

Vitality

Dickinson

HUMAN RESOURCE SERVICES

March 2020
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Building Community Initiative

MARCH IS WOMEN'S HERSTORY MONTH

By Donna M. Bickford, Ph.D., Director, Women's & Gender Resource Center

Women's History/Herstory Month began when Sonoma County, California organized a local "Women's History Week" celebration in 1978. In 1987, Congress declared March as [National Women's History Month](#) and it has been commemorated ever since.

This is a particularly important year to highlight women's history and celebrate the achievements of women. In 1919, Congress passed the 19th Amendment and, in August 1920, the amendment was ratified.

19th Amendment: The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.

Although some African American women voted after the ratification of the amendment, there were many places where their [access to the right to vote](#) was severely limited, or made impossible. The 1965 Voting Rights Act addressed some of these barriers, and created an easier path to the ballot box. Unfortunately, in 2013 the Supreme Court overturned key portions of the [Voting Rights Act](#), and communities of color continue to struggle for access to vote.

Of course, Dickinson women have their own historical achievements to celebrate, including the first women graduate, Zatae Longsdorff, Class of 1887, and Esther Popel Shaw, Class of 1919, the College's first African American women graduate.

The Women's and Gender Resource Center commemorates Women's Herstory Month with its annual Gender Week. This year's theme is [Gender and Care: care for ourselves, care for each other, and care for the environment](#). Some of the [scheduled events](#) include:

GENDER WEEK KICKOFF: SUSTAIN IT WORKSHOP-GENDER AND FOOD

with the Center for Sustainability Education

Monday, March 2 | Social Hall | 11:30 a.m.–12:45 p.m.

MAKE A PLANT: PLANT BASED EATING

Presented by Courtney Hager, RD LDN

Wednesday, March 4 | Stern Great Room | noon–1 p.m.

CARING FOR OURSELVES: TELLING OUR STORIES THROUGH HOW WE CHOOSE TO BE CALLED

Facilitated by Dr. Rebecca Shoemaker

Thursday, March 5 | HUB Side Room 203 | noon–1 p.m.

GENDERED DOULA CARE: DECOLONIZING AS REFLECTIVE PRACTICE

Gender Week Keynote Speaker: Shaconna M. Haley

Thursday, March 5 | 7 p.m. | Weiss 235

If you are interested in learning more about women's history in the United States, [Because of HERstory](#) at the Smithsonian and the [National Women's History Alliance](#) are good resources.

WOMEN'S HERSTORY MONTH TABLE EVENT

Tuesday, March 3

HUB Lobby | 11:30 a.m.–1:30 p.m.

Join us as we highlight women in the Dickinson community and beyond, and their impact on our world.

HERSTORY: MARTHA HARRIS '77 AND THE JOURNEY TO FIZIKA

Monday, March 16

Stern Center, room 102 | noon–1 p.m.

Connecting Cognitive Science and Physical, Mental and Emotional Health for Greater Wellbeing

Fizika uses a unique blended focus on cognitive science and physical fitness to develop solutions that educate, motivate, monitor, and facilitate behavioral change during the most critical periods of a lifespan to help children and seniors alike become physically active and healthy for life.

When **Fizika** founder and CEO Martha Harris learned her daughter was diagnosed with learning difficulties, she resigned her leadership position with Pennsylvania's Department of Community and Economic Development to help her daughter learn and to advocate for the services that she needed. That was the beginning of a long journey to discover how our brains learn, and the importance of using our bodies and all of our senses to fully engage in the learning process. As a student at Dickinson, Ms. Harris majored in English and Theatre, not realizing her life's journey after college would parallel neuroscience discoveries.

[Enroll and sign-up online](#) to learn **HerStory** and more about the **Fizika** journey, and meet alum Martha Harris at this session!

(Totara course: [Community & Volunteer Events](#))



The Women of Color Summit celebrates, connects and educates Women of Color who have chosen to embark on the journey of becoming a Dickinsonian. The summit will serve as a platform to empower Women of Color to live intentionally, cultivate successful careers and strengthen their network. A central goal of this student-led initiative is to encourage professional Women of Color to return to campus and connect with current Dickinsonians.

Join self-identifying Women of Color students, alumnae, faculty and staff for a weekend of empowering sessions, celebratory meals and powerful speakers. [Click here](#) to register and find a complete schedule of events.

Climate Survey Response from the Office of Institutional Effectiveness and Inclusivity

THANK YOU FOR PARTICIPATING!

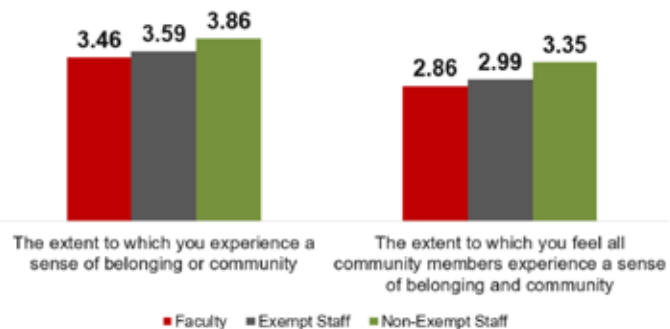
During spring 2019, the Employee Campus Climate Survey was administered to **950** employees (Faculty, Exempt Staff, & Non-Exempt Staff). Responses were recorded for **38%** of these employees (n=358). The survey is an internal instrument, created by members of the Underrepresented Faculty and Staff Subcommittee of the President's Commission on Inclusivity. We are pleased with both the overall response rate and the cross-section of our community that participated. The survey was administered to 950 employees and response rates divided almost evenly across roles: 31% faculty, 31% exempt, and 38% non-exempt staff, which mirrors our overall workforce.

This survey provides us with a baseline of the community, an important component of measure as we assess our progress over the coming years. The survey questions allowed us to capture information including, but not limited to, race, gender, religion, political affiliation and education status of parents. Gaining an understanding of how our community members self-identify is crucial as we strive for an inclusive environment where every member experiences a sense of belonging.

We continue to analyze the results; however, we have begun to share findings, as they become available, with appropriate groups on campus. The Commission's goals are for this information to inform the College's decision-making processes. The following is just one of the many findings of the survey:

SENSES OF BELONGING

Please rate your level of satisfaction with the following at Dickinson College:



Respondents were asked, to rate from (1 = Very Dissatisfied to 5 = Very Satisfied), *the extent to which they experience a sense of belonging or community, and; the extent to which they feel all community members experience a sense of belonging and community.* We found that these two perceptions were different. Individuals rated their own sense of belonging higher than that of others.

The President's Commission on Inclusivity's next step is to hold several open sessions where we will look to participants to help us gain a deeper understanding of the following questions:

- Why have individuals rated their own sense of belonging higher than others?
- What can we do to increase the overall sense of belonging among all members of our community?

We ask that you consider participating in one of several upcoming open sessions. These sessions present a unique opportunity for different voices from campus to help us understand our current state and to shape the future of our community. We seek the collective thoughts, reflections, and ideas from a range of Dickinsonians who want to enrich the work environment for all. To accommodate varied personal and professional schedules we are offering multiple brainstorming and sharing opportunities. We urge you to sign up as we need your voice; the goal is for each person on our campus to feel supported, included, engaged and proud to work at the College; only then we will have truly achieved the sense of community we strive for as Dickinsonians.

Open sessions will be scheduled soon. Please watch for an announcement in Dickinson Today to participate and sign-up in **Totara**. If you are not available to attend a session, we welcome your ideas. Please send them to inclusivity@dickinson.edu.

New Hires & Retirees

FEBRUARY

Hilary Comeau,
Advancement Services

Michele Graff, *Dining Services*

Honoly Kalinowski,
Dining Services

Michael Murphy,
Facilities Management

Hope Pagano, *Dining Services*

April Schneider,
Dining Services

WE WISH A FOND FAREWELL TO THE FOLLOWING AS THEY TRANSITION TO RETIREMENT:

Jolie Rankin, *Clarke Forum*

Pam Sentz,
Office of Admissions



Performance Appraisal: Self-Evaluation Open Session

Tuesday, March 10
9:30–10:30 a.m.
Althouse 204

Human Resource Services will be holding open sessions to provide assistance with the self-evaluation process in Totara. If you feel that you could benefit from this, please make arrangements with your supervisor to participate in the session listed above. Please feel free to contact Carol Shaffer in Human Resource Services with any questions at 717-245-1152 or shaffeca@dickinson.edu.

RECRUITMENT COMMITTEE

In September 2019, Human Resource Services asked for recommendations from several department directors to form a small employee recruitment advisory committee. The purpose of the committee is to work with employees from some of our highest recruitment need areas on developing targeted recruitment messaging and other innovative ideas to attract potential employees to Dickinson.

The first task of the committee was to design a strategy that could assist in the recruitment of local talent. The committee came up with several suggestions including the development of recruitment postcards. The postcard design showcases current employees and will be used to assist in the recruitment of many of our nonexempt positions such as dining services, housekeeping and the trades. These cards will be distributed to local nonprofits and businesses such as the Employment Skills Center, Project Share, Safe Harbor, Cumberland County Historical Society, YWCA and YMCA.

The committee is also exploring other ideas such as a Facebook campaign and alternate ways to engage our current workforce in assisting with filling our nonexempt vacancies. If you have an idea that you would like to share with the committee, please contact one of our members: John Price, Tammy Heberlig, Jeff Peticca, Chastity Seburn, Heather Dunn and Dennette Moul.

Retirement Planning Sessions

Enroll and register in Totara by clicking on the links provided.

TIAA'S GETTING A HEAD START: A STEP-BY-STEP OVERVIEW OF YOUR PLAN

Presented by Heidi Duckworth, TIAA

Tuesday, March 17 | HUB Social Hall West | noon–1 p.m.

Retirement may seem like a long way off but it's never too early to start saving. This may give your money more time to accumulate. TIAA's workshop leader will highlight the benefits of participating in your retirement plan so you can learn about:

- Your program and the advantages of participation
- How to create a personal retirement strategy
- How to update your account and take control

TIAA INDIVIDUAL COUNSELING SESSIONS

A TIAA representative will be on-campus, in the HUB Mary Dickinson Room, during the spring semester on:

- Wednesday, March 18
- Tuesday, April 7
- Tuesday, May 12

To schedule a personal meeting with TIAA, please visit www.tiaa.org/moc or call 1-800-842-2010. Appointments may be scheduled with TIAA between 8 a.m.–5 p.m. on the date listed above.

Retirement Planning Sessions, Con't.

EMPOWERING WOMEN IN RETIREMENT

Retirement for women in many ways is different and they may face unique challenges. This course has been created to address the topics most concerning for women including:

- Creating the income you may need during retirement to cover your regular living expenses
- How to navigate through major life changes like divorce or widowship
- Why addressing the need for long-term care is one of the most important factors to any solid retirement plan

A small number of women actually report feeling "fully confident" in their retirement plans. Even worse, the number one complaint from women about their current financial advisor is that they do NOT listen! Walk away from this event feeling confident and armed

with the information you'll need to make decisions that will allow you to enjoy these years the way you've always imagined. Join us for this empowering event and learn how to build the retirement you want!

Select and register for the session option desired by clicking the links below:

- [Tuesday, March 24 | Althouse, room 201 | 6:30–8 p.m.](#)
- [Thursday, March 26 | Althouse, room 201 | 6:30–8 p.m.](#)

PLEASE NOTE: Programs offered through KCA Wealth Management are a personal opportunity and a benefit for Dickinson College employees through programming provided by the Office of Human Resources and should not be considered as or in any way legal, financial or other professional advice endorsed by the college.

GET THE MOST OUT OF YOUR BENEFITS!

HealthAdvocate

Spring offers a time of colorful renewal and growth in nature, and also a time to remember your new year resolutions. Are you meeting your goals, or have they slipped slightly from your focus? Think of March as a second chance to strive for lifestyle and behavior changes that you hope to make, while looking for the beauty and bounty in nature through the lens of a rainbow of fruits and veggies!

Most of us know that eating fruits and vegetables is good for wellbeing. But did you know that you improve your nutrition by eating foods with a variety of colors? The color differences in fruits and vegetables come from nutrients that influence pigmentation. Curious how nature provides some enticing but delicious food sources? Reach for the fruit and veggie rainbow and click the link below to learn more!

Source: [Health Advocate: Reach for the Fruit & Veggie Rainbow](#)

All full-time employees have access to [HealthAdvocate](#), a free service for health advocacy and assistance available to the employee, spouse, dependents, parents and parent-in-law. Click on the embedded link or call 866-695-8622.

Enroll and register in Totara by clicking on the links provided.

Aetna Individual Consultations

Aetna Representative: Jean Enders

Friday, March 20 | HUB Mary Dickinson Room | 10:30 a.m.–3 p.m.

Do you have medical 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 and mental health services. Please bring any documents pertaining to your questions such as explanation of benefits, bills etc. Aetna's enrolled members can log into Aetna Navigator at www.aetna.com to access Aetna's broad network, pharmacy information and resource tools.

Out of Pocket Maximum Workshop

Aetna Representative: Jean Enders

Friday, March 27 | Stern Center, Room 102 | noon–1 p.m.

What is your out of pocket maximum, and how does it work with your health plan? What is included in your out of pocket maximum? Come join Aetna for a riveting overview of this portion of your health plan and why it is important to know your insurance numbers!

Community Events & Announcements

2020 HERSHEY PARK 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 6, 2020.

They are valid during the summer 2020 HERSHEY PARK regular operating season, beginning on Friday, May 1 and continuing through Sunday, September 27. Checks should be made payable to Dickinson College. For details, call ext. 8084 or send an e-mail to hrservices@dickinson.edu.

Special ticket price is only available within this special-order period through March 6, 2020!

\$36.10 + \$.85 amusement tax per admission ticket = \$36.95 ALL Ages

Carlisle Downtown Mile SAVE THE DATE Thursday, May 14

Early bird registration is **NOW OPEN** for the 9th annual [Carlisle Downtown Mile, sponsored by UPMC!](#) Join us for this one-mile run/walk along High Street in downtown Carlisle on **Thursday, May 14.**

For the 9th consecutive year, the Employment Skills Center will host the Carlisle Downtown Mile to raise money for the center and its programs. All proceeds will benefit adult learners in our community.

Children, adults, and groups are encouraged to participate. There will be prizes and a post-race celebration. Race competitively or walk/run just for fun!



3rd Annual Northside Ride COMMUNITY BIKE EVENT (FREE) SATURDAY APRIL 4

9–10 a.m.

10:15 a.m.–12:15 p.m.

12:15 p.m.

Registration, pancake breakfast, bike repairs and fun

Community Ride

Ice Cream Social

Bicyclists of all ages are invited to join a community bike ride around Carlisle's Northside neighborhood.

The [Northside Ride](#) seeks to connect residents to each other and community organizations while encouraging bicycle safety and bicycle use as an effective form of transportation within and beyond Carlisle. Bicycles are an affordable transportation option for many in the Carlisle community used for work, accessibility to resources and recreation. Let's celebrate this and learn how to ride safely, together.

The event will provide **FREE** helmets, bike lights and locks to neighborhood riders who participate. All participants will be required to sign a waiver, and participants under age 14 must be accompanied and supervised by an adult on the ride.

The Northside Ride will take place on Saturday, April 4, with free bike repairs and free pancake breakfast starting at 9 a.m. at New Life Community Church, 64 E North St., Carlisle. The all-ages,

all-abilities, bike ride (other wheels welcome too- scoot/skate/blade) will depart at 10:15 am. The ride and its associated events are free and open to the public. Onsite registration will be required. Advanced registration isn't necessary.

The ride will follow a 3.8-mile route (with guides and fire police escorts) to waypoints including the YWCA of Carlisle, Dickinson's Handlebar, Project SHARE, Carlisle Tool Library and will end at Hope Station, 149 W. Penn St., Carlisle for an ice cream social. Educational stops along the way will provide information about our community assets and a bike-safety related activity or demonstration.

An informational flier, route map, and liability waiver are included in the attached packet for distribution before the event. Please share!

For more information or for volunteer opportunities contact Lindsey Lyons at sustainability@dickinson.edu or 717-245-1117.

Down On the Farm

A NEW YEAR, A NEW OPPORTUNITY TO DISCOVER HEALTHY OPTIONS FOR YOU AND YOUR FAMILY!

Straight from the field to your kitchen, the Dickinson College Farm offers a unique vegetable co-op for members of the Dickinson community. Join the College Farm's Campus Supported Agriculture (CSA) program and receive weekly or bi-weekly certified organic vegetables. New and improved options allow the farm to better meet your needs! Campus deliveries and farm pick-up options available. To sign up or learn more about the many benefits associated with becoming a College Farm CSA member, please go to blogs.dickinson.edu/farm/csa.

Professional Development & Wellness Events



2020 Spring Into Fitness Challenge Kick-Off Walk

President Margee Ensign will **kick-off the 2020 Spring Into Fitness Challenge** with a walk on **Monday, March 16 at 7:45 a.m.** starting at the Benjamin Rush Statue on the John Dickinson Academic Quad. Register now and join the fun—don't miss the opportunity to be part of the 2020 Challenge!

Online registration for the Challenge opened on Monday, February 17 and continues through Tuesday, March 3. Please visit the Spring Into Fitness Challenge webpage, scan the QR graphic or click on the embedded link above to register during the open registration period to be included in the 2020 Challenge.

Free Blood Pressure Screening

Monday, March 16 | Mary Dickinson Room | noon–1 p.m.

Walk-ins expected—no appointment needed!

Water Aerobics

Mondays, March 16–May 4 | 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!

Free Biometric Screenings—Appointments required

Administered by UPMC Pinnacle Carlisle

Thursday, March 19 | HUB Mary Dickinson Room | 7:30–8:30 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. Complete this screening as the first step to earn your Wellness@Dickinson incentive rewards this spring!

Beyond Opioids: Alternative Treatments for Chronic Pain

Presented by UPMC Pinnacle

Thursday, March 19

noon–1 p.m. | HUB Social Hall East

Because of the risk of tolerance, dependency, addiction, and overdose, opioids should be a treatment of last resort for chronic pain. Attend this program to learn about alternative treatments, including NSAIDs, muscle relaxants, neuro-modulating medications, as well as interventional options including epidural and facet steroid injections, radiofrequency ablation, and spinal cord stimulation.

Nutrition: Menu Planning

Presented by Courtney Hager, RD LDN

Monday, March 23

HUB Social Hall East

noon–1 p.m.

“What’s for dinner?” This session will walk you through the steps to creating a menu planning practice that will save you time, money, and the stress of answering the daily question of “what’s for dinner?”. Having a plan means we are more likely to meet our health and performance goals so don’t miss this opportunity to plan for success. We also make sure to discuss “non-routine” days and how to make a plan for health that allows for flexibility!

Navigating Dickinson

Friday, March 20 | Stern Center, Room 102 | 8:45 a.m.–1 p.m.

The Navigating Dickinson Orientation Session introduces newly hired staff to the college community. This quarterly session focuses on the broader college community providing a cross-divisional perspective of how the departments and divisions function. Participants will take part in a walking tour and be provided lunch. For assistance or more information, please send an email to devwell@dickinson.edu, call ext. 1503. The next scheduled session is on July 20.

Enneagram 101 Workshop

Presented by Rev. Donna Hughes

Friday, March 20 | HUB Side Rooms 204-205 | noon–1 p.m.

The **Enneagram** is a powerful tool for personal and collective transformation. Stemming from the Greek words ennea (nine) and grammos (a written symbol), the nine-pointed Enneagram symbol represents nine distinct ways for relating to the self, others and the world. Each Enneagram type has a different pattern of thinking, feeling and acting that arises from a deeper inner motivation or worldview. Learning about these patterns fosters greater understanding through a universal language that transcends gender, religion, nationality and culture. While we are all unique, we share common experiences.

Please join us as we explore the enneagram types together and how they impact our relationships, our work, our spiritual practices and learn how to come home to your True Self.

Before attending the workshop, please complete this online test: eclecticenergies.com/enneagram/dotest

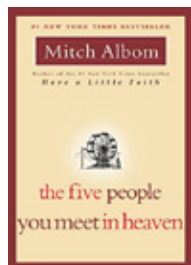
College Prep for Parents

Tuesday, April 7 | **PART I: High School Counseling and Admissions**

Tuesday, April 14 | **PART II: Financial Aid and Tuition Benefits**

McCauley Room, Old West | 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.



Book Discussion: *The Five People You Meet In Heaven* by Mitch Albom

Wednesday, April 8 | East Asian Studies Room, Library 2nd Floor | noon–1 p.m.

Eddie is a grizzled war veteran who feels trapped in a meaningless life of fixing rides at a seaside amusement park. His days are a dull routine of work, loneliness, and regret. Then, on his 83rd birthday, Eddie dies in a tragic accident, trying to save a little girl from a falling cart. He awakens in the afterlife, where he learns that heaven is not a lush Garden of Eden, but a place where your earthly life is explained to you by five people. These people may have been loved ones or distant strangers. Yet each of them changed your path forever.

Sound interesting? Considering we meet thousands of people over the course of our lives, it makes you wonder and ponder about the impact of the seemingly small actions we take and how they might affect those around us... **Books will be provided to all who sign-up by March 8.**

Communication Links, Announcements & Reminders

PHYSICAL WELLNESS PROGRAM INCENTIVE PRIZE WINNER FOR MONTH OF FEBRUARY

Congratulations to MAUREEN O'BRIEN DERMOTT, *Library Services*, for being the Physical Wellness incentive prize winner for the month of February for participation in exercise/fitness programs in JANUARY. 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 [Gateway](#) 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 or call ext. 8084.

WELLNESS INCENTIVE TAXABILITY NOTIFICATION

We thank you for being an active participant in the wellness programs at Dickinson College. We value all employees and offer a variety of programs throughout the year to encourage wellbeing while offering educational, fun opportunities to engage the mind and body while creating a positive inclusive social environment for the campus community. We hope you enjoy participating in these programs and events throughout the academic/fiscal year.

In recognition and appreciation of your participation in the wellness programs, we offer healthy reward incentives. As a reminder, in accordance with IRS regulations, awards and gifts to employees from the college are considered taxable income and the college is required to withhold taxes.

The value of your incentive(s) will be added to your income through payroll, which could result in a decrease in your net pay because of additional tax withholdings on the value or dollar amount. The tax withholding will coincide with the payroll period closest to the date that you receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

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 Totara in the [Gateway](#) 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

HUMAN RESOURCE SERVICES
Professional Development and Wellness

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