

## 2016-2017 Holistic Health Incentive Program

### CLAIM YOUR HEALTHY REWARD INCENTIVES!

Employees of Dickinson College have access to many free programs and events each year to encourage and engage in their own health and wellbeing. One opportunity offered since 2006 is our **Holistic Health Incentive Program (HHIP)**, which rewards employee participants for simply adopting and completing healthy behaviors and lifestyle choices. To receive your incentive rewards this spring, simply complete the online **HHIP Healthy Rewards form** in the **SWAY** tracking portal within **Office 365** found in the **Gateway**. All Dickinson employees have access to Office 365, and can sign in by clicking the link at the bottom of any Dickinson webpage *using your network username and password*. For quick access to complete this now, simply use the following link below to access this year's incentive program:

<https://sway.com/5eSg1luWdcdb7daT>

Take a moment to review the HHIP design outline and attend this session to complete the online form at the bottom of the HHIP portal page. The incentive form is embedded into the SWAY page—so this is a one-stop process for 2017. *Claim your incentive rewards for wellbeing choices that you have already earned!* **Examples of incentive options include** a FitBit Zip, free movie tickets, bowling games, Dickinson swag items, Athena Warrior Fitness Consult & Personal Training session, and more.

**For questions or assistance with accessing and completing the HHIP Healthy Rewards Incentive selection process, simply send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 8084. The deadline to submit your incentive selections online is Wednesday, May 31.**

## RECOGNITION BRUNCH 2017!

Wednesday, May 31 | 9–11 a.m. | HUB Dining Hall

Human Resource Services is hosting the 2nd annual Recognition Brunch, an inclusive community event for Dickinson all employees to come together and celebrate. In 2015, we collaborated with numerous groups on campus, including the Staff Forum, smaller focus groups and the event planning committee, to reformat our recognition events so that they truly serve as a celebration of all the incredible and important work of the entire Dickinson community. Please register now for brunch on Wednesday, May 31!

Join us for a special gathering to recognize the achievements of all employees and to express appreciation to those who have completed five or more years of service as of June 30, 2017. Honoree invitations will be sent to those celebrating a five-year increment anniversary. Please let us know whether or not you will be able to attend the brunch by registering online in CLIQ via the Gateway, sending an email to [hrrservices@dickinson.edu](mailto:hrrservices@dickinson.edu) or by calling Human Resource Services at ext. 1503 before May 24.

We hope you will be able to attend this end-of-semester celebration to recognize our collective accomplishments.

# Open Enrollment

The annual open enrollment period begins on Wednesday, May 3 and continues through Friday, June 2. Open enrollment will be conducted online via Self-Service Banner. This year, for eligible employees, there will be a .25% increase in the college's contribution to your retirement fund, with a required employee contribution of at least the same amount. If you contribute at least .25% of your own funds to retirement, you **MUST** allocate this .25% employer match percent to either TIAA or Fidelity during open enrollment. Flexible Spending Accounts for medical and/or dependent care reimbursement **MUST be re-established each fiscal year**. Funds from the current fiscal year need to be used by Friday, September 15, 2017.

## AETNA INDIVIDUAL CONSULTATIONS

Aetna Representative: Jean Enders

Do you have medical or prescription drug questions regarding your Aetna insurance plan? How does this insurance plan work? What is deductible and coinsurance? Our Aetna representative will be available on campus to help answer your claims questions or inquiries regarding your medical, prescription, and mental health services. Please bring any documents pertaining to your questions such as explanation of benefits, bills etc. To schedule an appointment with Aetna, please register through [CLIQ](#) on dates shown below:

<b>TUESDAY, MAY 9</b>	<b>8:30 a.m.–4:30 p.m.</b> <b>HUB Mary Dickinson Room</b>
<b>TUESDAY, MAY 23</b>	<b>8:30 a.m.–4:30 p.m.</b> <b>Althouse 07 (Ground Floor)</b>

## Genworth – Group Long Term Care Insurance Program

The Group Long Term Care Insurance Program is offering streamlined underwriting for eligible full-time employees under age 66 who apply during this enrollment period. This is a limited time offer and will not be available each year with the same terms. Employees who missed an onsite meeting can attend a live webinar or call 800-416-3624 to speak with a program expert:

**Tuesday, May 9, 2017 | 3 p.m.** <https://attendee.gotowebinar.com/register/4847501957283500290>

**Enrollment can be completed online at**  
[www.genworth.com/groupltc](http://www.genworth.com/groupltc)

**Group ID: dson**  
**Access Code: groupltc**

## RETIREMENT PLANNING SESSIONS

### TIAA-CREF Individual Counseling Sessions

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

<b>WEDNESDAY, MAY 10</b>	<b>HUB side room 201</b>
<b>FRIDAY, JUNE 23</b>	<b>HUB side room 201</b>

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 spring semester on:

<b>WEDNESDAY, MAY 17</b>	<b>HUB side room 205</b>
<b>THURSDAY, JUNE 8</b>	<b>HUB side room 205</b>

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.

## DIG-IT: DICKINSON INTEREST GROUPS AND INTRINSIC TEAMS

Have a hobby? A passion? An interest? A talent? The new DIG-IT initiative will help individuals come together to collaborate over their common interests. Share your experiences, grow your skills, and connect with others over what excites you. An information and interest exploratory session is scheduled for **Tuesday, June 13 from noon–1 p.m. in HUB side rooms 201-202.** Join us!

Can't get to the meeting on June 13? Send an email to [dig\\_it@dickinson.edu](mailto:dig_it@dickinson.edu) for more information!

## New Hires & Retirement

**Philip Gajda**, *Dining Services*

**Amber Kelly**,  
*Residence Life & Housing*

**David Melder**, *Facilities Management*

**Fredrick Moore**,  
*Facilities Management*

**Patrick Shope**,  
*Facilities Management*

We wish **Bob Winston**, *Office of the Provost/Dean*, many years of happiness as he retires on May 12 after more than 37 years of service to the college.

We say a fond farewell to **Sandra Gority**, *Library Services*, who will retire on June 8 after 19 years of service to Dickinson.

We wish **Neil Sanders**, *Bookstore*, well and thank him for his many contributions to the Dickinson community as he retires on May 12 after 8½ years of service.

# Carlisle Downtown Mile

The Employment Skills Center would like to invite everyone to [register](#) and participate in the sixth annual [Carlisle Downtown Mile](#) on **Thursday, May 18**. The race this year will help celebrate the **50th anniversary of Employment Skills Center's** work in Carlisle providing adult education and training. Race packets will be available for pickup at Appalachian Running Company located at 290 E. Pomfret St. in Carlisle from 10 a.m.–7 p.m. on Wednesday, May 17. If possible, participants are encouraged to pick up packets prior to race day.

The one mile run down High Street will begin just west of the intersection of Orange and High Streets and finishes near the intersection of West High and Pitt Streets. The race will be run in heats with the Walkers/Fun-run starting off the evening at 6:25 p.m. and concluding with the team challenge at 7:30 p.m. The certified, one-mile race will be chip-timed by [PA Runners](#).

All children ages 13 and under will receive a participation medal. Awards will be presented after the race. This year's celebration will again include a beer garden available to all participants ages 21 and older with valid photo ID and wristband required. The **Orrstown Bank Beer Garden** will have beer provided by **Burd's Nest Brewery**. (*Burd's Nest is a local brewery that will take up location in the old CALC building on Hanover Street. They plan to open for business in the fall with some very tasty beer. In addition, we will also have non micro-brew beer in the Beer Garden.*) In addition, there will also be non micro-brew beer in the Beer Garden and a **Kids Alley** for younger participants. Space for the Beer Garden event is provided by **JFC Staffing**.

Friendly Competition and Family Fun is the theme of the evening. So, challenge your co-workers, friends and family to participate in this great event which supports The Employment Skills Center, a local non-profit helping to improve the lives of those in our community through education and job-training.

For [more information](#) and registration call 717- 243-6040, ext. 4424, or visit the registration website at: [www.parunners.com/component/dtregister/?controller=event&task=options&Itemid=127&eventId=176](http://www.parunners.com/component/dtregister/?controller=event&task=options&Itemid=127&eventId=176)

## College Community Upcoming Events Reminder

Dickinson's [announcements](#) and [events](#) webpages are great ways to stay on top of the college's many programs and events. Please remember to check these listings and take advantage of opportunities to enrich your professional development and wellbeing throughout the year!



## Down on the Farm

In March 2017's Vitality Issue, Dickinson College Farm Manager, Matt Steiman, discussed his personal experience with raising livestock in his touching essay "Eating Red Meat". Inspired by his essay about the intimacy generated from a close relationship between farmer and livestock, this article looks at the many benefits for choosing meat sourced from small, local farms.

Through his writing, Matt clearly shows the integrity, personal care, and thought put into raising animals on Dickinson's farm. His moving piece starkly contrasts with factory farms, or industrial operations that raise large numbers of animals for food, which focus on profit and efficiency over animal welfare. The industrial scale of these farms prevents the ability for personal relationships between farmer and animal to be formed, turning livestock into nameless products. As noted by The American Society for the Prevention of Cruelty to Animals (ASPCA), factory-farmed animals are subjected to indoor confinement, overcrowding, neglect and unsanitary conditions, as well as a host of other concerns.

Along with the substantial disparity in animal welfare between factory and small-scale, pasture-raised farms, the environmental impact of raising livestock differs significantly between these two farming styles. Industrial farms consume massive quantities of valuable, finite resources including water and fossil fuels. Furthermore, waste from these facilities compromise both human health and quality of life, where according to the USDA, the manure from a dairy milking 200 cows produces as much nitrogen as is in the sewage from a community of 5,000-10,000 people.

Conversely, Dickinson's farm is dedicated to minimizing its carbon footprint, where it employs rotational grazing for its livestock, which involves moving animals to different paddocks for periods of grazing. By doing so, not only is overgrazing prevented, but the manure and urine produced each day does not stock-pile and is instead absorbed by the soil biology as fertilizer that promotes the regeneration of pasture grasses. This grazing program serves as an

alternative to providing feed for livestock and decreases soil erosion. In addition to being more environmentally sound, rotational grazing benefits animal welfare as it provides the animals with year round forage, sunlight and fresh air that minimizes disease issues and supports overall animal health.

While ethically-raised meat has significant positive impacts in regard to animal welfare and the environment, it also provides benefits on the dinner table. Pasture-raised livestock tend to be leaner and more nutrient-dense than factory-farmed animals, where grass-fed meat has less total fat, more heart-healthy omega-3 fatty acids, and more vitamins, such as vitamins A and E. Grass-fed meat is also found to have more conjugated linoleic acid, a type of fat that is thought to reduce heart disease and cancer risks, than factory-farmed meat. This disparity in nutritional value is due to the differences between management systems, where pasture-raised animals consume grass and get more outdoor access, while animals on industrial farms are typically fed grains and confined.

Unfortunately, according to the ASPCA, over 99% of farm animals in the U.S. are raised on factory farms, which yield the type of meat most likely to be found in the grocery store. However, Carlisle is lucky to have many accessible resources for ethically-raised meat! Farmers on the Square, located in downtown Carlisle on Wednesdays from 3pm-7pm, brings together local farmers who live within 50 miles of the city. Other great resources for meat include North Mountain Pastures ([www.northmountainpastures.com](http://www.northmountainpastures.com)) and Wil-Ar Farm in Newville.

Along with participating in this farmer's market, Dickinson's farm hosts many events on their property, where they currently raise sheep, chicken, and cattle. If you are interested in learning more about animal welfare and the benefits of small-scale farming, come visit the farm for a first-hand account of where your meat comes from!

*Alexandra Davis '17*

# Dental Health: During Pregnancy, Oral Health Matters

**Did you know that a mom-to-be's oral health impacts her baby's oral health?** Your baby's teeth begin forming as early as the third month of pregnancy. Preventative oral care is essential—your body is going through many changes throughout pregnancy that can make you more likely to experience oral health issues and increase your risk of developing gum disease. In fact, research links both low birth weight and premature birth to gum disease—but early detection and treatment can help to reduce that risk.

Hormone changes and increased blood volume associated with pregnancy can contribute to a range of oral health conditions, such as dry mouth, sensitive teeth, gum disease and cavities.

The best way to keep your mouth healthy and prevent oral health conditions during pregnancy is through proper preventive dental care. This includes seeing your dentist regularly and taking extra good care of your mouth at home. Routine checkups are safe during every trimester of pregnancy and due to the risk of gum disease, you may benefit from seeing your dentist more frequently. Most United Concordia Dental plans include improved pregnancy benefits, providing an additional cleaning and other periodontal services during pregnancy.

Discover more dental care tips, learn about the symptoms to watch for, and find out what's included in the United Concordia Dental Pregnancy Benefit by visiting [UnitedConcordia.com/Pregnancy](http://UnitedConcordia.com/Pregnancy).

**United Concordia** provides dental health insurance benefits to employees of Dickinson College. For more information about dental health benefits, please visit: [www.unitedconcordia.com/dental-insurance/dental-health](http://www.unitedconcordia.com/dental-insurance/dental-health)

## Info(on)tech

Angella Dagenhart, User Services

When part of our body isn't functioning well, our whole body suffers. The same is true of our technical systems. As Microsoft has expanded the Office 365 platform, they have also strengthened the ties between its components, leaving those of us without Office 365 Mail unable to utilize some of the platform's functionality.

As many of you have heard, that will change over the weekend of July 15 and 16 when all faculty and staff will be migrated to Office 365 Mail. While some may be tempted to feel anxious about this move, I want to assure you that most of you will be able to go about your business without noticing anything has happened. In fact, after the switch,

you will have an expanded mailbox storage of 50GB and the ability to send attachments up to 35MB per message.

For those of you who will need some settings adjustments, help will be there to get you up and running as quickly as possible after the move. Training will be available in multiple forms, with face-to-face dates in July available for registration in CLIQ.

If you have any questions in the meantime, or would like to arrange for one-on-one training, please email [training@dickinson.edu](mailto:training@dickinson.edu).

# Professional Development & Wellness Events

## MAY IS BIKE MONTH!

Join Dickinson's Bicycle Advisory Committee and the Handlebar Bike Co-op as we celebrate Bike month with events leading up to and throughout May. #dsonbiking #bikemonth

### EVENTS:

**May 1–5** **Bike Donation Drive**, *All Day* | CSE

**May 3** **Bike Ride!**, *leaving the Handlebar at 5 p.m.*

**May 4** **Classroom Session: Rules of the Road**, *noon–1 p.m.* | HUB Sideroom 202

**May 5** **Practice your Riding Skills**, *3 p.m.* | the Handlebar

**May 5** **Last Chance: Green Bike Check-in and Summer Bike Storage**, *10 a.m.–4:30 p.m.* | CSE

### Throughout the week, practice good biking skills to be entered in a raffle!

- Wear your helmet
- Properly lock your bike
- Stop at stop signs
- Get your bike tuned up at the Handlebar
- Use bike lights when riding after dark
- Go on a group bike ride

### Raffle Prizes include:

- Gift Card to Cole's Bike Shop
- Saddle bag and tire repair kit
- U-Lock and Water bottle

## Weight Watchers Summer Session—May 31-August 16

*Meeting Leader: Billie Rae Lerew*

**12-week summer session**

**WEDNESDAYS: May 31–August 16 | HUB side rooms | noon–1 p.m.**

Thinking of getting into shape this summer? If you are getting fit by being active or just thinking about it...Why not also consider joining the on-campus sessions of Weight Watchers?! Weight Watchers incorporates the best and the latest in nutritional science and research. It has been rigorously tested and reflects more than a decade of innovation that will now be presented to members as the best weight loss program possible to help motivate people to eat more healthfully and help them succeed at losing weight. The regular meetings during the 12-week summer program provide the support, inspiration and tools needed to succeed in your journey to health and wellness. Registration for the summer 12-week program is available through the CLIQ in the [Gateway](#).

## 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.



### CPR | First Aid | AED Training and Certification

*Instructor: Cary Rhodes*

**Monday, June 12**

**Kaufman, DPS Conference Room**

**8 a.m.–4 p.m.**

This hands-on skills training session 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. Registration is limited to 10 participants. Register now in CLIQ via the [Gateway](#) to reserve your spot in this class!

**NOTE:** *The American Red Cross recently re-formatted the training requirements, causing this to be a longer class session. Please plan to bring a brown-bag lunch or plan to purchase lunch during the break midway through the training.*

### Water Aerobics Summer Session

*Instructor: Miriam McMechen*

**MONDAYS: July 3–August 7**

**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!

**NOTE:** *Registration for this summer session of Water Aerobics will open in [Totara](#) in mid-late June. Please watch for an announcement in Dickinson Today.*

### College Prep for Parents—2-session series

*Hosted by Human Resource Services, Admissions, and Financial Aid*

**WEDNESDAYS: May 3 and May 10 | HUB side room 205 | noon–1 p.m.**

Human Resource Services, Admissions and Financial Aid, in conjunction with local area high schools offer workshops for employees and their families to learn more about the college selection and financial aid process. The program will provide guidelines for starting the college search while attending high school, when to apply for college admission and early tuition grants, what is available through Financial Aid, and a summary of Dickinson's three tuition programs. We encourage all parents to attend if your child is a junior or senior in high school and planning to attend college.

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### Book Discussion: The Sixth Extinction

*Presented in collaboration with the Center for Sustainability Education and Professional Development*

**Thursday, May 11 | Stern Center, room 102 | noon–1:15 p.m.**

WINNER OF THE PULITZER PRIZE “The sixth mass extinction is the biggest story on Earth, period, and Elizabeth Kolbert tells it with imagination, rigor, deep reporting, and a capacious curiosity about all the wondrous creatures and ecosystems that exist, or have existed, on our planet. The result is an important book full of love and loss.” Elizabeth Kolbert was the recipient of The Sam Rose '58 and Julie Walters Prize at Dickinson College for Global Environmental Activism. The \$100,000 prize was created to focus attention on the need to reduce the impact of human lives on the planet, particularly given the rising population predictions for this century. Members of the Center for Sustainability Education will lead this discussion.

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### Having Difficult Conversations

*Facilitated by Steve Riccio and Dennette Moul*

**Friday, May 12 | Stern Center Great Room | noon–1 p.m.**

Faculty and staff are invited to join the President's Commission for Women, Gender and Sexuality and Human Resource Services for this workshop, to help participants develop a toolkit of ways to deal with and respond to difficult and contentious conversations that are often made more challenging because of gender dynamics. Facilitators for this interactive event are Steve Riccio and Dennette Moul. **Lunch will be provided.**

# Professional Development & Wellness Announcements & Reminders

## GYM MEMBERSHIP REIMBURSEMENT POLICY

As of July 1, 2012, all full-time and part-time employees are eligible to receive a 50% reimbursement of their monthly gym membership fees based on the gym selection of their choice with a maximum monthly reimbursement of \$30 per month. To qualify for reimbursement, employees must obtain proof of their monthly membership fee and their quarterly attendance from the gym membership office showing an attendance rate equal to 30 or more sessions per quarter.\* Documentation must be forwarded to [Jeanette Diamond](#) in Human Resource Services. For more details send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 8084.

**PLEASE NOTE:** Personal training sessions are not included in the gym membership discount program.

*\*Quarters are based on the time periods of January–March, April–June, July–September and October–December.*

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## PHYSICAL WELLNESS PROGRAM INCENTIVE PRIZE WINNER FOR THE MONTH OF APRIL

Congratulations to **Nicoletta Marini-Maio, *Italian & Film Study*** for being the Physical Wellness incentive prize winners for the month of April 2017, for participation in exercise/fitness programs in March! 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.

## 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.

## CAMPUS RESOURCE QUICK LINKS!

[How To Guide](#)

[Dickinson/College Farm](#)

[Theatre & Dance](#)

[Dickinson Download](#)

[Dickinson/Sustainability](#)

[Campus Announcements](#)

[Dickinson/Biking](#)

[Trout Gallery](#)

[Campus Events Calendar](#)

# Dickinson

Professional Development and Wellness  
**HUMAN RESOURCE SERVICES**

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