

Vitality

Dickinson

Human Resource Services

March 2015 | Volume IX | Issue 7

Benefits & Wellness Fair— Save-the-Date!

Tuesday, April 14, 2015
HUB Social Hall
10:30 a.m.–2:30 p.m.

The annual Benefits & Wellness Fair event provides an opportunity for employees of the college to meet with the benefits vendors and wellness program providers. Free health screenings are offered in addition to a wealth of information about our benefits, health and wellness programs. Many prizes and give-aways are also part of this annual event.

Spring Into Fitness 2015

Walking your way to wellness and fitness begins on Monday, March 16 just after spring break! For those who have registered for the 6-week 2015 Spring Into Fitness Challenge, the fun kicks off and continues through Sunday, April 26. Any form of physical exercise counts in this friendly “cumulative minutes” exercise challenge—walking, running, jogging, skiing, snowboarding, water aerobics are just a few examples. **Important: Participants must exercise for a minimum of 15 minutes each week for their entry to qualify as part of the cumulative totals.** All who pre-registered between February 16 and March 2 will be receiving an e-mail with the link to report their exercise minutes, which must be reported weekly for all 6 weeks of the challenge.

*Watch for more announcements related this fun way to bring fitness into our lives at Dickinson! **If you have not pre-registered online, we still encourage you to join in the fun... but sadly your minutes will not count toward the peer-challenge against the other schools.***

Hersheypark 2015

DISCOUNT TICKET PURCHASES

Discounted HERSHEY PARK tickets are available for advance purchase to Dickinson students and employees through Student Life and Human Resource Services at the special rates listed below. Tickets must be requested and paid for by Friday, March 13. They are valid during the summer 2015 HERSHEY PARK regular operating season. Checks should be made payable to Dickinson College.

For details, call ext. 8084 or send an e-mail to hrrservices@dickinson.edu.

Special ticket prices: Tickets valid during entire 2015 regular operating season from May 1 through September 27.

- \$36.10 + \$.85 amusement tax per ticket = **\$36.95** for ages 9-54
- \$27.65 + \$.85 amusement tax per ticket = **\$28.50** for ages 3-8 or age 55-69
- \$21.10 + \$.85 amusement tax per ticket = **\$21.95** for ages 70+

POLICY UPDATES

DRUG AND ALCOHOL POLICY

This policy applies to all college employees. Consistent with this policy, administrators, faculty and staff are prohibited from engaging in any of the following activity:

- The unlawful manufacture, cultivation, possession, distribution, dispensation, and use of any drug on any college-owned property, at any college activity or activity offered by an organization recognized by the college, or during any college-sponsored event or travel.
- The possession of unlawful drug paraphernalia.
- Reporting to work under the influence of alcohol, illegal drugs or illegal use of controlled substances.

"Under the influence" means that the employee is affected by alcohol or drugs or the combination of both in any detectable manner. This may be established by professional opinion, a scientifically valid test, or, in some cases, by observation of impairment of physical or mental ability, such as slurring of speech, difficulty in maintaining balance, etc. With respect to alcohol, an employee is under the influence if the employee's blood alcohol level is 0.04 or greater.

- Refusing to submit to any alcohol or drug test conducted under this Policy.

Reasonable Suspicion Drug and Alcohol Testing

When the college has reason to suspect illegal drug or alcohol use in violation of this policy, the college will require the employee(s) to submit to drug and/or alcohol testing. This may exist in a variety of circumstances, including but not limited to: (1) where an employee manifests physical or behavioral symptoms or reactions commonly attributed to the use of illegal drugs or alcohol, which could include appearance, conduct, speech, or odor, or (2) the college otherwise receives reliable information indicating that an employee or group of employees may be engaging in conduct that violates this policy. Reasonable suspicion will be determined at the discretion of college management.

Pre-employment, Post Accident and Follow-Up Drug and Alcohol Testing

The college may require pre-employment drug and alcohol testing prior to employment for certain safety sensitive positions. The college may require post-accident drug and alcohol testing in any instance in which serious injury or loss of property occurs. The college may require follow up drug and alcohol testing as a condition of continued employment in instances where this Policy has been violated.

Refusal to Test

Refusal to submit to the types of drug and alcohol tests employed by the college will be grounds for refusal to hire applicants, and for termination of employment of existing employees. A "refusal to test" is defined as any conduct that would obstruct the proper administration of a test. A delay in providing a urine or breath specimen may constitute a refusal. If an individual cannot provide a sufficient urine specimen or adequate breath, he or she will be evaluated by a physician of the college's choice. If the physician cannot find a legitimate medical explanation for the inability to provide a specimen (either urine or breath), the individual will be considered to have refused to test.

Reporting Violations

Each employee is required to immediately report any violation of this policy to their immediate supervisor. An employee who fails to report such a violation is subject to disciplinary action, up to and including discharge. Employees must notify their immediate supervisor within five (5) days, of any conviction for violation of an alcohol or drug offense.

Inspection of Work Areas, Possessions, and Vehicles

Where the college has reason to believe that an employee is in violation of this policy, he or she may be asked to submit immediately to a search of his or her person and/or to make his or her work areas, briefcase, purse, packages, personal belongings, desk, vehicles, or any other receptacle he or she uses or has access to, available for inspection. Such search or inspection typically will be conducted in the presence of at least one witness other than the college representative performing the search or inspection. Entry onto college premises (including parking lots) constitutes consent to search and inspection. Refusal to consent to search or inspection shall be considered grounds for which an employee may be disciplined, up to and including termination of employment.

Consequences of Policy Violation

Any employee who engages in prohibited conduct as set forth herein will be subject to disciplinary action, up to and including termination of employment. The employment of any individual who tests positive for alcohol and/or illegal drugs, or who refuses a test under this policy, will be terminated.

Any questions regarding this policy or the college's drug and alcohol testing program should be directed to Human Resource Services.

WORKPLACE VIOLENCE POLICY

The college is committed to maintaining a work environment that is safe and free of all forms of violence and strictly prohibits employees from making threats, engaging in violent acts, possessing weapons on college premises (including parking lots and college vehicles) or while on college business. Employees who engage in conduct prohibited by this policy will be subject to disciplinary action up to and including termination and may be reported to law enforcement authorities.

Prohibited Conduct

The college does not tolerate any type of workplace violence committed by or against employees, students or visitors, whether such conduct occurs on the college's premises (including parking lots and college vehicles), or while engaged in college business off the college's premises. The following list of behaviors is not exclusive and provides examples of some conduct that is prohibited under this policy:

- Fighting, hitting, pushing, kicking, horseplay, pranks, practical jokes or other conduct that may be dangerous to oneself or to others;
- Making verbal, written or graphic threats (whether direct or implied), even if intended to be a joke;
- Aggressive or hostile behavior that creates a reasonable fear of injury to another person;
- Intentionally damaging college property or the property of another employee, student or visitor on college premises;
- Conduct that intimidates or coerces another;
- Bullying

Reporting Procedures

All employees have an obligation to report violent or potentially violent conduct in the workplace regardless of the alleged offender's identity or position.

All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to the Department of Public Safety (245-1111). This includes threats of violence or actual violence by employees, as well as threats or violence by students or members of the public. Any potentially dangerous or suspicious situations must be reported immediately to the Department of Public Safety.

Do not place yourself in peril. If you see or hear a commotion or disturbance, do not try to intervene or see what is happening. Contact the Department of Public Safety (245-1111). In the event of injury or an emergency, you may also choose to call 911.

When making a report under this policy, you should be as specific and detailed as possible. The college will not permit any retaliation against an employee who has made a complaint or report in good faith under this policy.

While we do not expect employees to be skilled at identifying potentially dangerous persons, you are expected to exercise good judgment and to notify the Department of Public Safety of any potentially dangerous situation. Such behavior can include:

- Obsession with weapons or bringing them into the workplace;
- Displaying overt signs of extreme stress, resentment, hostility or anger; and/or
- Making threatening remarks.

If you notice that an employee is exhibiting any of the following behaviors, please notify Human Resource Services at 245-1503.

- Sudden or significant deterioration of performance;
- Displaying irrational or inappropriate behavior; and/or
- Changes in personal behavior and interaction with co-workers.

LACTATION POLICY

The college supports breastfeeding mothers by accommodating those who choose to express breast milk during their workday when separated from their young children. This benefit is available to mothers for one calendar year after the birth of their children.

All women who breastfeed their children, and who need to express milk during the working day will work with their supervisor and Human Resource Services to determine how best to accommodate the needs of the mothers while still accomplishing the performance of their jobs.

Generally, lactation breaks are to run concurrently with break time already provided. In unusual circumstances, should an employee need to take more than two breaks during the work day to express milk, or should she need more time than the established break period to express breast milk, the employee and her supervisor will work together to develop a plan.

Human Resource Services will work with each nursing mother to determine a private lactation area that is free from intrusion by co-workers and the public. The space will also have an electrical outlet, a table and seating, and a nearby sink for washing. Milk should be placed in cooler-type containers under the mother's control or may be stored in college refrigerators within a department or area, where available. Milk placed in a college refrigerator should be clearly labeled with name and date and should be removed daily.

The college will not tolerate any form of discrimination or harassment of, or retaliation against, breastfeeding mothers.

Summary Annual Reports

Summary Annual Reports for the following have been completed:

- “Hospitalization & Medical,”
- “Accidental Death & Dismemberment & Life Insurance,”
- “Flexcomp Program,”
- “Group Long Term Disability” and
- “Travel Insurance.”

These reports reflect the financial conditions and transactions from July 1, 2013 to June 30, 2014. You may print and/or view a pdf version of this report at:

www.dickinson.edu/download/downloads/id/4318/2014_consolidated_health_and_welfare_sar

Printed copies will also be posted on the Facilities Management and Dining Services bulletin boards.

Retirement Counseling Sessions

TIAA-CREF Individual Counseling Sessions

A TIAA-CREF representative will be on-campus during the months of March and April on:

- ➔ **Wednesday, March 18 | HUB side room 202**
- ➔ **Thursday, April 9 | HUB side room 202**

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.

Fidelity Individual Counseling Sessions

A Fidelity representative will be available during the months of March and April on:

- ➔ **Thursday, March 12 | HUB side room 203**
- ➔ **Tuesday, April 21 | HUB side room 203**

To schedule a personal meeting with Fidelity, please visit 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.

New Hires & Retirees

Additional January New Hires

Lisa Sheaffer, *Dining Services*
Ronald Poff, *Facilities Management*

February

Weina Feng, *Art and Art History*
Michael Foreman, *Office of Marketing & Communication*
Thomas Glavinic, *German*
Pamela Kerstetter, *Dining Services*
Bill Milberry, *User Services*
Robin Whiteman, *Dining Services*

Retirees

We bid a fond farewell to Les Poolman, *Athletics* and Kim Nichols, *Office of Marketing & Communication* who retired from the college during the month of January. We wish them well!

RetireWise: Financial Wellness Workshop Series

Presented by MetLife

MONDAYS: April 6, 13, 20 & 27

Stern Center, room 102 | Noon–1 p.m.

Preparing for retirement has become increasingly complex. If you need help answering the BIG questions about Retirement, you may want to consider attending the “Retirewise” workshop series. Retirewise is a retirement education program that consists of 4 workshops with a specially trained retirement representative from MetLife. This program is available for ALL employees but is primarily intended for employees approaching retirement or those interested in receiving retirement education and guidance.

April 6 Building the Foundation

April 13 Creating and Managing Wealth

April 20 Establishing Your Retirement Income Stream

April 27 Making the Most of What You Have

Please register in **CLIQ** via the **Gateway** for this workshop series.

Campus Safety Awareness

What Is an Automated External Defibrillator?

An automated external defibrillator (AED) is a portable device that checks the heart rhythm and can send an electric shock to the heart to try to restore a normal rhythm. AEDs are used to treat **sudden cardiac arrest** (SCA).

SCA is a condition in which the heart suddenly and unexpectedly stops beating. When this happens, blood stops flowing to the brain and other vital organs.

SCA usually causes death if it's not treated within minutes. In fact, each minute of SCA leads to a 10 percent reduction in survival. Using an AED on a person who is having SCA may save the person's life.

Ninety-five percent of people who have SCA die from it—most within minutes. Rapid treatment of SCA with an AED can be lifesaving.

Source: NIH National heart, Lung and Blood Institute
www.nhlbi.nih.gov/health/health-topics/topics/aed



Where are the Automated External Defibrillators Located on Campus?

- **Allison Hall** - lower level, east wing, outside of room 18.
- **Anita Tuvin - Schlechter Auditorium** - main lobby, north corner next to handicap lift.
- **Durden Athletic Training Center** - main lobby.
- **Holland Union Building** - upper level, Information Desk.
- **Kline Life Sports Learning Center** - upper level, main concourse, west side.
- **Kline (new) Fitness Center** - attendant's desk.
- **Waidner Admissions House** - first floor, central hallway
- **Waidner / Spahr Library** - first floor, south side of the Circulation Desk.
- **Weiss Center for the Arts** - main lobby, east side, outside the Trout Gallery.

All of these units are in a wall unit that is connected to the campus alarm network. Opening a case will alert the Department of Public Safety so that they can dispatch assistance to the scene.

There is also an AED unit located at the College Farm.

Automated External Defibrillators are now included on the printable campus map (indicated by the heart icon), which is available online.

www.dickinson.edu/download/downloads/id/4291/campus_map_jan_2015

LAUNCHING OUR CHILDREN FOR SUCCESS

Imagine these scenarios: A college student returning after winter break, requests a ticket from the train conductor. He gruffly tells her that she should have purchased her ticket in the station. Flustered and panicked she reluctantly leaves her seat to follow his instruction. The train leaves without her. Another student, in tears with desperation in his voice, telephones his father from his freshman dorm frustrated that he can't get out of the "triple" he was promised was temporary. The father empathizes with his son's dilemma, but encourages him to contact the housing manager and work through the problem on his own. The father, a good friend, later confessed it would have been easy to get involved, but knew his son would grow from the challenge.

Did you find yourself wincing at the discomfort of these young adults? As committed and loving parents, we all want to launch our children for success. Yet, how do we prepare them to be competent, self-assured and successful adults?

H. Stephen Glenn and Jane Nelsen, parenting educators and authors of *Raising Self-Reliant Children in a Self-Indulgent World* have identified seven attributes of success in young adults. Among those "Significant Seven" are: "I am confident of my personal capability when faced with challenges; I have a positive influence over my life; I take responsibility for my choices; I have strong interpersonal skills and I am able to effectively communicate, negotiate and empathize with others; I have strong intra-personal skills and I manage my emotions through self-awareness and self-discipline."

Madeline Levine, New York Times Bestselling author of *The Price of Privilege* urges us to manage our own anxiety about letting our kids struggle. Her advice is to listen, understand, value and accept them for their accomplishments, as well as their mistakes and failures. Creating a "truly warm relationship" with our children and giving them a multitude of opportunities for making "safe" mistakes are, "strong predictors of (their) academic success, social competence, and a low incidence of conduct problems in adolescence."

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.



COLLEGE FARM & CAMPUS SUPPORTED AGRICULTURE

Food, food! Glorious food! At the College Farm, we can't help but day dream of warmer days ahead and fields bursting with colors, textures and flavors! This is the time of year when eaters in search of something fresh to savor might find it a bit challenging. In December, much of our fresh-picked eating options dwindle and biting into flavorless vegetables grown out of season from faraway places loses its appeal. Savvy shoppers armed with troubling statistics know that many of the vegetables available at the grocery stores have traveled an average of 2500 miles from field to display case and have been purposely harvested under ripe so that they might endure the commute across the country and over borders to reach your local grocery store.

Striving to be a conscientious consumer while enjoying a great

plate of food one might ponder how do we strike a balance? Luckily in our region, we have a lot of great options. Many local farmers' markets, including Carlisle's Farmers on the Square (www.farmersonthesquare.com) offer winter markets. Having an outlet to sell fresh and stored crops is an incentive for area farmers to load their greenhouses full of spinach, lettuce, kale, salad mix, herbs, etc. while increasing their fall harvests of potatoes, carrots, onions, garlic and other long storage crops. Chances are, if you frequent our local farmers' market you will be pleased by the variety on hand at the many vendor stands!

Campus Supported Agriculture with the Dickinson College Farm! Certified Organic Vegetable, Herb and Fruit Co-Op

For more information, go to:
<http://blogs.dickinson.edu/farm/csa/how-it-works>

THE HANDLEBAR BICYCLE CO-OP IS OPEN FOR SPRING 2015!

The Handlebar is in full swing for Spring 2015! Come by The Handlebar and give your bicycle some tender love and care. Learn the skills needed for general bicycle maintenance while having fun with others as your bicycle gets ready for riding this spring. Located in the basement of Davidson-Wilson (DaWi) adjacent to Dickinson Walk.

HANDLEBAR HOURS:

Every Monday, Tuesday and Thursday 4–6 p.m. until May 1.
Closed during Spring Break.

For more information, please e-mail biking@dickinson.edu.

Professional Development & Wellness Events



WANT DETAILED INFORMATION FOR THESE PROGRAMS?

GO TO EMPLOYEE GATEWAY>CLIQ APPLICATION>EVENTS REGISTRATION SYSTEM AT [HTTP://GATEWAY.DICKINSON.EDU](http://gateway.dickinson.edu), E-MAIL [DEVWELL@DICKINSON.EDU](mailto:devwell@dickinson.edu), OR CALL EXT. 1503.

New! Preparing for a Role in Supervision

Presented by Dennette Moul, Organizational Development & Training Specialist

4 OF 4 MODULES—COACHING FOR PERFORMANCE

Thursday, March 12 | Stern Center, room 102 | 9–11 a.m.

This module is the last hands-on, instructional workshop of four modules offered for employees looking to prepare for a future in management. The series covers fundamental skills that all individuals need to know before making that leap into management.

Habit Stacking, 97 Small Life Changes That Take 5 Minutes or Less

Presented by Jeanette Diamond & Dennette Moul

Friday, March 13 | HUB Side Rooms 205-206 | Noon–1 p.m.

If you are like millions of others, making personal changes to improve your life can be difficult! This books shows you how to make small, daily routine changes that combine to make sweeping changes to improve your life; and yes you can change more than one thing at a time with the concept of habit stacking! Habit stacking is basically changing small daily activities by making them part of your routine and thus creating a new healthier habit! **(Registration for this program is closed.)**

Supervisory Roundtable Conversations—Mentoring for Employee Development

Tuesday, March 17 | HUB side room 201 * | 8–9:15 a.m.

Please join us for the final Supervisory Roundtable Conversation of this academic year! This learning format invites all supervisors to discuss important topics and issues based on the needs and interests of those serving in management roles. Join us for a continental breakfast, a stimulating discussion and an opportunity to build valuable relationships with colleagues across campus. ***This is a location change from the originally designated location!**

Update on Employment Compliance: What You Need to Know to be Compliant

Presented by Dennette Moul, Organizational Development & Training Specialist

Wednesday, March 18 | Stern Center, room 102 | 10–11:30 a.m.

This session identifies recent employment regulatory compliance changes and highlights specific areas of focus for the college. A brief review of recent HR policy revisions will also be discussed. Gain the basic tools needed for decisions that are lawful and in the best interest of employees and Dickinson College.

WELCOME TO DICKINSON

Navigating Dickinson—Welcome program for newly hired employees of the college

Friday, March 20 | The Stern Center, room 102 | 8:45 a.m.–1 p.m.

Navigating Dickinson introduces newly hired staff to the college community. This session takes place periodically throughout the year, with a focus on the broader college community. This session provides participants an opportunity to gain a cross-divisional perspective of how the departments and divisions function as 1College. A walking tour and lunch are included as part of the quarterly session. Registration is requested via CLIQ.

Professional Development & Wellness Events

LEADERSHIP CUMBERLAND

Leadership Cumberland's mission is to develop a program that serves Cumberland County by developing individuals to become effective leaders in the workplace and community. Fellows, as participants are called, represent a diverse group of emerging leaders from banking, the law, healthcare, government, production, education and non-profits. While differing in age, background and profession they share one common trait—the motivation and desire to take on greater responsibilities in the community and at work.

Leadership Cumberland Fellows have demonstrated emerging leadership and vision through their career experience and community involvement. The personal and professional objectives of prospective Fellows are volunteerism, leadership and an interest in shaping the future of workplaces and organizations that serve Cumberland County. Each year, Dickinson proudly sponsors a fellowship and is pleased to once again extend this professional development opportunity to interested faculty and staff. Leadership Cumberland is a cohort-based program and follows the academic year—begins in August and graduates in May.

All applicants must provide a completed [application](#) and letter of support from his or her direct supervisor. Please submit these and any questions regarding the fellowship to Ashley Perzyna at perzyna@dickinson.edu no later than Wednesday, April 15.

SPRING SEMESTER INTRAMURALS FOR STUDENTS & STAFF!

Spring intramurals at Dickinson span a wide range of offerings from beach volleyball and touch football to bowling and soccer. This is a unique way to connect with students outside the classroom or office. You could form a team with your department or division, fellow workers in the dining hall, or a student group that you advise. Being athletic is not a prerequisite, we are just encouraging people to get moving, commit to their teams, and have fun.

To register, create an account on IM Leagues (<http://www.imleagues.com/School/Intramural/Home.aspx?SchID=636051c8bc0b4360bcf1e1dc310ee389>). Questions and comments can be directed to Anna McGinn via e-mail at mcginna@dickinson.edu or by calling ext. 1583.

Student-Staff Collaborative Wellness Programs! FREE! INTRAMURALS AND RECREATION CAMPUS PROGRAMS

Certified Student & Community Instructors

Spring Semester continuing through April 30

HUB Dance Studio*

Try **FREE** Fitness classes—including Zumba, Yoga, Body Blast, Yoga for Stress, Yoga Fusion and Indoor Cycling—offered through the department of Intramurals & Recreation to broaden your wellness experience while also slimming and toning your body! Please see the [Intramurals & Recreation Web site](#) for details about these sessions and the instructor bios. Registration is required for all sessions (except Indoor Cycling) and is available through **CLIQ** in the [Gateway](#).

SUNDAYS:

- 1–2 p.m. **Zumba**
- 3–4 p.m. **Indoor Cycling**
- 4:30–5:30 p.m. **Yoga**

MONDAYS:

- 4:15–5:15 p.m. **Body Blast**
- 5:15–6:15 p.m. **Zumba**

TUESDAYS:

- 4–5 p.m. **Yoga for Stress**
- 5–6 p.m. **Pilates**

WEDNESDAYS:

- 7:30–8:30 a.m. **Pilates**
- 5–6 p.m. **Zumba**
- 6–7 p.m. **Yoga Fusion**

THURSDAYS:

- 4–5 p.m. **Body Blast**
- 5–6 p.m. **Zumba**

***No group fitness classes will be held the week of Spring Break (March 9-13). Indoor Cycling classes will be held in the Kline Center Dance Studio.**

The group fitness classes above are in addition to the current list of exercise and fitness class options regularly offered to employees of the college through the Employee Wellness program. See **CLIQ** for a full listing of all Professional Development & Wellness program options!

WANT DETAILED INFORMATION FOR THESE PROGRAMS?

GO TO EMPLOYEE GATEWAY>CLIQ APPLICATION>EVENTS REGISTRATION SYSTEM AT [HTTP://GATEWAY.DICKINSON.EDU](http://gateway.dickinson.edu), E-MAIL DEVWELL@DICKINSON.EDU, OR CALL EXT. 1503.



REGISTRATION REMINDER FOR WELLNESS PROGRAMS: All spring semester track II wellness/fitness classes requiring registration begin the week of March 16-20. Please remember to register for the following wellness classes in CLIQ prior to spring break!

Pilates Mondays/Wednesdays, 4:30–5:30 p.m. | CPYB, Studio #4

Sports Yoga Tuesdays, 4:30–5:30 p.m. | CPYB, Studio #4

Mid-Day Meditation Tuesdays, 12:15–12:45 p.m. | Memorial Hall, Old West

Vinyasa Flow Yoga Wednesdays, Noon–1 p.m. | HUB Dance Studio

QiYoga Thursdays, 4:30–5:30 p.m. | CPYB, Studio #4

Dynamic Fusion Fridays, 12:15–1 p.m. | HUB Dance Studio

Dancing at Dickinson

Instructor: Frank Hancock

Tuesdays, March 3–April 7 | HUB Social Hall

BEGINNER LESSONS: 6–7 p.m.

ADVANCED/INTERMEDIATE LESSONS: 7–8 p.m.

ACCELERATED LESSONS: 8–9 p.m.

This program offers beginning, intermediate and accelerated level ballroom dancing lessons for six-weeks. Instruction includes the foxtrot, tango, cha-cha, swing dancing and more! A partner is not required to participate. **Free to members of the Dickinson Community.**

Walking Meditation: Individual Walking Program

Sponsored by Office of Community Service and Religious Life

WEDNESDAYS, SPRING SEMESTER

March 4, April 1, May 6 | HUB Social Hall

People, formal cultures and traditions have used the labyrinth as a symbol of their search for meaning and guidance. Some of the earliest forms of labyrinths are found in Greece, dating back to 2500-2000 B.C.E. The labyrinth used for this program is called the Cretan labyrinth or classical seven circuit labyrinth. People of all faiths, people longing to reconnect to faith, people looking to find meaning or to center themselves come to walk the labyrinth.

In many ways, the labyrinth is a call to action, a transformational spiritual tool for people. It can aid healing, help in releasing grief, help guide one through troubled times, aid in decision making, illuminate our purpose in life, and act as a tool of celebration and thanks. It is many things for many people. It is a spiritual practice, not a magical tool. We hope you will come and walk the labyrinth as a tool for your own spiritual practice and experience. For questions or more information about the labyrinth or walking meditation, please contact **Donna Hughes** in the Office of Community Service and Religious Life at ext. 1577.

CPR/First Aid Certification

Instructor:

Brent Killinger, DPS Officer

Monday, March 9

**DPS Conference Room,
Kaufman Building**

SESSION OPTIONS:

**8 a.m.–Noon: full certification
training session**

**1–5 p.m.: refresher/recertification
session: requires a valid/current
certification to participate**

This hands-on skills training prepares participants to respond to breathing and cardiac emergencies in adults, children age 12 or younger, and infants. Being certified will provide you with valuable skills that will prepare you to handle a potentially life-threatening situation. This course provides training and an overview of the skills and information followed by a skills demonstration test and a written exam. **Space is limited to 10 participants per session.**

Parenting the Adolescent Brain:

Warning Construction Zone!

*Presented by Sarah Taby, MS,
LPC, NCC Franco Psychological
Associates*

Friday, March 6

Stern Center, room 102

Noon–1 p.m.

Parenting an adolescent can be stressful but being one is like living in the midst of a major construction zone. This session will focus on the biology behind the developing adolescent brain, highlight normal adolescent behaviors, provide parenting strategies, and emphasize warning signs that your teen may need professional help.

Water Aerobics

Instructor: Miriam McMechen

MONDAYS beginning March 16–May 4
Kline Center Pool | 5–6 p.m.

Water aerobic exercise burns calories, tone muscles and refreshes with a dip in the pool! Enjoy a great low-impact, aerobic workout to music in a stress-free environment. Great for all levels of fitness!

Free Blood Pressure Screenings

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

MONDAYS March 16, April 20, May 18 & June 15

Mary Dickinson Room, HUB
Noon–1 p.m.

No registration required—walk-ins welcome and expected!

Nutrition Roundtable:

Gluten Free—Is it for me?

Presented by Jessica Jones, PhD, RD

Tuesday, March 17

McCauley Room, Old West

Noon–1 p.m.

Gluten-free? Gluten intolerance? There are several buzzwords surrounding gluten in today's world. Come to this nutrition roundtable to learn about gluten, gluten-free foods, and whether or not gluten-free may right for you.

Ally 101 Training

Presented by the Office of LGBTQ

Tuesday, March, 24

Social Hall West | Noon–1 p.m.

Ally 101 is designed to encourage members of the community to act as allies to members of the LGBTQ community. During this presentation, you will gain a better understanding of what it means to be an ally, learn why allies are important, and gain the tools to become a more effective ally on campus.

Free Biometric Screening

Administered by Holy Spirit Hospital

Thursday, March 19 | HUB side rooms 201-203 | 7:30–9:30 a.m.

The Biometric Screening provides a snapshot of your health looking at your total cholesterol, glucose, blood pressure, height, weight, waist circumference and body mass index (BMI). It is a collective review of your risk factors for developing heart disease, stroke and diabetes known as Metabolic Syndrome. The number of people with metabolic syndrome increases with age, affecting more than 40 percent of people in their 60s and 70s. Several factors increase your risk for developing the syndrome—high blood pressure, high cholesterol, diabetes or high blood sugar, a lack of physical activity, smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please register for this free health screening online via **CLIQ** in the **Gateway**, by sending an e-mail to devwell@dickinson.edu or by calling ext. 1503 for assistance.

REMINDERS: Fasting for 10-12 hours prior to screening is required for the most accurate screening results. The biometric screening is one of the required steps for the Employee Wellness holistic health incentive program (HHIP) during 2014-2015.

QPR: Suicide Prevention for Everyone

Presented by Dr. Alecia Sundsmo, Executive Director of the Wellness Center

Session Options: Friday, March 20 & Wednesday, April 8

Althouse 110 | Noon–1 p.m.

QPR is a nationally recognized program to help everyone recognize the signs of suicide and how to question, persuade, and refer someone to get help. Participants will receive a booklet that summarizes the information provided in the lecture as a reference guide. To ensure that everyone receives a booklet, please RSVP to caps@dickinson.edu. This program is open to employees and students.

Mindfulness Group—5 week series

Presented by Dr. Christine Samuelsen, Wellness Center

SPRING SEMESTER, THURSDAYS: March 19, 26, April 2, 9 & 16

Memorial Hall, Old West | 5–6 p.m.

Need a little time to re-group and re-center? Mindfulness is a forward-thinking approach that has been shown to reduce stress levels and help you better manage emotional and physical issues. This FREE 5-week program will teach you about mindfulness and how you can apply it to every area of your life—no matter how busy you get!

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**Professional Development and Wellness
HUMAN RESOURCE SERVICES**

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