

# Vitality

Dickinson

Human Resource Services

October 2016

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## Staff Forum 2016-2017

The Staff Forum is made up of staff representing all divisions of the college—Academic Affairs, Campus Operations, Enrollment & Communications, College Advancement, Financial Operations, Human Resource Services, Library & Information Services, and Student Development, as well as the President's Office, to enhance communications with all areas of the college. The Forum meets monthly to share information and to discuss questions and concerns in addition to recommending actions and improvements on behalf of the college community. Formerly, we had two separate Forum groups, but this fall we have some exciting news to share about the president's administrative and support staff forums! Beginning in September, these two groups were combined into one in support of the college's **strategic direction** of inclusion—one of three guiding themes. We see inclusiveness in the president's staff forum as an opportunity to continue bringing the community closer together. Jen Whitcomb and Meredith Brozik will co-chair the President's Staff Forum this year. For a listing of all 2016-2017 Staff Forum members, please visit the [Staff Forum link](#) on the [Human Resource Services/About Us](#) webpage.

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## Whistleblower Policy

Recently the Whistleblower Policy was updated to include additional options for reporting concerns relating to financial or business affairs. Specifically, in response to best practices shared from NACUA, the process was updated to include an anonymous reporting path for employees or students with concerns about fraudulent activity. While the previous policy called for individuals to report suspected behavior to the college's general counsel, the updated policy allows employees to report to their supervisor, students to report to the VP Student Life, or both groups to report to a third-party reporting service, InTouch. An all campus announcement will be shared in mid-October prior to posters being distributed on campus.

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## Introducing SALT Money

Dickinson has partnered with SALT to offer free money management advice, personalized student loan help, straightforward budgeting tools, and more. All students, alumni, staff, and faculty are encouraged to explore the financial literacy content available through SALT. If you would like to more information, or have general questions, please contact [Rebecca Schreiber-Reis](#) in the Office of Financial Aid at ext. 1047.

# Benefits & Updates

## Aetna Individual Consultations

As a reminder, members can access Aetna's broad network, pharmacy information and resource tools by logging into Aetna Navigator at [www.aetna.com](http://www.aetna.com). Aetna will be on campus to help answer your claims questions, inquiries regarding your medical, prescription, & mental health services and help you understand what renewing on an Aetna plan means for you. Please check CLIQ via the Gateway to register for available appointment times during the fall semester to meet with our Aetna representative. Walk-ins are also welcome! Bring along any documents pertaining to your questions such as explanation of benefits or bills, if applicable.

Aetna will be on campus on the following dates from 8:30 a.m.–4:30 p.m.:

- **Wednesday, October 19**  
HUB side room 205
- **Friday, November 11**  
Mary Dickinson Room, HUB
- **Monday, December 5**  
HUB side room 202

## Retirement Planning

Beginning the week of October 16, active participants with a Fidelity DC balance of \$1,000 or more will receive a report card-like communication highlighting their retirement savings progress through a personal assessment of their savings and investment mix.

### RETIREMENT PLANNING SESSIONS

#### TIAA Individual Counseling Sessions

A TIAA representative will be on-campus during the fall semester on:

- **WEDNESDAY, OCTOBER 12** HUB side room 205
- **MONDAY, NOVEMBER 14** HUB side room 205
- **THURSDAY, DECEMBER 8** McCauley Room, Old West

To schedule a personal meeting with TIAA, please visit [their website](#) or call 1-800-842-2010. Appointments may be scheduled with TIAA between 9 a.m.–5 p.m. on the dates listed above.

#### Fidelity Individual Counseling Sessions

A Fidelity representative will be available during the fall semester on:

- **WEDNESDAY, NOVEMBER 9** HUB side room 205
- **MONDAY, DECEMBER 5** HUB side room 205

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

**Kendra Carson**, *Children's Center*

**Kathleen DeGuzman**, *Center for Global Study & Engagement*

**Allison DeMaio**, *Dining Services*

**Elizabeth Etnoyer**, *Music*

**Sydney Harlow**, *Asbell Center*

**Deena Hench**, *Dining Services*

**Cassandra Hoover**, *Children's Center*

**Melissa McKeegan**, *Wellness Center*

**Alyssa Parker**, *Dining Services*

**Tammy Varner**, *Facilities Management*

**Joshua Wisner**, *Facilities Management*

# Community Programs

## First Friday

HOSTED BY  
DICKINSON COLLEGE

Friday, October 7

Downtown Carlisle locations

5–8 p.m.

*Help support our favorite neighborhood spots in Carlisle, and partake in a fun evening of art, music, dance and other live performances!*

Enjoy an evening of music and more in downtown Carlisle on Friday, October 7 from 5–8 p.m. Dickinson College is bringing the town to life with great entertainment. Downtown merchants will also be staying open late with First Friday specials and activities. For more information: [www.lovecarlisle.com/october-first-friday-music-walk-october-7th-5pm-8pm](http://www.lovecarlisle.com/october-first-friday-music-walk-october-7th-5pm-8pm)

## The 12th Annual Run for Steph

Sunday, October 30

Kline Athletic Center | 11 a.m.

A five K run/two-mile walk in memory of Stephanie Kreiner '03, who was killed by a drunk driver in October 2004. Minimum donation \$20 for pre-registered walkers and runners, and \$25 day-of. Each donation includes a T-shirt. All proceeds benefit the McAndrews Fund for Athletics.

Please register online at  
<http://my.dickinson.edu/runforsteph2016>



## 2016 UNITED WAY PACESETTER CAMPAIGN UPDATE

Dickinson College was a Pacesetter for the United Way of Carlisle & Cumberland County's annual 2016 campaign once again this fall, raising \$28,363 as of late September. The general United Way Campaign continues through the end of December 2016! Because all of the fundraising costs are underwritten by Allen Distribution, Keen Transport, Hooke Hooke & Eckman, M&T Bank and proceeds from Dickinson's U-Turn, **100 percent of all contributions go directly to community programs** providing everything from educational opportunities for children to food for those who cannot afford it.

If you would like to make a donation but have not submitted your United Way donation form\*, you may still do this through the end of December. Please complete the form sent to all employees in August, or download and fill out the online pdf form, then forward to Miriam McMechen in Financial Operations to no later than December 20 to meet the year-end deadline. If you would like to contribute directly to any of the United Way funded agencies, you can designate your contribution accordingly as part of your United Way gift. \**The online donation form must be downloaded, then completed before being submitted to Miriam McMechen in Financial Operations.*

**Thank you to all of the very generous donors supporting the 2016 United Way Pacesetter Campaign—and congratulations to the lucky winners of the Parking Spot Raffle and the Back to School Raffles!**

## SIGN UP FOR COLOR RUSH!

Dickinson's annual COLOR RUSH will be held on Saturday, October 22 at Dickinson Park. Sign up before October 14 to get a shirt! Registration is \$20 and *proceeds benefit CS3 Service Trips*. Registration starts at 9 a.m. and the race begins at 10 a.m. Proceeds support Service Trips.

When registering, please remember to type "**COLOR RUSH**" in the box asking for your fundraising event:

- Please complete the COLOR RUSH registration form for individual participation.
- **If you sign up as a team of 10+ people, each team member will get a \$5 discount on registration. You must use the Color Rush Team Sign Up Form for this purpose.**
- Forward the completed form to Landis House with money or pay with a card online at [my.dickinson.edu/CSSSFund2016](http://my.dickinson.edu/CSSSFund2016).

For more information, please email [servicetrips@dickinson.edu](mailto:servicetrips@dickinson.edu).  
#dsonColorRush

# Kidney Donor Needed!

Are you willing to be a lifesaver to a fellow colleague? Do you wonder about what is involved in donating a kidney to save another person's life? There is a need within the Limestone Walls of Dickinson and an opportunity for those who are willing to be a true **LIFESAVER** this year.



**KURT SMITH**, Digital Print Technician at the Print Center since September 2008, has been notified that his kidneys are failing due to effects of Polycystic Kidney Disease (PKD). He has asked us to help him with outreach to locate and identify potential kidney donors in the Carlisle area community. Since Kurt is a fellow Dickinsonian, we also are hoping to share this outreach with the campus in

hopes of helping him identify potential donors right here! PKD is a life-threatening disorder that ultimately destroys kidney function and causes the need for a transplant. Time is a huge factor for Kurt, as the closer he gets to needing dialysis, the more important finding the match becomes.

## Here are some key points for anyone considering being Kurt's Kidney-Donor Angel:

1. Potential donor must call the kidney transplant office themselves; the transplant office will mail them a questionnaire to fill out and return.
2. Once this questionnaire is returned and reviewed. The donor candidate will be contacted if accepted.
3. If a potential donor is accepted, an information packet will be mailed with lab testing requests.
4. The potential donor can then take the lab requests to the lab of their choice to have the testing completed for a variety blood tests and urine tests.
5. The transplant office includes a letter that the lab will use to bill the testing back to the kidney transplant office. There is no cost to the potential donor for the testing.
6. Once the transplant office receives the test results, they will determine if there is a match. Once a match is found, the transplant surgery can be scheduled. The best (perfect) genetic match is a 6-point genetic match. The minimum match for receiving the transplant with is a 3-point genetic match. There is a higher chance of rejection episodes and more medication with less than a 6-point match.

**For more information** on becoming a kidney donor, please contact Human Resource Services at 717-254-8084, or call Hershey Medical Center's Kidney Division directly at 1-800-525-5395.

## Physical Wellness Program Incentive Prize Winners for July And August

Congratulations to **ISAAC LOPP**, *User Services*, and **META BOWMAN**, *Community Studies Center*, for being the Physical Wellness incentive prize winners for the months of July and August 2016, for participation in exercise/fitness programs! Eligibility for the monthly incentive 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 drawings are 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-in-a-month miles, please send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 8084.

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## Heart Health Recipe: Three Sisters Soup

### INGREDIENTS:

- 6 cups fat-free, low-sodium chicken or vegetable stock
- 16 oz. canned, low-sodium yellow corn or hominy, drained, rinsed
- 16 oz. canned, low-sodium kidney beans, drained, rinsed
- 1 small onion, chopped
- 1 rib celery, chopped
- 15 oz. canned, cooked pumpkin (*Tip: Be careful, don't get pumpkin pie filling!*)
- 5 fresh sage leaves OR 1/2 tsp. dried sage
- 1/2 tsp. curry powder

### METHOD:

1. Bring chicken stock to a slow boil.
2. Add corn/hominy, beans, onion and celery. Boil for 10 minutes.
3. Add sage leaves, curry and pumpkin and simmer on medium-low heat for 20 minutes

### SERVES: 6

**Source:** [http://www.heart.org/HEARTORG/HealthyLiving/HealthyEating/Recipes/Three-Sisters-Soup\\_UCM\\_465569\\_RecipeDetail.jsp](http://www.heart.org/HEARTORG/HealthyLiving/HealthyEating/Recipes/Three-Sisters-Soup_UCM_465569_RecipeDetail.jsp)

*Wellness Works of Carlisle Regional Medical Center*

# Terroir & Cider Flavorings

Jenn Halpin, Director of the Organic Farm

As many of you know, this fall marks the start of Dickinson's Food Studies certificate. In the Introduction to Food Studies class, students have been puzzling over the concept "terroir" and its application beyond wine to which it is commonly associated. Is it possible to achieve notes of the Cumberland Valley with each bite that we take of a carrot or sip of apple cider? This is a great question to ponder as it has the ability to bring us closer to the land that surrounds us and the crops it grows. We often disregard where our food comes from, how it was grown and cared for, who harvested, packaged and transported it to the places where we shop. At times, even the savviest local food enthusiasts neglect to ponder the terroir associated with their locally grown food and drinks. What gives our local apples the flavor profile that we taste? Why is one carrot sweeter than the next?

Within our small bioregion there are murmurs among farmers to hone in on the finer, more peripheral resources available in our neck of the woods and the role that they play in determining how crops grow, mature and taste. Of

particular interest is the terroir associated with local hard ciders. Area farmers are developing foundational knowledge about naturally occurring wild yeasts and how to cultivate them for use in brewing hard cider. They are deciphering the slight differences between purchased yeasts and those that reside within the confines of their orchards. Essentially, they are seeking ways to develop ciders that reflect the ecology of their land through flavor profiles that are unique to their farm's terroir.

The Cumberland Valley and surrounding areas are becoming a destination for locally-made hard ciders. If you enjoy the taste of hard cider and want to try local versions, look for Big Hill Ciderworks a newly established cidery in Adams County or Jack's Hard Cider out of Biglerville and Good Intent Cider from Gettysburg. Each time you take a sip you are supporting a local farmer, preserving farmland and ensuring economic stability for the families and workers who have made great efforts to ensure that you experience high quality and good taste!

## READ THE NEW YORK TIMES ANY TIME, ANYWHERE

The library's New York Times online subscription is available to all Dickinson staff, faculty, and students. Read the newspaper from a computer or using the NYTimes App on your smartphone. Visit [www.dickinson.edu/nytimes](http://www.dickinson.edu/nytimes) for access instructions. Please note that you must re-register with your Dickinson email address on an annual basis.

The library also provides campus-wide online access to:

- The Chronicle of Higher Education
- Financial Times
- the New Yorker
- the Economist *and more!*

Questions? Email [library@dickinson.edu](mailto:library@dickinson.edu).

## INFO (ON) TECH

Angella Dagenhart, *User Services*

There is an explosion of scientific evidence coming out about the benefits of meditation. From building self-awareness to reducing stress, mindfulness seems to be a non-invasive way to improve your overall wellbeing. In fact, Dan Harris—co-anchor of Nightline and Good Morning America Weekend—insists you will be 10% happier if you take up the practice (he even wrote a book about his experiences with meditation titled, aptly, *10% Happier*).

Whether you are a meditation newcomer or you have been a practitioner for years, there are a few apps that can help you achieve zen no matter where you are. Calm is a free meditation app available for Android and iOS phones. They also have a website at [calm.com](http://calm.com). The service provides scenic open-ended or guided meditation complete with accompanying ambient sounds and soft music.

If you are looking for a special blend of sound for your meditation session, A Soft Murmur (available on Android devices and on the web at [asoftmurmur.com](http://asoftmurmur.com)) allows you to mix a variety of ambient sounds to suit your particular mood or taste. Want to imagine you are meditating in a rustic cabin retreat, turn up the fire and add a little wind and crickets. The corner coffee shop more your thing? Well they have that, too.

While tech mediated meditation is nice, don't forget that Mindful Meditation is offered here on campus every Tuesday afternoon. See [CLIQ](#) for more details.

## THE DICKINSON DOWNLOAD

The Dickinson Download is a bi-monthly publication that provides resources and information to increase awareness about campus technology, as well as a roadmap of planned changes. Each issue also includes resources and information aimed at improving Dickinson's overall cyber security posture as well as tips, tricks, and walkthroughs to facilitate enhanced user experiences.

The Download can be accessed here: [www.dickinson.edu/thedickinsondownload](http://www.dickinson.edu/thedickinsondownload). *It will be necessary to log in to Office 365 to access the newsletter.*

The October/November issue is a **N**ational **C**yber **S**ecurity **A**wareness issue that includes:

- NCSAM
- Be[a]ware
- Updates
- Helpful Tips
- Training Opportunities
- Announcements
- Contact Us

All issues of The Dickinson Download will be available in electronic format without a print counterpart. Archives will be available for access on the Dickinson website. Readers requiring instructions on accessible viewing should contact [thedownload@dickinson.edu](mailto:thedownload@dickinson.edu).

## OCTOBER IS NATIONAL CYBER SECURITY AWARENESS MONTH.

Watch the Dickinson Today for cyber security related articles. You can also visit the Dickinson Information Security website to learn many cyber security tips: [www.dickinson.edu/secure](http://www.dickinson.edu/secure). In addition to the articles, several campus events will occur during October.

### WEEK 1 FEATURES A FREE FILM SCREENING: *CITIZENFOUR*

*Sponsored by MOB*

**Friday, October 7 | Tome 115 | 9 p.m.**

Come for a screening of the documentary *Citizenfour*, which profiles whistleblower Edward Snowden and the NSA spying scandal that rocked the U.S. intelligence community. Named one of Time's top 10 films of 2014, the controversial film is more relevant today than ever before.

*Free popcorn!*

### WEEK 2: CYBER SECURITY BEST PRACTICES

*Presented by Matia Marks, Client Executive at RCM&D & Ben Zook, Senior Underwriter, Chubb Insurance Company*

**Tuesday, October 18 | Stern Center Great Room | Noon-1 p.m.**

Marks and Zook will present on cyber security best practices from both an insurance and underwriting perspective, as well as practical steps that institutions like Dickinson and individual network users, such as students, faculty, can take to protect themselves online. *Join us for an informative session that will also include a pizza lunch!*

### WEEK 4: THE CYBER PRESIDENTIAL CAMPAIGN FOR 2016

*Sponsored by the Clarke Forum for Contemporary Issues*

**Wednesday, October 26 | Stern Center Great Room | 7 p.m.**

In this talk, Jack Tomarchio will analyze how cyber breach and cyber security has influenced our national presidential election. This event is sponsored by the Clarke Forum for Contemporary Issues and is co-sponsored by Library and Information Services as part of their programming during Cyber Security Awareness Month. It is also part of the Clarke Forum's stream on the 2016 Presidential Election.

# Seasonal Influenza: Flu Basics

Influenza (flu) is a contagious respiratory illness caused by influenza viruses. It can cause mild to severe illness. Serious outcomes of flu infection can result in hospitalization or death. Everyone 6 months and older should get a flu vaccine every season. This recommendation has been in place since February 24, 2010 when CDC's Advisory Committee on Immunization Practices (ACIP) voted for "universal" flu vaccination in the United States to expand protection against the flu to more people.

## WHEN SHOULD I GET VACCINATED?

Flu vaccination should begin soon after the vaccine becomes available, if possible by October. However, as long as flu viruses are circulating, vaccination should continue to be offered throughout the flu season, even in January or later. Since it takes about two weeks after vaccination for antibodies to develop in the body that protect against influenza virus infection, it is best that people get vaccinated so they are protected before influenza begins spreading in their community.

## WHY DO I NEED A FLU VACCINE EVERY YEAR?

A flu vaccine is needed every season for two reasons. First, the body's immune response from vaccination declines over time, so an annual vaccine is needed for optimal protection. Second, because flu viruses are constantly changing the formulation of the flu vaccine is reviewed each year and sometimes updated to keep up with changing flu viruses.

## SIGNS AND SYMPTOMS OF FLU

People who have the flu often feel some or all of these signs and symptoms:

- Fever\* or feeling feverish/chills
- Muscle or body aches
- Cough
- Fatigue (very tired)
- Sore throat
- Headaches

- Runny or stuffy nose
- Vomiting or diarrhea (*more common in children*)

*\* It's important to note that not everyone with flu will have a fever.*

## HOW FLU SPREADS: PERSON TO PERSON

People with flu can spread it to others up to about 6 feet away. Most experts think that flu viruses are spread mainly by droplets made when people with flu cough, sneeze or talk. To avoid this, people should stay away from sick people and stay home if sick. It also is important to wash hands often with soap and water. If soap and water are not available, use an alcohol-based hand rub. Linens, eating utensils and dishes belonging to those who are sick should not be shared without washing thoroughly first. Further, frequently touched surfaces should be cleaned and disinfected at home, work and school, especially if someone is ill.

## THE FLU IS CONTAGIOUS

Most healthy adults may be able to infect other people beginning 1 day before symptoms develop and up to 5 to 7 days after becoming sick. Children may pass the virus for longer than 7 days. Symptoms start 1 to 4 days after the virus enters the body. That means that you may be able to pass on the flu to someone else before you know you are sick, as well as while you are sick. Some people can be infected with the flu virus but have no symptoms. During this time, those persons may still spread the virus to others.

For the best protection, everyone 6 months and older should get vaccinated annually.

## Sources:

<http://www.cdc.gov/flu/protect/keyfacts.htm#benefits>

[http://www.cdc.gov/flu/pdf/freeresources/updated/everyday\\_preventive.pdf](http://www.cdc.gov/flu/pdf/freeresources/updated/everyday_preventive.pdf)

*Wellness Works of Carlisle Regional Medical Center*

# Inclusion on Our Campus

## WHAT IS IMPLICIT BIAS?

### Project Implicit—*Uncover Hidden Biases*

Have you ever wondered about implicit bias? Do you know what your unconscious preferences are toward race and gender?

Are you interested in taking a 10-minute implicit bias test? Visit the link below to learn more!

<http://implicit.harvard.edu/implicit>

## R.A.I.S.E.—Ready to Advocate for Inclusion Spaces for Everyone

*Presented by LGBTQ Services*

**Friday, November 4**

**HUB side rooms 201-203 | 1–3 p.m.**

R.A.I.S.E. 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.

# Professional Development & Wellness Events

## Documenting Performance

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

**Tuesday, October 11 | HUB side room 201 | 1:30–3:30 p.m.**

Providing documentation that clearly identifies performance expectations, encourages accountability and outlines a path to success can be challenging. This workshop will explore best practices in developing performance goals, holding meaningful performance conversations, including the annual appraisal, and developing a performance improvement plan that gives employees the tools they need to be successful. Documentation is a vital component of the employment cycle; get tips to help create documentation that supports the employee, reduces confusion and keeps everyone on the right path.

## Preparing for a Role in Supervision: Module 2—Intrinsic Drivers

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

**Tuesday, October 18 | 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 is comprised of four (4) modules, each a hands-on, instructional workshop focused on relevant topics in the supervising of employees. Topics offered within the program will include:

- Module 1: Employment Regulatory Basics
- **Module 2: Intrinsic Drivers**
- Module 3: Supervisory Techniques
- Module 4: Coaching for Performance



## 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.



### Drive: The Surprising Truth About What Motivates Us

*Presented by Dennette Moul*

**Thursday, November 3**

**HUB Side Room 202-203 | Noon–1 p.m.**

Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world.

### Flu Vaccine Clinic Days

**HUB Social Hall**

- **Wednesday, October 5** 9–11 a.m.
- **Monday, October 24** 4–6 p.m.
- **Thursday, November 10** 11 a.m.–1 p.m.

The Wellness Center will be providing flu vaccines to employees during a 3-day Flu Vaccine Clinic in the HUB Social Hall. This Wellness Event is co-sponsored by Human Resources and the Wellness Center. All participants will be required to wait 15 minutes following their injection. The vaccine is free of charge to employees, spouses and dependents (ages 18–26 years) at the clinics. Please register for your appointment in CLIQ via the [Gateway](#).

**PLEASE NOTE:** You must print and present the completed [Flu Vaccine Clinic Participation Form](#) to the nurse in order to receive a flu vaccine. Please consult with your healthcare provider as needed for any restrictions or special permission based upon your own personal health status.

### Sleep More, Stress Less

*Presented by Adam Knapp, Carlisle UMedGym*

**Friday, October 7**

**Stern Center, room 102 | Noon–1 p.m.**

Sleep is often an overlooked component of good health. A recent study at Harvard compared going to work sleep deprived to going to work drunk—"Your performance can't get much worse." Did you know that people who are sleep deprived tend to gain more weight? Why? How do you get optimal sleep? Attend this session to learn about the impact of sleep and sleep deprivation, and what to do about it.

### Ergonomics: Strain Lifting Prevention

*Presented by Daniel Berndt, Safety & Emergency Management Specialist*

**Thursday, October 13**

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

Have you been hurt lifting something heavy while on the job or at home? Want to learn how to prevent injuries in the workplace and your daily life and pick up tips on how to lift in a safer manner? At this session, Daniel Berndt, the College's Safety & Emergency Management Specialist will provide a thorough look into what hazards we may face in our work and home environments regarding manual lifting and physical strains. Attend this session to learn how to safely lift heavy objects, move bulky items, or improve current techniques to reduce your chances of injury or pain.

### CPR, First Aid & AED Training Certification

*Instructor: Brent Killinger, DPS Officer*

**Monday, October 17**

**DPS Conference Room, Kaufman Bldg | 8 a.m.– 4 p.m.**

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.

# Professional Development & Wellness Events

## Dancing at Dickinson

Instructor: Frank Hancock

**TUESDAYS \***, October 18 through November 22

Allison Hall Community Room

**BEGINNERS** from 6–7 p.m.

**ADVANCED/INTERMEDIATE** from 7–8 p.m.

This program offers beginning- and advanced/intermediate-level ballroom dancing lessons for six weeks. Instruction includes the foxtrot, tango, cha-cha, and swing dancing. Employees/Spouses/Domestic Partners & Dickinson Students are **FREE!** All others: \$30 per person/ \$60 per couple. \* **PLEASE NOTE:** Session during the week of November 8 is actually on November 9, which is a Wednesday.

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## Biometric Screening **FREE!**

Administered by Wellness Works, Carlisle Regional Medical Center

**Thursday, October 20 | Facilities Management Breakroom, 5 N. Orange St. | 7:30–9 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. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Register now to gain a better understanding of your health and to complete the first step in our 2016-2017 Wellness Healthy Rewards program! (*HHIP: Physical Wellness*)

## Breast Cancer & Breast Health

Presented by Tracie Osborne, Breast Navigator for Carlisle Regional Medical Center, Wellness Works

**Thursday, October 20 | HUB Social Hall West | Noon–1 p.m.**

Cancers occur as a result of changes or mutations in genes that are responsible for regulating cell growth and health. Breast cancer, specifically, is uncontrolled growth of breast cells. Did you know, according to 2015 USA data:

- Second Highest Diagnosed cancer in women (*Skin*)—30% of all newly diagnosed cancers
- Second Highest cancer deaths in women (*Lung*)
- Breast cancer risk doubles if you have a first degree relative with Breast cancer (*mother, daughter, sister*)
- Only 15% of breast cancer patients have a family history

According to [Breastcancer.org](http://Breastcancer.org), all women are at risk for breast cancer, with risk increasing age increases. Researchers estimate that 1 in 8 women will be diagnosed with invasive breast cancer at some time in their lives. Attendees at this session will learn more information and tips about breast health, as well as the latest news about screening options and treatments for Breast Cancer.

## 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.



### Basic Self Defense

*Instructor: Brent Killinger, DPS officer*

**Monday, October 24 | DPS Conference Room, Kaufman Bldg | 9 a.m.–Noon**

Participants in this self-defense class will gain recognition of aggressive behavior along with responses that may help in making safe decisions when faced with a potentially dangerous situation. There will be hands-on self-defense techniques presented that the participants will learn and be able to practice. Attendees should wear non-restrictive clothing to fully participate in this session.

### Emotional Wellbeing: Recognizing Signs of Distress

*Presented by Michele Ford, Lecturer in Psychology*

**Tuesday, October 25 | Stern Center, room 102 | Noon–1 p.m.**

Do you wonder about mental health afflictions and how they impact our world generally? We have all seen the commercials for depression and bipolar disorders, but do we really understand what these are, and how to recognize the signs and symptoms of these and other common disorders? If you are curious about mental health and wellbeing, please attend this session to learn how emotional wellbeing affects our community and beyond.

### Why is Exercise Medicine?

*Presented by Carlisle UMed Gym*

**Monday, November 7 | Stern Center, room 102 | Noon–1 p.m.**

"Sitting is the new smoking"—this is stated more and more in the circles of the medical community discussions. Just 30 minutes of active exercising a day makes a world of difference in your fitness level and overall wellbeing. With all the medicines and drugs available now, they have yet to come up with one that improves every aspect of your life and has no negative side effects...except exercise! Exercise has been proven to benefit nearly every aspect of your life, with no negative side effects when done properly. Come learn about the physiology behind the many positive effects that exercise has on your body, and why it is the best medicine.

# Special Reminder



## PROFESSIONAL DEVELOPMENT & WELLNESS PROGRAM REGISTRATIONS AND ATTENDANCE

The college offers many opportunities for professional development and wellness programs throughout the year, 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  
HUMAN RESOURCE SERVICES**

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