

# Vitality

# Dickinson

**Human Resource Services**

June 2015 | Volume IX | Issue 10

## 2015 Spring Into Fitness Challenge

The annual **Spring Into Fitness Challenge** ended on Sunday, April 26 with a campus-wide cumulative total of **206,908.35** minutes of exercise! As a college, we started the challenge with 186 registered participants for the 2015 Challenge, and ended with **127** active participants. We are happy that many employees enjoyed being active over the 6-week period. The 2015 peer institution challenge winner was **Gettysburg College** for both the **highest average minutes of exercise per participant** (1997.17 minutes) and also for the **highest percentage of participation** (39.68% of employees participated). The 2015 Dickinson divisional challenge winner for the **highest average exercise minutes per participant** was Academic Affairs (1735.74). Congratulations to all who participated in this annual challenge. Please join us on Thursday, June 11 from 3–4 p.m. in HUB Social Hall East for an Ice Cream Social where the trophy will be transferred from LIS to Academic Affairs!

## Retirement Planning Sessions

### TIAA-CREF

### INDIVIDUAL COUNSELING SESSIONS

A TIAA-CREF representative will be on-campus during the month of June on:

#### Thursday, June 25 | HUB side room 202

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 June on:

#### Friday, June 19 | HUB side room 206

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.

## New Hires & Retirements

### NEW HIRES

**Sharron Caldwell**, Africana Studies

**Annie Rose Cequina-Lander**, Dining Services

**David Ottinger**, Public Safety

**Beza Wossene**, Center for Global Study & Engagement

### RETIREES

We bid a fond farewell to the following members of the Dickinson community as they retire at the end of May and June:

**Sylvie Davidson**, French and Italian—36 years of service

**Lynn Helding**, Music—22 years of service

**Jeanette Gribble**, User Services—15 years of service

**Vickie Kuhn**, Political Science and Sociology—  
46 years of service

**Jeffrey Niemitz**, Earth Sciences—38 years of service

**Pat Pohlman**, Office of Marketing & Communication—  
17 years of service

**Thomas Reed**, English—38 years of service

**Ann Rhoades**, College Advancement—29 years of service

**Andy Skelton**, Psychology—34 years of service

**Candie Wilderman**, Environmental Studies—  
40 years of service

# Tips for Smart Summer Parenting

With the end of the school year fast approaching, kids everywhere are counting down the days until summer vacation. If you find yourself looking forward to fall already, take heart, help is on the way. Follow these four tips to better enjoy your summer:

- 1. Plan ahead.** Sit down as a family now and set individual goals for each person. Include your kids in the process and they'll be more invested in the outcome. School may be out, but summer can be a great opportunity for kids to develop both academic skills and outside interests. For example, you might encourage your child to read for half an hour every day, to start music lessons, or to exercise at least five times per week. To keep everyone motivated, make a list of fun activities as rewards. Schedule several special family days now and mark your calendar. Otherwise, it's too easy to let the weeks go by and never have that picnic in the park or day at the beach that you've talked about.
- 2.** Once you've outlined your goals and weekly schedule, the next step is to **establish daily routines**. Sure, summer is a great time for just relaxing and enjoying some well-deserved "down time," but if you don't want your kids to sleep until noon or play video games all day, make your expectations clear from the beginning. It's easier to loosen up later than to try to impose rules after your kids have gotten used to free reign. And it's not just bedtimes and mealtimes. Summer is the perfect time to start kids on regular chores. Make a daily schedule and post it for all to see.
- 3.** While it's crucial to be consistent, also **allow some wiggle room for spontaneity**. Summer camps and trips are great, but if your kid has something scheduled every day they may miss the chance to enjoy creative free play opportunities. So, go ahead and make plans, but leave some days open for unexpected adventures and fun.
- 4.** To make the most of the summer, **tap into your inner child** and let loose a little yourself. Think back to your happiest childhood summer memories. Did you love playing baseball with the neighborhood kids? Organize a game and get everyone involved. If you can, take advantage of relaxed summer schedules and leave work early to go for a bike ride in the park. Don't let a tight budget or limited vacation time cramp your style. If you can't take a whole week off to go camping, spread out your sleeping bags in the backyard and make s'mores. Is a trip to the waterpark not in the budget this year? Turn on the sprinkler, break out the water balloons and create your own water fun at home for next to nothing. Sometimes the simpler joys are the most memorable. With a little planning and some creativity, this could be your best summer yet.

Karen Meteyer, PhD was a staff therapist at Franco Psychological Associates before re-locating to New Hampshire. Franco Psychological Services is the Employee Assistance Program (EAP) provider for Dickinson College.

# Assistance with Caregiving—Every Step of the Way

**AS A PARENT**, your work is never done. From pregnancy to college graduation, to eventually becoming caregivers for your own parents—you want to be there for your loved ones as much as you can. But you will encounter problems along the way that you may not have all the answers for. As a Health Advocate member, you have access to your very own Personal Health Advocate who can help you navigate some of the more complex health issues that many people are forced to face.

## As a new parent, Health Advocate can assist with:

- Understanding prenatal tests and exams, like ultrasounds and amniocentesis
- Finding resources, such as an obstetrician, pediatrician and more
- Locating caregivers, like maternity and pediatric nurses
- Explaining insurance-related issues like maternity coverage and coverage for newborn check-ups
- Learning how to prepare for a baby's arrival—addressing breastfeeding, safety issues and more

**Remember**, your Personal Health Advocate is available to answer your questions about pregnancy, plus help you with a variety of healthcare and insurance-related issues.

## HELP WITH ELDERCARE

Today, over 20 percent of people with jobs in the U.S. reported that they are also caregivers for an older family member or neighbor. Being a caregiver can be very stressful, especially if you have a family of your own that depends on you. Balancing multiple schedules can leave you feeling burnt out. If you are struggling with taking care of an elderly family member call your Personal Health Advocate who can help you and your loved one get the right care when you need it.

## We can help:

- Locate alternative care facilities
- Obtain coverage for medical supplies
- Provide information on local adult day care programs
- Coordinate coverage for home care services with your insurance provider or Medicare
- Locate private duty nursing and home health aides
- Find physicians who make house calls... and more!

(Source: [www.caregiver.org](http://www.caregiver.org))

## ONGOING SUPPORT FOR CHILDREN WITH SPECIAL NEEDS

Millions of children living in the U.S. have special health needs that require consistent, ongoing treatment like a learning disability, food allergies, or a chronic illness. For example, asthma affects more than 1 in 10 children and often requires multiple medications and doctor visits. If you're a working caregiver for a child with special needs, you may have concerns. Your Personal Health Advocate can offer important support. **From diagnosis through management of the condition, we can help you:**

- Find the right specialists and make the appointments
- Locate in-home care and school and community based services
- Research the latest treatment options, medication side effects
- Explain your insurance benefits

You always have Health Advocate to turn to whether it's once or ongoing.

(Source: Asthma and Allergy Foundation of America)

**Phone:** 866-695-8622

**Web:** [HealthAdvocate.com/members](http://HealthAdvocate.com/members)

**E-mail:** [answers@HealthAdvocate.com](mailto:answers@HealthAdvocate.com)

# Professional Development & Wellness Events

## Emergency Preparedness Role Play Exercise

Hosted by The Department of Public Safety

**Friday, June 5 | Allison Hall**

Dickinson's Public Safety is inviting employees to participate in an emergency preparedness active role-play exercise. Please join public safety, local, and county law enforcement, EMS and fire personnel as they gain practical experience in dealing with an active shooter incident on our campus. Dickinson participants will be cast in a variety of roles to help provide the most realistic setting including bystanders, victims, and college personnel. Participants must be able to commit to the full 4.5 hour scenario on Friday, June 5 and a mandatory safety briefing on Thursday, June 4.

**Please register in CLIQ via the Gateway.** Contact Capitan Michael Guido, Public Safety or Dennette Moul, Organizational Development & Training Specialist for specific information.

## Professional Development Day

**THURSDAY, JUNE 11**

Register now to participate on June 11 in Professional Development Day. This year's theme is "Seeing Our Campus as One Community." The day will give all Dickinson employees the opportunity to gain an understanding of how their everyday actions contribute to a healthy, vibrant and unified campus community. The morning will offer a Human Resource Services Update and the Keynote presentation. The afternoon offers two concurrent sessions, choose the one that best fits your needs.

### **Human Resource Services Update | 8:45–9:30 a.m.**

Gain valuable information about several HRS initiatives currently taking place on our campus.

### **Keynote Session | 9:45–11:30 a.m.**

#### **"Our Daily Impact on the Student Experience"**

Building an engaging environment for a sustainable future takes a collective effort. Each member of our community has a unique opportunity to individually and collectively contribute to the future of Dickinson College and positively impact the student experience. Join this session to learn how 3 key areas of our campus are working together as "One Community" in creating a strong foundation to grow our future.

### **Concurrent Sessions | 12:30–2:45 p.m.**

#### **SESSION A: Happy, an engaging film about the pursuit of happiness.**

The movie *Happy* has been viewed by hundreds of our students. Join us for a special viewing of the movie and join in a facilitated conversation about how each of us can find happiness in our daily lives both at work and off work.

#### **SESSION B: What Diversity Looks Like on Our Campus**

This interactive session facilitated by members of the Center for Service, Spirituality (formerly Community Service & Religious Life), and Social Justice, Women's & Gender Resource Center, Center for Global Study & Engagement, Violence Prevention Coordinator, and LGBTQ Services will lead us in activities and a discussion of the issues that are most pressing in our community.

Professional Development Day is open to all campus community members! Join us for the full day or pick the session(s) that meet your individual interests. An ice cream social will follow the day's events in the HUB Social Hall East from 3–4 p.m. to celebrate our campus as One Community!

Registration requested in CLIQ via the **Gateway** or contact Dennette Moul, Organizational Development & Training Specialist for specific information.

After the session stay for lunch and continue the conversation!

## **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.



### **Crucial Conversations**

**Tuesday–Thursday, July 21, 22, 23**

**Stern Center, room 102 | 8:45 a.m.–12:15 p.m.**

A crucial conversation is a discussion between two or more people where stakes are high, opinions vary, and emotions run strong. As you know, these conversations, when handled poorly or ignored, cause teams and organizations to get less-than-desirable results.

The program is designed to achieve spirited, yet respectful, dialogue helping to incorporate better ideas and high-quality decisions. The training experience introduces a set of eight principles that build alignment, agreement, and interpersonal communication.

During this training participants will acquire skills enabling them to:

- resolve disagreements—accurately address concerns by talking respectfully, candidly and skillfully with someone in a safe way
- build acceptance rather than resistance—give and receive feedback in a way that enhances relationships and improves results
- speak persuasively, not abrasively—effectively talk about high-stake, emotional and controversial topics
- foster teamwork—get the right people involved in a way that ensures better decision-making and guarantees commitment and conviction.

Please register via CLIQ or contact Dennette Moul, Organizational Development & Training Specialist for specific information.

### **Free Blood Pressure Screenings**

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

**Monday, June 15 | Mary Dickinson Room, HUB | Noon–1 p.m.**

No registration required—Walk-ins welcome and expected!

### **Water Aerobics**

*Instructor: Miriam McMechen*

**MONDAYS beginning June 29 through August 3\***

**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! \*No session on Monday, July 6.

### **Summer Outdoor Adventures**

This summer there will be running a series of outdoor adventure programs for students, faculty, and staff who are on campus to provide opportunities for Dickinsonians to get outside and experience the natural landscape of Pennsylvania.

Trips and links to more information are listed below:

#### **Ohiopyle White Water Rafting Trip:**

<http://goo.gl/forms/x4r77OA3Jv>

#### **Susquehanna River Trail Canoeing Trip:**

<http://goo.gl/forms/LFVdChkqze>

#### **Outdoor Evening Series:**

<http://goo.gl/forms/BkjB2UOaOk>

All trips require advanced registration. Please contact Anna McGinn for more information: [mcginna@dickinson.edu](mailto:mcginna@dickinson.edu).

### **Summer Intramural Sports Leagues**

Summer intramural leagues will run from June 15– August 6. We will offer Sand Volleyball on Mondays and Wednesdays and Soccer on Tuesdays and Thursdays. Games will be organized by the Office of Campus Recreational Programs, but they will be self officiated. All equipment will be provided. Games will run in the evenings from 5:30– 8:30 p.m. Find some co-workers, friends, and fellow soccer/volleyball enthusiasts and make a team!

All registration will take place on [IMleagues.com/Dickinson](http://IMleagues.com/Dickinson).

Please e-mail [imsports@dickinson.edu](mailto:imsports@dickinson.edu) for more information.

## Physical Wellness Program Gift Card Winner for April

Congratulations to **Neil Diamant**, Political Science & East Asia Studies for being the \$25 Visa Gift Card winner for the month of May 2015! Eligibility for the monthly gift card drawings includes all active/registered employee participants in all physical exercise programs offered through the Wellness program, in addition to the Marathon-in-a-Month. The random gift card drawing will be held after the close of business on the fifteenth of each month for the previous month. All physical exercise programs that have registration via CLIQ will automatically be included in the monthly drawings. For more details or to request a form to record your marathon miles, please send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 8084.

## Holistic Health Incentive Program Deadline Reminder: Tuesday, June 30

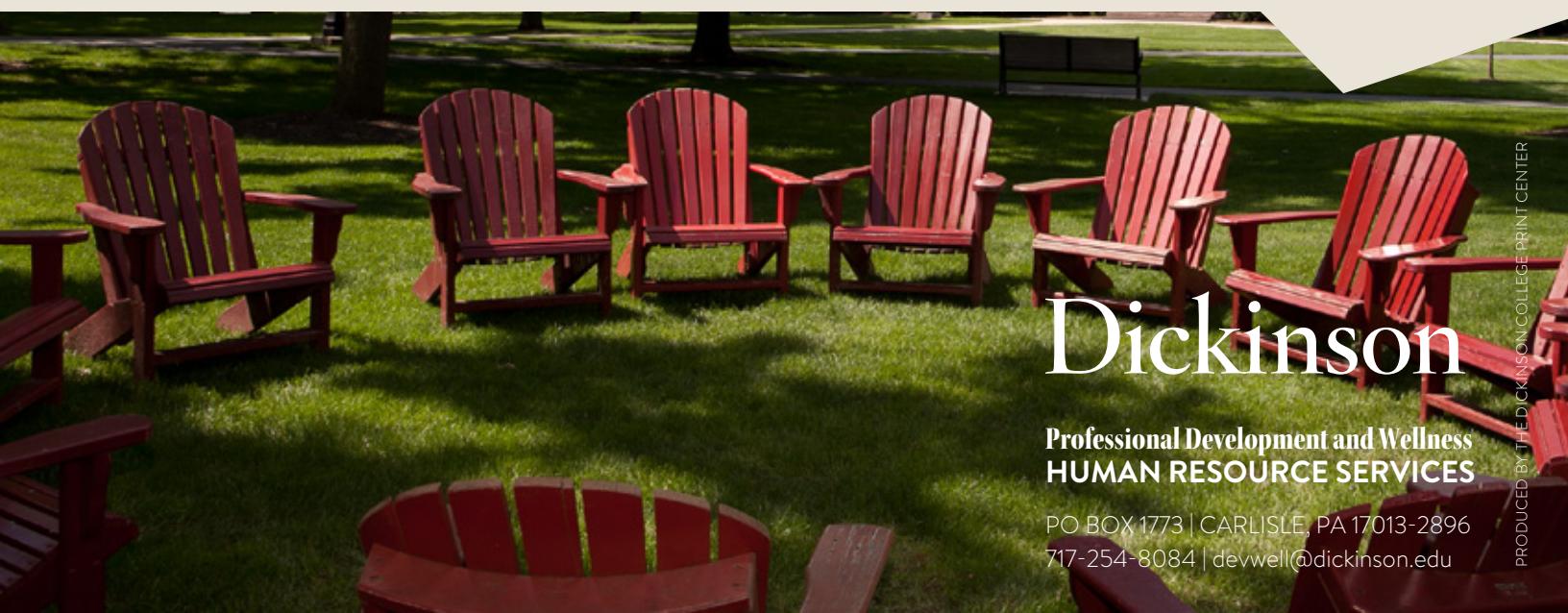
The 2014-2015 Holistic Health Incentive Program (HHIP) deadline to complete all activities for this year is Tuesday, June 30. Prior to returning completed point-tracker tally sheet, participants should calculate their total points earned in each of the categories—Physical Wellness, Nutrition, Financial Wellness, Intellectual Wellness, and Emotional Wellness—in the [HHIP Points Tracker](#), which may be found on the [Employee Incentive](#) Web page or requested through Human Resource Services. The points-tracker must be submitted to Human Resource Services for verification and award distribution no later than Monday, July 6. For questions about the incentive program, please send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu).

## Special Reminders

### Professional Development & Wellness Program Registrations and Attendance

The college offers many opportunities for professional development and wellness programs, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the [Gateway](#) via CLIQ or by contacting Human Resource Services. To offer an equal opportunity for all employees to participate in these programs, we request staff members to register after confirming availability with supervisory staff to ensure that scheduling permits attendance.

*In the event that you register and find that you are unable to attend, our [policy](#) requests cancellations 48 hours prior to the start time of the program or event so that we can offer the spot to another. This will also allow us to adjust registration counts with CASE and the catering department. Giving advance notice of cancellation allows for the college's resources to be allocated in the best possible way and is a sustainable practice for us all.*



Dickinson

Professional Development and Wellness  
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