



Vitality

A Human Resource Services Publication
Dickinson College



MARCH 2010/Volume IV, Issue 6



2010 Benefits and Wellness Fair

SAVE THE DATE

Tuesday, April 20 | HUB Social Hall | 10:30 a.m. to 3:30 p.m.
(open during lunch)

Wellness Fun Run/Walk: Walk 1.5 miles or run 3 miles on a designated route between 11:30 a.m. to 1:30 p.m. beginning and ending at Britton Plaza.

There will be over 30 vendors and campus departments on-site. Please bring your employee ID to be eligible for our prize drawings including gift certificates, free vacation day, wellness basket, exercise kit and much more. Refreshments will be provided.

DICKINSON COLLEGE April 19-23

Reminder: Medical Insurance Dependent Audit

As reported last month, an audit was conducted to verify the eligibility of dependents of employees enrolled in the college's self insured health plan. Participants were mailed a dependent review packet from Mercer Administration that included a list of currently covered dependents and the plan's eligibility requirements. During the dependent review period, which ended March 5, employees were asked to verify the eligibility of each dependent currently covered and remove from coverage any dependent that was not eligible based on the plan's eligibility requirements.

Thank you to all employees who participated in this dependent review process. By verifying that only eligible dependents are provided coverage under the medical plan, we are helping to control rising health care costs – costs that employees and the college share. As a reminder, all employees with dependents on the plan were encouraged to return the Enrolled Dependents Form to Mercer Administration by the March 5 deadline date. If you have not done so, please return your completed form to Bernadette Pham, Human Resource Services, as soon as possible.



Personal Retirement Counseling Sessions

Having a strong financial retirement future has a lot to do with the choices you make today. Fidelity investment counselors will be on campus as noted below. We encourage you to schedule an appointment to discuss your investment options and diversification strategies.



Wednesday, March 4 9 a.m. to 5 p.m. HUB side room 203	Monday, March 29 9 a.m. to 5 p.m. HUB side room 203
-------------------------------------------------------------	-----------------------------------------------------------

To reserve your individual meeting time, please call 1-800-642-7131, or go to www.fidelity.com/atwork/reservations.



Tuesday, March 23 9 a.m. to 5 p.m. HR Conference Room (61 N. West St)	Wednesday, March 24 9 a.m. to 5 p.m. HR Conference Room (61 N. West St)
--------------------------------------------------------------------------------	----------------------------------------------------------------------------------

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 9:00 a.m. to 5:00 p.m. on the dates listed above.

The Dietitian's Corner

Food, Health, and Sustainability

Dickinson Consultant Dietitian Diane Bowers, RD
bowersd@dickinson.edu | 717-258-1196
26 State Avenue, Carlisle, PA 17013



We are learning to take better care of our earth. We grow organic vegetables. We conserve paper. We turn out lights when we leave the room. We recycle plastics, glass, and food waste.

What we haven't yet devoted as much attention to is the sustainability of our bodies. As a nation, our population is getting fatter and sicker – two thirds of Americans are overweight or obese, and we have higher rates of cancer, diabetes and cardiovascular disease than most other countries. Much of this is attributable to our Western diet, also known as the Standard American Diet (SAD), which is high in fat, refined flour and sugar, and processed food. The state of our mental and emotional health isn't any better. Anxiety, depression, and stress abound in our culture, from children to senior citizens, and at least some of this is related to our SAD diet as well. Our state of health (or lack thereof) has taken a huge toll on our economy, and health care is in crisis.

The good news is that with the same devotion to education that we've given to the sustainability of our planet, our health can improve. Learning how and what to eat is certainly an important part of a wellness model. Education, choice, and living responsibly for our health is as important as learning how to "live green" for our planet. In our educational system, from elementary school to college, we have the perfect opportunity to provide students with foods that sustain their bodies, as well as the opportunity to educate them so as they can make informed choices in the future about feeding themselves and their own children. Perhaps we would be wise to make nutrition education part of the curriculum, as well as to re-assess what we're feeding our students.

It is an understatement to say that the marketing madness of the food industry has left us very confused about what we should be eating. (An excellent book on this subject is Michael Pollan's *In Defense of Food*.) We are encouraged to buy prepackaged foods to lose weight, microwave meals for speed and convenience, and supplements that take the place of food. We're told that whole categories of food, like carbohydrates and fats, are bad while diet products made from toxic aspartame are great.

It really is time to do some educating – to separate fact from marketing myth. Make it simple and get back to some of the basics you've heard from me in previous newsletters:

- Eat whole foods - organic if possible. Cook them yourself – or eat them raw when appropriate.
- Avoid processed food, especially food that contains artificial sweeteners, artificial flavors and colors, chemical preservatives, and hydrogenated or partially hydrogenated fats.
- Protein foods (meat, fish, eggs, cheese, milk, dried beans and legumes) build and repair your body.
- Carbohydrate foods (breads, cereals, fruits, vegetables, pasta, rice, potatoes) are essential for energy.
- Fats (olive oil, avocado, nuts, seeds, flax seed oil, butter) are necessary for healthy cell walls, healthy skin and hair, and the transport of fat-soluble vitamins.
- Eat when you're hungry. Stop when you're full.
- Take small mouthfuls and chew thoroughly.
- Enjoy your food!

Winterfest Survey 2010 FOLLOW-UP!

The annual Winterfest celebration for employees was held on Saturday, January 9 at the Radisson Penn Harris Hotel and Convention in Camp Hill. This year's event was attended by a record number of employees and their guest, with a total of 362 tickets sold. The Winterfest committee provided a survey to review the outcome of the event based on individual responses and experiences. The survey results included responses from both the electronic and paper survey forms that were directed to Institutional Services for compiling the data (summary inserted below).

80.8% of respondees to the survey attended Winterfest 2010 and/or Winterfest 2009

98.4% of those attending liked receiving the gift of beverage coupons.

96.7% liked the menu and the appetizers served.

70.5% of those attending went in 2009 and 2010 and liked the event even more this year than last year. (29.5% stated that they did not attend both years.)

95.2% liked the format of the evening (prizes, dancing/entertainment, etc.).

96.8% liked the location; there were a very small number of responses requesting a different location.

Each year after the survey, the Winterfest committee meets to discuss the survey responses to decide, based on these responses, how to plan the next year's event. The committee takes into consideration all factors and survey responses for deciding locations, menus, entertainment, and any special themes. Location is always the most difficult choice due to the very limited number of venues available in the Central Pennsylvania area that will accommodate 350 or more people. In addition to the quantity of people attending and space needed, the committee also must consider other options including but not limited to the quality of the food served; the room layout available; and also the travel distance for our employees. The event is challenging to plan but always wonderful to experience due to the many volunteered hours of the committee.



LGBTQ @ DICKINSON

In the fall, an LGBTQ group was formed for the Faculty and Staff of Dickinson College. The group will be meeting socially on the third Thursday of each month at Alibis Eatery & Spirits (10 North Pitt Street) from 5 to 7 p.m. The group is just getting started so it encourages all members of the Dickinson community who are interested to attend. The objectives are to create a lasting organization that will respond to the needs of the LGBTQ community at the college. If you would like to be added to the mailing list, simply send a short e-mail to lgbtq@dickinson.edu. In addition, you may support the new group by adding their Fanpage (LGBTQ @ Dickinson College) to your Facebook profile. All LGBTQ events and activities will be posted on Facebook until the group Web site is complete.

RAD – Self Defense Class for Women

Public Safety is holding a RAD (Rape Aggression Defense) class, open to all women staff, faculty and students starting March 28, 2010. The class is also open to female family members of staff and faculty, over the age of 16. RAD is a comprehensive self-defense program for women and combines classroom and hands on self defense training. The system teaches realistic defense tactics which are easy to learn and retain.

This is a 15 hour course which will take place once a week over 4 weeks. There is no cost for this course, but you must register by March 15, 2010. Class size is limited to 20 participants.

The class will be held at the Public Safety building between 5 and 9 p.m. on March 28, April 3, April 11, and April 18, 2010. Register by e-mail at security@dickinson.edu. To learn more about RAD, visit www.rad-systems.com.



Every Step Counts! The Employment Skills Center ~ Virtual Step-a-Thon...

The Employment Skills Center, a local non-profit organization offering adult education programs, is holding a fun and healthy fundraiser from April 9 through April 30, 2010. The fundraiser, called a Virtual Step-a-Thon, will support the free educational and skill-training programs provided to those in the Carlisle community. Participants in this fundraising event will not only help others escape from poverty and dependency, but will also help them take steps toward gaining employment and self-sufficiency with new skills learned through the center.

Everyone registering for the Virtual Step-a-Thon will be given an *Every Step Counts* t-shirt and pedometer, along with the *Simply Moving Guide* brochure, provided by the Carlisle Area Health and Wellness Foundation and the Cumberland County Planning Commission. If walking and stepping is not your forte, other forms of exercise may be substituted. An exercise conversion chart will be available for calculations of equivalent distances from different forms of exercise. Registration is \$20 per person—but those registering by March 26 will receive the early registration discount rate of \$18. To find out more about this exciting opportunity to exercise and raise funds for a worthy cause, please call the Employment Skills Center at 717-243-6040, or visit their fundraising Web site to register online at www.escfundraising.org.

The Employment Skills Center is located at 29 South Hanover Street in downtown Carlisle.
www.employmentskillscenter.org

New Hires for February

Marvin Miller, Dining Services, February 1
Peter Paquette, Dean of Students' Office, February 15
Tonya Thumma, Dining Services, February 15



TECH Tip: Outlook Quota Saving Quick Tips

- Learn how to keep the e-mail but remove the attachments! It's easy. Open the e-mail, right mouse click on the attachment & choose Remove. Remember to click Save then close. Your e-mail content is now saved without the attachment.
- Check your Sent Folder as it fills up quickly & is forgotten about all the time.



Upcoming Professional Development and Wellness Events

Register for the below events via CLIQ/My Events/Available Events at <https://gateway.dickinson.edu>, call ext. 8084, or e-mail devwell@dickinson.edu

Inside Dickinson: Children's Center
Hosted by the staff of the Children's Center
Tuesday, April 13
Children's Center Conference Room

Noon to 1 p.m.

The Children's Center is dedicated to the belief that each child is a unique person who deserves to be in a safe and nurturing environment. The Center is committed to encouraging the child's individual growth, developing each child's social skills and self-esteem and encouraging collaboration with others on projects of benefit to all. Come and learn more about what the center has to offer children ages six-weeks to six-years. See the professional staff in action as they teach the children through a variety of experiences. All visitors will be given a tour of the facility. The Dickinson College Children's Center provides child care for the Dickinson College and Cumberland County communities. It is located on the Dickinson College campus, the driveway to the Children's Center is located between Cherry St. and Cedar St. on Garland Avenue.



Dancing at Dickinson

Instructor: Frank Hancock

Tuesdays, beginning March 9 through April 13*
HUB Social Hall**

Beginners: 6 to 7:15 p.m.

Intermediate/Advanced: 7:15 to 8:30 p.m.

Please come and enjoy learning one of the most fun forms of exercise – dancing! Frank Hancock's presentation of dance steps allows all participants to easily learn to Swing Dance/Foxtrot/Cha Cha/Tango and a few other dances as well. You may have seen some of Frank's students dancing at Winterfest 2010. The instructor makes this a fun and easy course, with outstanding results for anyone who participates. Individual-style instruction is offered in a group setting. Fee: \$60 per couple; a partner is required for participation in these lessons.

**Class does meet on Tuesday, March 16.*

There is one Thursday session on April 8.

***Sessions on March 16 and March 23 meet at the Depot.*



Mindfulness-Based Stress Reduction

Presented by Bonnie Berk, RN, MS, E-RYT

Tuesday, March 16

Social Hall West | Noon to 1 p.m.

Learn about the science of mindfulness-based stress reduction...Experience key mindfulness practices! Medical research has shown significant benefits of practicing mindfulness to reduce physical and emotional pain, improve vitality, and increase coping skills. These techniques are especially helpful for people with various medical conditions, including cancer, chronic pain, autoimmune disorders, cardiovascular disease and gastrointestinal disorders. Psychological studies are confirming efficacy in treatment of issues from anxiety and depression to substance abuse and eating disorders to personality disorders and relationship issues. Come see for yourself the healing power of using mindfulness techniques for bringing balance into mind, body and spirit.

Reminder: Wellness Track II sessions begin the week of March 22-26

Lunch Crunch

Pilates

Sports Yoga

Restorative Yoga

Transformation Boot Camp

Water Aerobics

For details of these individual programs, please see the Professional Development and Wellness Web-calendar or the CLIQ online registration system. Please remember to register in advance. *Fees are due by the first session of each program or date specified in program description. Payment may be made with cash/check or payroll deduction. To request payroll deduction, please send an e-mail to devwell@dickinson.edu. Important note: Payroll deduction must be requested each time it is desired as the payment option; it is not automatically authorized if it has been used for payment of a past program.*

Fostering a Non-Discriminatory Work Environment

Presented by Steve Riccio

Dickinson College is committed to providing a supportive working environment for all

employees. As part of our efforts and commitment, we ask for your attendance at an upcoming workshop entitled, *Fostering a Non-Discriminatory Work Environment*. Beyond sexual harassment, there are potential areas for workplace harassment and discrimination based on race, gender, color, disability, age, national origin, religion, sexual orientation, and other legally protected traits. This workshop will help participants recognize potentially problematic behaviors and provide practical ways to address and prevent workplace harassment.

Non-Supervisory Session:

Monday, April 5

Stern Center, room 102 | 2 to 3 p.m.

Supervisory/Administrative/Faculty Session:

Thursday, April 8

Stern Center, room 102 | 9 to 10:30 a.m.

ZUMBA!

Instructor: Melissa Lewis

Free Demonstration – Try-It Class!!!

Tuesday, April 6

Kline Center gym floor | Noon to 1 p.m.

Ditch the workout, join the party! Zumba is a Latin-inspired, dance-fitness class that incorporates Latin and international music and dance movements, creating a dynamic, exciting and effective fitness system. This class format combines fast and slow rhythms that tone and sculpt the body in an aerobic/fitness fashion to achieve a unique blended balance of cardio and muscle-toning benefits. Zumba integrates some of the basic principles of aerobic, interval and resistance training to maximize caloric output, cardiovascular benefits and total body toning.

College Preparation Session:

Admissions, Financial Aid, Employee Tuition Benefit and High School Guidance Counseling

Wednesday, April 7, 2010

Stern Center, Room 102 | Noon to 1 p.m.

Human Resource Services, Admissions and Financial Aid, in conjunction with the Carlisle Area High School are sponsoring a session 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. Beverages provided.