this program is **voluntary and confidential**.

What can I expect if I participate in this program?

HealthAmerica's Disease Management team will provide you with access to a Registered Nurse Manager who can provide you with printed information on your condition and answer health-related questions you may have. They will reach out to you within 10 days of your enrollment into the program to introduce themselves and review the program structure with you.

The program requires that you meet with your participating physician at least on an annual basis to ensure you are receiving the appropriate care treatment plan and medication advice to support your health.

With enrollment into the program you will receive the following benefits:

Condition	Medical Service Covered 100% (No copay, deductible, or coinsurance)	Prescription Coverage: \$0 Copayment on Tier 1 Generic and Tier 2 Brand Formulary drugs.*
Asthma	Pulse oximetry, spirometry, pulmonary function test	Inhalers
CAD	LDL, cardiac rehab	ACE inhibitor or ARBRx and beta-blocker
COPD	Pulmonary function test, pulse oximetry	Bronchodilator
Diabetes	LDL, microalbumin, HbA1c, eye exam	Diabetic medications and supplies**
Heart failure	Cardiac rehab	ACE inhibitor or ARBRx and beta-blocker

*Applies only to drugs that have been proven to benefit patients with the applicable condition. **Diabetic supplies include: OneTouch® test strips, and all types of lancets, syringes and pen needles.

Members in Disease Management will be receiving a VBID enrollment packet from HealthAmerica soon. We welcome you to review the [detailed information on the VBID program](#) to determine if it is a good fit for you. You may opt into or out of the program at any time during the year.

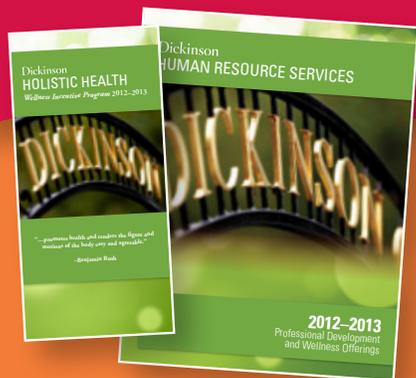
How To Enroll In VBID or Check On Your Enrollment:

- Send completed [VBID enrollment](#) form to:
E-mail: DickinsonVBID@cvt.com
Fax: 866-804-4862
Mail: HealthAmerica, Attn: Melissa Keller
3721 Port Drive, Harrisburg PA 17111

- If you have further questions about the VBID program, please contact HealthAmerica member services at 1-800-252-5742.

Take action to improve your health and lower your costs with Dickinson College and HealthAmerica's Value-Based Insurance Design.

Stay tuned for the 2013-2014 Professional Development and Wellness Catalog which includes a new format of the Holistic Health Incentive Program (HHIP). Available in electronic and hard copy formats on Monday, July 15th.



NEW HIRES: APRIL | MAY

- META BOWMAN, *Community Studies*
- LOGAN BURNS, *Mail Center*
- MICHAEL LANDIS, *Forum on Education Abroad*
- EMILY THORPE, *Environmental Studies*

RETIREEES FAREWELL TO...

- MARY HALLAM, *Dining Services* who retired in May after 17 years of service to the college.
- DEE COHICK, *FAS Mailcenter* and NANCY MELLERSKI, *French & Italian*—who both retire after 36 years of service on June 30.



Dickinson College Retirement Plan Investment Fee Disclosure Notice

Notice to all employees participating or eligible to participate in the Dickinson College Retirement Plan

A Department of Labor regulation took effect in 2012 to help you make more informed decisions about your RETIREMENT investments. Dickinson wants to make sure you

have all the information you need to take full advantage of retirement plan options for both TIAA-CREF Financial Services and Fidelity Investments. During the month of September 2013 and in compliance with the Department of Labor regulations, you should receive important information via E-mail if you regularly have access to PC or a hard copy by mail if you do not work in an office.

Please note: NO ACTION is required. This information is being provided in compliance with the Department of Labor requirement to provide consumers with more information about fees and expenses related to their retirement investments. For questions or more information, please contact Human Resource Services at ext. 1503 or via E-mail to hrrservices@dickinson.edu.



TIAA-CREF Individual Counseling Sessions

Having a strong financial retirement future has a lot to do with the choices you make today. We encourage you to schedule an appointment to discuss your investment options and diversification strategies. A TIAA-CREF investment counselor will be on campus during the month of July on:

Thursday, July 11 | 9 a.m.-5 p.m.

HR Annex conference room (61 N. West Street)

To schedule a personal meeting with TIAA-CREF, please visit 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.



HealthSmart Flexible Spending Reminder

For all questions regarding claims, receipt substantiations and general inquiries, please contact Customer Service at 1-800-503-9098.

All claims and receipt substantiations can be submitted via E-mail to nngg_cs@healthsmart.com, faxed to 1-877-587-4434, or mailed to:

You can track your FSA accounts online by logging on to www.wealthcareadmin.com.

HealthSmart Benefit Solutions
P.O. Box 3262
Charleston, WV 25301



Summer's Bounty— Load Your Plate!

Summer's bounty is fresh produce, warm weather, time to relax and enjoy friends. Though just a short 99 days, we look forward to this time all year long. This summer I have some tips for you to cultivate a healthier mind for the coming year.

The field of neuroscience has identified a defined set of behaviors for good mental health. In particular, Dr. Daniel Siegel, Clinical Professor of Medicine at UCLA (www.drdansiegel.com) has created the “Healthy Mind Platter” of seven daily activities for optimal mental functioning. Much like the Food Pyramid, he says we should regularly fill our plate with Time In, Physical Time, Sleep Time, Focus Time, Play Time, Connecting Time and Down Time. Why not load your plate with mind-healthy activities this summer?

Since I am in the business of promoting mental health, I am thrilled that Dr. Siegel has come up with a self-help concept for cultivating and feeding a healthy mind. Let's talk about what these ingredients are. **TIME IN** is a practice of mentally checking in with how our body is functioning through our senses, feelings, thoughts and behaviors and allows us to integrate those components for optimal functioning. If we sense a headache, our mood is low, or we are thinking negatively or acting poorly, what action can we take to turn this around. He says that **PHYSICAL TIME** or aerobic activity strengthens our body and our mind as well. Adequate **SLEEP TIME** is necessary to recharge and rest. Regular **FOCUS TIME** on the challenges of living in a goal-oriented and meaningful way helps us develop purpose and enjoy success in our lives.

PLAY TIME and **DOWN TIME** are what most of us love about summer, but neuroscience tells us that these are critical for mental wellbeing. So don't feel guilty for lounging in the hammock or floating on a raft in the lake: you are cultivating a healthy mind! And last but not least, **CONNECTING TIME**. Siegel reports that the time we spend in relationship with others, nature and our self helps us to appreciate our connection to the world around us and reinforces our brain's relational circuitry.

The more we bring our attention to these mentally healthy activities, the more they get “hard-wired” in our brains and become our path to good mental health. So, this summer enjoy the bounty of a healthy mind platter and fill your brain for the year ahead!

Heidi B. Roeder, M.S., LPC, LMFT is a Licensed Professional Counselor and Licensed Marriage and Family Therapist at Franco Psychological Associates, your Employee Assistance Provider



2013 Spring into Fitness Challenge

The second *Spring Into Fitness Challenge* ended on Sunday, April 28 with a campus-wide cumulative total of **242,114** minutes of exercise! As a college, we started the challenge with 197 registered participants and ended with **168** active participants. We are happy that many employees enjoyed being active over the 6-week period. The 2013 peer institution challenge winners were **York College** for the *highest average minutes of exercise per participant* (1603.13 minutes) and **Gettysburg College** for the *highest percentage of participation* (31.94% of employees participated). The 2013 divisional challenge winner for the *highest average exercise minutes per participant* at Dickinson was the **President's Office** (1588.13). Congratulations to all who participated in the second annual challenge.

*Congratulations to the
President's Office—Winners
of the 2013 Spring into
Fitness Challenge!*

Get in the game

with digital health coaching



from Coventry WellBeingSM

Imagine having your own personal health coach—one who is well-trained in wellness, behavioral health, and disease management and can help address all of your health issues. Now with digital coaching, you can. Digital health coaching is available as part of Coventry WellBeingSM. It includes in-depth consultation and personalized plans and tools. You can enroll in the following programs:

- **Balance**TM weight management
- **Breathe**TM tobacco cessation
- **Nourish**TM nutrition improvement
- **Move**TM physical activity
- **Relax**TM stress management
- **Achieve**TM cholesterol management
- **Control**TM blood pressure management
- **Overcoming**TM insomnia
- **Overcoming**TM depression



HOW IT WORKS

A good coaching session begins with an in-depth consultation. And, a good coach gets to know you and asks questions about your personal situation, your motivation to deal with health issues, your selfconfidence, and what you perceive to be barriers to your success.

YOUR "COACH" BUILDS A PERSONALIZED SUCCESS PLAN BY COMBINING:

1. What the coach has learned about you
2. All the clinical training and experience the coach has on this topic
3. Methods that are most likely to get you to change

THE COACH THEN GOES OVER THE PLAN TO HELP YOU REALIZE:

1. Where you are
2. Where you want to be
3. How you can get there

Your coach will give you a personal action plan, tools and resources to help you reach your goals. The coach will follow up with you to see if your plan is giving you the results you want. Digital health coaching is free. It's fun. It's private. And, it doesn't require an appointment. Your digital coach is ready when you are because it's accessible 24/7 through My Online ServicesSM.

GET ON THE ROAD TO BETTER HEALTH WITH DIGITAL COACHING TODAY.

Visit the Web address shown on your member ID card and log in to or register for My Online Services. You will find "WellBeing Solutions" under "Wellness Tools" at the top of the page.

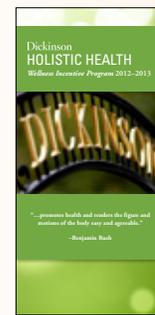
Marathon in a Month



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 May 15 for the month of April) to be eligible for the monthly \$25 Visa gift card drawings. For more details or to request a form to record your marathon miles, please send an E-mail to devwell@dickinson.edu or call ext. 1026. Congratulations to Laura Wills for being the April Marathon in a Month winner! **MAY WINNER: JOAN MILLER (ADVANCEMENT SERVICES)**

Holistic Health Deadline is Sunday, June 30



The Holistic Health Incentive Program is going strong in its fifth year! The deadline to complete all activities for this year is Sunday, June 30. Prior to returning completed booklets,

participants should calculate their total points earned in each of the four categories—Physical Wellness, Nutrition, Preventative Health Screens, Intellectual Wellness, and Emotional Wellness—in the Holistic Health Personal Points System section on page 5 of the booklet. Booklets must be submitted to Human Resource Services for verification and award distribution no later than Monday, July 8. For questions about the incentive program, please send an E-mail to devwell@dickinson.edu.

Professional Development & 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, or call ext. 1503.



Crucial Accountability*

Presented by Steve Riccio, Director of Staff Development

THREE-SESSION SERIES:

July 22, 24, 26

Stern Center, room 102 | 9–11 a.m.

This one-day companion course builds on the skills learned in Crucial Conversations and introduces a powerful set of new skills to resolve your most challenging accountability issues. It enables those who already have knowledge of crucial conversations skills to diagnose why someone keeps falling short of set expectations and then derive a plan that both motivates and enables the other person to successfully change his or her behaviors.

**Prerequisite:* Crucial Conversations training must be completed to participate in this new program.

Employment Compliance Overview | Supervisory Workshop

Presented by Dennette Moul

Thursday, August 1

HUB Social Hall West | 9–10:30 a.m.

As a supervisor how often have you heard “I’m sorry we are not able to do that”? This workshop will give you the employment compliance information you need to make decisions that are lawful and in the best interest of employees and management. Gain a basic understanding of the major legislative acts that impact how we supervise employees including EEO, FLSA and Labor Relations.

Pride@Dickinson Safe Zone Training

Presented by Brian Patchcoski

Monday, August 5

Althouse 201 | 9 a.m.–Noon

The Pride @ Dickinson Safe Zone Program seeks to create a safer and more inclusive campus environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, and transphobia. Through the training program and the display of Pride @ Dickinson stickers, the program creates a visible and supportive network of gay, lesbian, bisexual, transgender, queer, and ally members of the campus community who have a basic knowledge about issues of sexual orientation and gender identity and are able to provide support and referrals to members of the campus community. A continental breakfast will be provided.

Generational Diversity

Presented by Dennette Moul

Tuesday, August 13

HUB Social Hall West

Noon–1:30 p.m.

Are We Really That Different? Are you having difficulties in the workplace dealing with older or younger co-workers? If you said yes, you may be dealing with Generational Diversity. During this session we will define the generations that currently comprise today’s workforce by identifying and discussing the unique values, beliefs, gifts and challenges each brings into the workplace. We will also explore several techniques that engage workers, reduce conflict and support a cohesive work environment.

Preventing Workplace Harassment

Presented by Steve Riccio,

Director of Staff Development

Tuesday, August 20

Althouse 106

SESSION OPTIONS:

NON-SUPERVISORY STAFF:

11 a.m.–Noon

FACULTY & SUPERVISORY STAFF:

2:30–4 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. This includes implementing a series of web-based modules specific to faculty, supervisors, and staff to allow for flexibility in order to complete the training. In addition, 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.

Professional Development & 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, or call ext. 1503.

Banner Self Service: Online Tutorial

Employees who are new to Dickinson College or need a refresher on a certain component of the web-based application can access this interactive tutorial through the Dickinson Gateway. Employees can view procedures including how to:

- Complete and/or approve time sheets
- View current and past pay stubs
- Access leave balances
- Update emergency contact information
- And more

To access the tutorial (Banner Self Service Training), go to www.dickinson.edu/gateway. After logging into the Gateway with your network username and password, click the Banner Self Service tab.

Free Blood Pressure Screening

Bonnie Berk, MS, RN, HNB-BC, ERYT

MONDAYS: July 22, August 19

Mary Dickinson Room, HUB

Noon–1 p.m.

No registration required—walk-ins welcome and expected!

Water Aerobics

Instructor: Miriam McMechen

MONDAYS: June 24 through July 29

Kline Center Swimming Pool

5–6 p.m.

Water Aerobics is a great way to burn calories, tone muscle, and meet other people! Enjoy a low-impact workout to music in a stress-free environment. Great for all levels of fitness! **Fee: \$30.**

Boot Camp Monthly Pass Transformation Training & Fitness

Instructor: Kirk Ream

369 E. North Street, Suite 3, Carlisle

Available year-round

Transformation Boot Camp is a fun-filled, fast-paced class that will not only help you feel and look better but will improve the way you move. Using a variety of exercise equipment including stability balls, medicine balls, resistance tubing and bands, participants will be engaged in activities that are designed to improve the strength, balance, coordination and performance of individuals at any exercise level. Come and enjoy the fitness difference of Transformation Boot Camp! Register directly with Transformation Training & Fitness by calling 717-609-0799 or send an E-mail to mailbox@transformation-training.net.



Carlisle Family YMCA

311 South West Street
Carlisle, PA 17013

717-243-2525

Dickinson employees are welcome at the YMCA which offers exciting onsite programming that includes a variety of fitness classes, workshops and nutritional coaching. Special pricing is offered for both individuals and families. For more information please visit www.CarlisleFamilyYMCA.org or call (717) 243-2525. Remember to identify yourself as a Dickinson College employee to receive the best discounted pricing available.

Fall semester physical wellness programs will begin the week of August 26 and continue through mid-December. Watch for registrations to open in CLIQ!