

Vitality

Dickinson

Human Resource Services

January/February 2016

Volume X | Issue 6

SAVE THE DATE! All-College Formal

Saturday, February 27 | 9 p.m.–1 a.m. | Holland Union Building

For an evening of socialization, fun and dancing—please plan to join the campus community immediately following the Dickinson Club's Candlelight Dinner on February 27 from 9 p.m.–1 a.m. in the HUB. The evening will be night-club themed and feature a professionally touring Electronic Dance Music (EDM) artist. Hors d'ouvres, wine, beer, and MOBtails (non-alcoholic cocktails) will be provided courtesy of MOB. No registration or tickets are needed at this All-College event. Watch for more details to be shared through the college events calendar and announcements!

Holistic Health Incentive Program 2015-2016

New Year resolutions have been made for 2016, and many resolutions include the desire to live a healthier lifestyle! One way to help reach this goal includes participation in our *Holistic Health Incentive Program (HHIP)*. The HHIP is a simple pathway to wellbeing that includes the following steps:

- **Register for the HHIP in Moodle**
 - Click on access link: <https://lms.dickinson.edu/course/view.php?id=31611>
 - When prompted, enter your **network username and password**
 - Enter the HHIP registration key: **HHIP1516**
- **Complete the Biometric Screening (FREE!)** to learn your own biometrics
- **Complete the Health Risk Assessment** survey tool (FREE!) to learn your own health risks
- **Complete other wellbeing programs as you desire**, listed online in [CLIQ](#) and the [Professional Development & Wellness Catalog of events](#).

Remember to track your participation progress and points in the HHIP Moodle site, to qualify for the incentive rewards! All biometric screening and health risk assessment participation must be completed by April 30. Other programs may be completed through the June 30 to qualify for additional incentives offered. Please send an email to devwell@dickinson.edu for more information about Wellness program opportunities.

Spring Into Fitness Challenge 2016

**6-WEEK CAMPUS CHALLENGE
MARCH 20-APRIL 30**

Have the winter doldrums caused you to feel like a sluggish, dormant bear in a cave? If so, get ready to break free for the spring! Plan to put on your walking shoes and enjoy the fresh, warmer air outside after spring break during the [2016 Spring Into Fitness Challenge](#). Beginning on Sunday, March 20 and continuing through Saturday, April 30—Dickinson College faculty, administrators and support staff, as a community, will be in an exercise/walking challenge with four other peer institutions. Other institutions competing include Elizabethtown, Franklin & Marshall, Gettysburg, and York College. Challenge winners will be determined by two criteria—the greatest percentage of cumulative participation for staff and also the highest average number of minutes per participant! This will be our fourth year of participation, and we hope to show our peers just how WELL we can participate and BE WELL!

The Spring Into Fitness divisional challenge returns for 2016, along with a new mini-team option! Who will win the divisional challenge this year? Academic Affairs won in 2015, and is looking for some great competition this spring! Mini-teams are a fun, new challenge option for 2016. Form your own mini-team of three to six participants either from within your department/division or from any others on campus. When registering (or before), please remember to submit your mini-team name to be included in this new part of the Challenge. There will be opportunities built into this year's program for some healthy competition between mini-teams!

Online registration for the Challenge opens on Monday, February 15 and continues through Monday, February 29. Please visit the link below during this open registration period to be included in the 2016 Challenge:

<https://webform.ycp.edu/view.php?id=374>

Do you need motivation to jumpstart your fitness for the Challenge? Watch Dr. Mike Evan's video—[23 and ½ Hours](#)—to learn about the best preventive treatment for many health conditions!

HEALTHAMERICA INDIVIDUAL CONSULTATIONS

Health America Representative: Jean Enders

FRIDAY, FEBRUARY 19

**1:1 appointments from 8 a.m.–5 p.m.
HUB Mary Dickinson Room**

TUESDAY, MARCH 15

**1:1 appointments from 8 a.m.–5 p.m.
HUB Mary Dickinson Room**

Do you have medical or prescription drug questions regarding your HealthAmerica insurance plan? How does this insurance plan work? What is deductible and coinsurance? Our HealthAmerica representative will be available on campus for the next few months to help answer your claims questions or inquiries regarding your medical, prescription, & mental health services. To schedule a personal appointment with HealthAmerica, please sign up through CLIQ for the time period you need. Please bring any documents pertaining to your questions such as explanation of benefits, bills etc.

DO YOU KNOW YOUR FAMILY HEALTH HISTORY?

Part of taking care of yourself and your loved ones includes learning and knowing your family health history—and sharing this with your primary care provider (PCP). Your PCP acts as your healthcare quarterback, and can more easily help you manage your wellbeing by knowing your family health history. This important piece of the wellbeing puzzle often gets overlooked, but can provide clues to your overall health risks both now and in the future. The surgeon general's office has created a great, free online tool for the creation of your family health history. Visit the link below to create your own family health history today to take steps toward managing your health for tomorrow and beyond! <https://familyhistory.hhs.gov>

RETIREMENT 1:1 COUNSELING SESSIONS TIAA-CREF Individual Counseling Sessions

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

**WEDNESDAY, FEBRUARY 17 HUB side room 205
TUESDAY, MARCH 15 HUB side room 205**

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.

PERFORMANCE APPRAISAL PROCESS

Dickinson is pleased to announce the start of our annual performance appraisal process for 2016. In an effort to continue to refine and improve this process, you will find that several enhancements have been made to the forms. Competencies on the support-staff form have been consolidated (from 23 to nine) to better reflect the changing demands of our environment, improve the flow of the review and eliminate redundancies. The administrative form has been updated to reflect one complete year of the goal management function, removing several comment sections that were a restatement of information contained in the goal management section.

Another change for 2016 is the decision to deactivate the job description link contained within Review Snap. This decision change should lessen confusion across campus about the new position descriptions that have been so carefully completed as part of the compensation study. As we continue to move through the compensation study, we also continue to review, refine and evaluate all the information shared in the revised position descriptions. Thank you for your efforts on these revised position descriptions; we will share the final versions upon completion of the study.

Evaluations will be completed during the months of January, February and March, with all reviews due no later than April 1, 2016. Employees who had an introductory performance appraisal within the past three months will not be asked to complete another appraisal until this time next year.

Please feel free to contact Dennette Moul or Denise Eichelberger in Human Resource Services with any questions or concerns at 717-245-1503 or hrrservices@dickinson.edu.

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
- Travel Insurance

These reports reflect the financial conditions and transactions from July 1, 2014 to June 30, 2015. You may print and/or view a pdf version of this report at:

www.dickinson.edu/download/downloads/id/5493/summary_annual_report_-_health_and_welfare_fy15.pdf

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

NEW HIRES & RETIREES – JANUARY 2016

Theresa Barbour, *Dining Services*
George Barrick, *Facilities Management*
Donna Bickford, *Women's and Gender Resource Center*
Mackenze Burkhart, *Organic Farm*
Celia Chaab, *Spanish & Portuguese*
Michelle Cummings, *Facilities Management*
Jeffrey Ernst, *Mathematics and Computer Science*
Christina Harrison, *Office of College Advancement*
Jordan Hayes, *Earth Sciences*
Michele Karper, *Biology*
Craig Layne, *Office of Marketing & Communication*
Joseph McGinnis, *Russian*
Peter Muller, *Environmental Studies*
Rachel Pease, *Major Gifts*
Noah Pleshet, *Anthropology*

Hua Qian, *East Asia Studies*
Julie Savage-Lee, *Academic Technology*
Jason Smith, *Biology*
Michael Stambolis-Ruhstorfer, *Sociology*
Robert Szarka, *Economics*
Katherine Tait, *Sociology*
Joshua Trego, *Annual Fund & Engagement*
Mark Zimmerman, *Dining Services*

We bid a fond farewell to the following employees who have retired during the months of December and January:

Marie Baker, *Office of the Provost & Dean*, 61 years of service
Ken Berrier, *Dining Services*, 24 years of service
Joanne Gingrich, *Financial Operations*, 23 years of service
Nancy Shoemaker, *Registrar's Office*, 27 years of service

Community Programs and Opportunities

2015 Tax Preparation Assistance

MYFREETAXES.COM

Did you make less than \$62,000 in 2015 as an individual or as a family? If so, then **My Free Taxes** may be able to assist you with filing your 2015 tax returns. **MyFreeTaxes.com** is a free service offered that helps you file your federal and state income taxes online, safely and quickly! The information and documents needed for this tax preparation service are: social security number or tax identification number; W2 forms, 1099s, 1098s and other income forms; childcare provider name/address/and tax ID; bank routing and account numbers for checking and savings accounts. This valuable service is offered nationwide, and also to Dickinson employees and students in partnership with United Way of the Capital Region. To access this opportunity for assistance, please call 1-855-My-Tx-Help (or 1-855-698-9435) or visit www.myfreetaxes.com.

MONEY IN YOUR POCKET

Money In Your Pocket—a free, onsite tax preparation assistance program—will also be available at Dickinson College on Monday evenings in February from 4:30-6:30 p.m. for those in the Carlisle community with low-to-moderate income (less than \$54,000 per year). Anyone interested in this free service should arrive with their W2 forms, original social security card (for all listed on your tax return) and a valid picture ID card (driver's license/passport/military id). For more information please call 717-724-4068 or 717-732-0700.

AMERICAN HEART ASSOCIATION: NATIONAL WEAR RED DAY **Friday, February 5, 2016**

Support **Go Red For Women** by participating in **National Wear Red Day®** on Friday, February 5, 2016. Why Go Red? Heart disease and stroke cause 1 in 3 deaths among women each year, killing approximately one woman every 80 seconds. Fortunately, we can change that because 80 percent of cardiac and stroke events may be prevented with education and action. That's why this year we are asking that you wear red on **National Wear Red Day®**. If you desire to **donate** to this cause, doing so helps support educational programs to increase women's awareness and critical research to discover scientific knowledge about cardiovascular health.

Remember to make your heart health a priority. Schedule your annual prevention check-up to review overall health so your doctor can measure blood pressure, check cholesterol and look for signs of heart disease, stroke and other illnesses. Then encourage others through your social channels to do the same using the hashtags, #GoRedWearRed and #WellWomenVisit.

Source: www.goredforwomen.org/home/get-involved/national-wear-red-day

Relay for Life Bakesale!

**Benefits the American
Cancer Society**

Friday, February 12

10 a.m.–2 p.m. | HUB Lobby

Team Dickinson's Relay for Life will be holding the annual bake-sale fundraiser for Valentine's Day on Friday, February 12 just outside the HUB Social Hall. If you or anyone in the Dickinson community loves to bake (or knows someone who does!), Team Dickinson members would love to have your donated items to help stock the bakesale tables to make this fundraiser a "delicious" success! Please contact Mary Ann Leidigh at 717-245-1177 or email leidighm@dickinson.edu with offers to bake (make or buy, we will accept any sweet treat!). Please advise of the item(s) you wish to contribute to the bake sale. Items should be individually wrapped (\$1.50 size portion). Drop off donations outside the Social Hall after 9 a.m. the day of the sale, or leave with Susie Thorn or Leslie Swartz in Facilities Management at any time on Thursday, February 11 or before 9 a.m. on Friday, February 12. Thank you, in advance, for supporting this fundraiser that will make a difference in so many lives!

2015 United Way of Carlisle and Cumberland County Campaign

The 2015 campaign for United Way of Carlisle and Cumberland County campaign successfully came to a close with a total of \$1,419,631 raised overall that supports *the affiliated 27 partner agencies and the 40 programs*, and exceeded the 2015 fundraising goal. The Dickinson community gave \$37,667.13! 100% of these donations go to the programs, benefiting those less fortunate in the Carlisle community. *Thank you again to the Dickinson community for participating in the 2015 United Way Pacesetter campaign to make a positive difference in the lives of others!*

In addition to being recognized as a Platinum-level fundraiser, Dickinson College was selected to receive two special recognition awards, an “**Outstanding Special Events Award**,” which recognizes the fact that the college community went above and beyond the regular employee campaign in 2015 by holding the innovative Take-A-Break raffle fundraiser, and the “**Public/Education Division Chairman Award**”, indicating that the college community raised the most money in the public sector/education division!

2016 Hersheypark Discount Ticket Sales

Discounted HERSHEY PARK tickets are available for advance purchase to Dickinson students and employees through Campus Life and Human Resource Services at the special rates listed below. Tickets must be requested and paid for by March 11, 2016. They are valid during the summer 2016 HERSHEY PARK regular operating season, beginning on Friday, April 29 and continuing through Sunday, September 25. Checks should be made payable to Dickinson College. For details, call ext. 8084 or send an email to hrrservices@dickinson.edu.

SPECIAL TICKET PRICES:

Tickets valid from during entire 2016 regular operating season from April 29 through September 25.

- \$37.65 + \$.85 amusement tax per admission ticket = **\$38.50**—ages 9-54 years
- \$28.65 + \$.85 amusement tax per admission ticket = **\$29.50**—ages 3-8 or ages 55-69 years
- \$22.10 + \$.85 amusement tax per admission ticket = **\$22.95**—ages 70+ years



Browsing Collections in the Library

Winter is a great time to get cozy with a good book or settle in and watch favorite movies and TV series. Did you know that the Waidner-Spahr Library has a leisure reading collection called Dickinson Reads, as well as a DVD collection that includes popular films? These collections are available for checkout by all Dickinson staff and faculty. Your employee ID is your library card. The latest issues of popular magazines and newspapers are also available for reading in the Biblio Café. Learn more about these and other library collections on our Browsing Collections guide. Be sure to pick up your winter reading and viewing materials today.

Professional Development & Wellness Events

Preparing for a Role in Supervision

*Presented by Dennette Moul,
Organizational Development & Training
Specialist*

**Tuesdays: February 9, March 22,
April 12, May 17
Stern Center, room 102
9–11 a.m.**

This interactive series is for employees looking to prepare for a future in management. The series will cover fundamental skills that all individuals need to know before making that leap into management.

The program will be comprised of four (4) modules, each a hands-on, instructional workshop focused on relevant topics in the supervising of employees. Topics that will be offered within the program will include:

- Employment Regulatory Basics
- Intrinsic Drivers
- Supervisory Techniques
- Coaching for Performance

Look for session descriptions, dates and locations in CLIQ.

Budget Preparation Workshops FY2017

Presented by Denise Brown, Financial Operations

SESSION OPTIONS:

- February 4 | 10:30 a.m.–noon
- February 11 | 10:30 a.m.–noon
- February 23 | 2:30–4 p.m.
- March 3 | 10:30 a.m.–noon
- March 15 | 2:30–4 p.m.
- March 31 | 10:30 a.m.–noon

South College Computer Classroom

The Budget Preparation Workshop provides hands on training and assistance in developing your departmental budget. The workshop will cover key concepts and show you how to move through the forms.

Inside Dickinson: College Advancement

Presented by members of the College Advancement Staff

Friday, February 26

50 Mooreland 1st Floor Conference Room | noon–1 p.m.

Not sure what College Advancement does? Not sure how we fit into the mission of the college? Not sure why your department should partner with us? Come to learn all these things and more—lunch will be provided!



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.



INCLUSION ON OUR CAMPUS

Faith Club Book Series

Wednesdays | noon–1 p.m. | Landis House

Each month we will read a different book around the topics of faith. Join us for one or all.

February 10: *Encountering God* by Dianna Eck

Ally Workshop

Presented by the Office of LGBTQ Services

Tuesday, February 16 | HUB Social Hall East | noon–1 p.m.

The Ally Workshop is designed to encourage members of the community to begin to consider ways they can start the journey towards becoming allies to the LGBTQ community. During this interactive presentation, you will gain a better understanding of what it means to be an ally, strategies for being a better ally, and tools to reflect upon and confront your own privilege. This workshop is open to all members of the Dickinson College community. Pizza will be provided!

For more information, please contact LGBTQ@dickinson.edu.

Trans 101: What is Gender?

Presented by the Office of LGBTQ Services

Tuesday, March 1 | Althouse 106 | noon–1 p.m.

Come learn about the history and construction of gender, and explore what your gender means to you! From hairstyles to emotions, we all perform gender in different ways. The gender binary is a tool that has been used to colonize, oppress, and control. Not cool with that? Neither are we! Come join us in an interactive discussion about gender identity, and learn how to be a better advocate for our trans friends!

Red Devil's AdVOcates (Voices of Community) Training

The former “safe zone” program, the Red Devil's AdVOcates (Voices of Community) program focuses on allowing FAS and students to engage more deeply and personally in issues related to LGBTQ Services. During the training, we hope that participants will gain a better awareness of their own personal biases and barriers to being an effective ally to the LGBTQ community. Participants will become equipped with tools to be able to respond both actively and proactively. Unlike our former training, this program expects participants to commit to ongoing and continuous education and learning. The prerequisite for the program is that you must sign up for and complete the LGBTQ 101 Online Training Module through Moodle. Please email LGBTQ@dickinson.edu for more information.

TRAINING DATES FOR FACULTY AND STAFF:

- **Friday, February 19 | 9-11 a.m. | Allison Community Room**
- **Wednesday, February 24 | noon–2 p.m. | Allison Community Room**
- **Thursday, March 17 | 9–11 a.m. | Allison Community Room**

Registration is open in CLIQ via the Gateway for this program.

Professional Development & Wellness Events

Indoor Cycling

Instructor: Barry Tesman

OPEN SESSIONS ON MONDAYS & THURSDAYS:

SPRING SEMESTER: February 1/4 through March 7/10

Kline Center Dance Studio | 5–6 p.m.

Indoor Cycling is a form of high intensity exercise that involves using a stationary exercise bicycle. The routines are designed to simulate terrain and situations encountered in actual bicycle rides, including hill climbs, sprints and interval training. Go at your own pace. This class will increase your cardiovascular fitness, burn fat as well as tone and shape your lower body. After a few sessions you will see your leg strength and muscular endurance improve. Perfect for all fitness levels. **Free.** No registration required—first-come, first-served basis.

SitFit—A NEW WELLNESS PROGRAM OFFERING!

Instructor: Jennifer Moore

MONDAYS:

February 15, 22, 29, March 7, 21, 28, April 4, & 11

Memorial Hall, Old West

12:15–12:45 p.m.

SitFit is an integrative approach to fitness that uses a chair for cardio, strength, and flexibility training. The chair provides great support while sitting and stability for standing, making this class appropriate for all fitness levels, especially those who have limited mobility, certain health concerns, or are just easing into fitness.

*** No session the week of March 14.**

Student-Staff Collaborative Wellness Programs!

FREE! Intramurals and Recreation Campus Programs

Certified Student & Community Instructors

SPRING SEMESTER beginning the week of January 19–23 and 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 website](#) 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:

5–6 p.m. Yoga

7–8 p.m. Zumba

MONDAYS:

6–7 p.m. Body blast

TUESDAYS:

5:30–6:30 p.m. Pilates

6:30–7:30 p.m. Indoor Cycling

WEDNESDAYS:

7:30–8:30 a.m. Pilates

5–6 p.m. Zumba

6–7 p.m. Yoga Fusion

THURSDAYS:

noon–1 p.m. Vinyasa Flow Yoga

4:30–5:30 p.m. Body blast

5:30–6:30 p.m. Zumba

6:30–7:30 p.m. Indoor Cycling

*** 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!**

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 and account on IM Leagues www.imleagues.com/School/Intramural/Home.aspx?SchID=636051c8bc0b4360bcf1e1dc310ee389. Questions and comments can be directed to Anna McGinn via email at mcginna@dickinson.edu or by calling ext. 1583.

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.



Free Biometric Screening

Administered by Carlisle Regional Medical Center

Thursday, February 11

Mary Dickinson Room & HUB side rooms 201–202

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. Other optional screenings with an associated fee are also available. See CLIQ via the [Gateway](#) for full details!

Breast Cancer: The Myths & The Facts

Presented by Wellness Works | Carlisle Regional Medical Center

Thursday, February 11 | Stern Center, room 102 | noon–1 p.m.

Breast cancer is the second leading cause of death among women, but can also affect men. All people, whether male or female, are born with some breast cells and tissue that have the possibility to develop into cancer. However, breast cancer in men is rare, with only about 2,190 diagnoses each year. Although most people who develop breast cancer will not be able to pinpoint one specific cause, scientists have learned much about risk factors that may indicate a stronger likelihood for cancer. Some cancer risk factors—like smoking—are controllable. Some other cancer risk factors—like genetics—are not. Find out more about potential risk factors and how you can plan for your healthiest life. Come to this session to learn about the myths and factors that may apply to you.

More information about Breast Cancer may be found online at: www.nationalbreastcancer.org/what-is-breast-cancer

Free Blood Pressure Screenings

Provided by Susan Dworsak, Wellness Works | Carlisle Regional Medical Center

FALL SESSION DATES: Mondays, February 15 & March 21

Mary Dickinson Room, HUB | noon–1 p.m.

No registration required—walk-ins welcome and expected!

Biometrics & Heart Health

Presented by Dr. Lenke Erki, Holy Spirit Health System & Laura Hughes, American Heart Association

Tuesday, February 16

Stern Center, room 102 | noon–1 p.m.

February is Heart Health month! Wondering what those numbers mean from your biometric screening? Register to attend this session and have your questions answered! We are collaborating with the American Heart Association and our special guest speaker—Dr. Lenke Erki, a cardiologist from Holy Spirit Health System—to offer this special presentation that will touch on biometrics, nutrition, lifestyle and overall wellbeing. Register—and bring a friend or colleague to this session to promote a healthy heart! This session is open to the entire campus community.

The 3 Rs of Parenting

Presented by Jessie Harpel-Fickes, MS LPC NCC, of Franco Psychological Associates

Thursday, February 18

Stern Center, room 102 | noon–1 p.m.

Most parents want their children to be healthy, well-adjusted individuals who have respect for themselves and others. At times, however, parenting a child to have these qualities can feel like a monumental task. This presentation will introduce a relationship-based guide to raising respectful, responsible, and resilient children.

**Franco Psychological Associates is the EAP provider for Dickinson College*

Estate Planning

Presented by Met Life

Monday, February 29 | HUB Social Hall West | noon–1 p.m.

Participants in this workshop will learn about establishing and prioritizing goals, the impact of federal estate taxes, setting up wills and trusts, and other strategies.

Professional Development & Wellness Events

PHYSICAL WELLNESS PROGRAM GIFT CARD WINNERS FOR DECEMBER & JANUARY

Congratulations to **TIM CAHILL** of Facilities Management and to **DEB MYERS** of the Children's Center for being the \$25 Visa Gift Card winners for the months of December 2015 and January 2016, for their participation in the months of November and December 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 is held after the close of business on the fifteenth of each month for the previous month. As a reminder, 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 February 15 for the month of January) to be eligible for the monthly gift card drawing for Physical Wellness Program participation. All other 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 email to devwell@dickinson.edu or call ext. 8084.

Healthy Rewards 2015-2016

The long wait is over for the announcement of the new 2015-2016 Holistic Health Incentive Program Healthy Rewards!

Finding your path to wellbeing is finding the path to happiness in your life! Please join us and enjoy the rewards of fun, fitness and wellbeing and reap the rewards of health with a few incentives for yourself.

START TODAY BY REGISTERING IN MOODLE!

Dickinson

**Professional Development and Wellness
HUMAN RESOURCE SERVICES**

PO BOX 1773 | CARLISLE, PA 17013-2896
717-254-8084 | devwell@dickinson.edu