

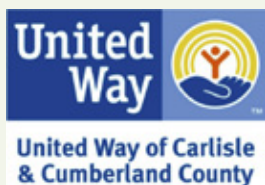
# Vitality

A Human Resource Services Publication  
Dickinson College



SEPTEMBER 2012/Volume VII, Issue 2

## College and Community Events



### United Way Day of Caring

Volunteer to participate in this year's Carlisle community Days of Caring to assist with a project for a not-for-profit agency in the Greater Carlisle Community. All Dickinson employees are invited to participate\* on Friday, October 12 from 8 a.m. to noon at a variety of locations. The day will begin with opening remarks given by President Durden in the Anita Tuvin Schlecter Atrium. After the opening ceremonies, volunteers will proceed to assigned locations. Immediately following the completion of the volunteer projects, the event will end with a free luncheon at the Brethren in Christ Church on Walnut Bottom Road, Carlisle.

Each year, support staff employees can take up to four hours of community service time. Community service times must be submitted through Banner Self-Service or department time entry. If you are unable to participate on Friday, October 12, another Days of Caring volunteer opportunity will also take place on Saturday, October 13 from 8 a.m. to noon, with opening ceremonies held at the Carlisle Regional Medical Center. This location option provides an opportunity for the entire family to participate and benefit the local community together.

For more information about the Days of Caring, please contact Steve Riccio at ext. 8014 or [riccios@dickinson.edu](mailto:riccios@dickinson.edu). Employees may register for the October 12 option through CLIQ, or to register your team, send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu).

*\*Supervisor approval is required before registering for this volunteer event.*

### Bike to College Farm & Potluck Dinner

**Friday, September 28, 2012**

**Meet at DPS to College Farm via Bike: 4:45 p.m.  
5 p.m. – 9 p.m.**

Come get exercise, have fun, and share great food with the Dickinson Community in the classic Bike to Farm Potluck. We will meet in the DPS parking lot side of Kaufman (outside CSE entrance) at 4:45 with a 5:00 anticipated departure time. The ride is an easy-7 miles and takes 25-45 minutes depending on speed. Everyone is asked to bring a dish to share, and plan to enjoy a music and bonfire together. Food will be transported to farm in vans, and bikes and people will be transported back to campus, after dark, in vans for safety. This is a great event that brings together students, faculty and staff for a great evening of fun. Registration is required. If you need to borrow a red bike, please indicate this at the time of your registration request. Bike availability is limited to the first 14 requests for this event. To register, please send an email to [sustainability@dickinson.edu](mailto:sustainability@dickinson.edu). (HHIP: Intellectual Wellness p. 18)



# LGBTQ Services Office



Brian Patchcoski is the Director of the newly created LGBTQ Services Office and has joined Dickinson from Penn State where he served as the Assistant Director of the Lesbian, Gay, Bisexual, Transgender, and Ally Student Resource Center. Brian holds a Master of Education degree in College Student Affairs/ Higher Education from Penn

State and a Bachelor of Science degree in Counseling and Human Services from the University of Scranton. As the Assistant Director of the Center at Penn State, Brian held primary responsibility for the programming offered to the University community - inclusive of National Coming Out Week, Pride Week, the LGBTQA Lecture Series, the LGBTQ Mentorship Program and other social justice related initiatives. He supervised student interns, advised student organizations, facilitated discussion groups, and has served as the Mid-Atlantic Representative for the Consortium of Higher Education LGBT Resource Professionals offering resources for students and staff on a national level. Over the past five years, Brian worked extensively providing trainings and discussions with students, staff, faculty, and alumni exploring issues of sexuality and gender identity. While at Penn State, he also took part in several national research projects examining student identity development and campus climate. Since Brian's arrival at Dickinson, he has been networking with students, faculty, staff, and alumni to learn about the great work already started at Dickinson. As the fall semester begins, Brian is excited to begin new educational trainings and programs for the College community. If you would like to get in touch with Brian, feel free to stop by Landis House and/or e-mail the new Office at

[LGBTQ@Dickinson.edu](mailto:LGBTQ@Dickinson.edu).



Landis House

# President's Support Staff Forum

The President's Support Staff Forum was created in the spring of 2005. The Forum is made up of support 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 improvements. Forum members are recommended by their divisions and appointed to serve by the President. Forum members serve two years. Other opportunities for members include participation in the All-College Planning and Budget Committee (P&B), the President's Commission on Sustainability and various subcommittees formed resulting from the monthly meeting discussions. Each year, two members of the Forum are appointed to serve on P&B. Another member of the Forum also serves on the President's Commission on Environmental Sustainability. The Forum members for 2012-2013 include:

- Nicole Cline** . . . . . CASE
- Steve Drexler** . . . . . Facilities Management
- Kelly Ellis** . . . . . User Services
- Jann Ernst** . . . . . Chemistry
- Michelle Fisher** . . . . . Office of Admissions
- Tammy Henneman** . . . . . Human Resource Services
- Laurie Henry** . . . . . Campus Life
- Lisa Keefer** . . . . . Dining Services
- Duane Marriott** . . . . . Bookstore
- Amy Miller** . . . . . Student Accounts
- Tonya Miller** . . . . . Mathematics & Computer Science; Physics & Astronomy
- Diane Morris** . . . . . Financial Aid
- Melissa Muhlenkort** . . . . . Advancement Services
- Victor Paige** . . . . . Facilities Management
- Diane Potteiger** . . . . . Office of General Counsel
- Denise Robinson** . . . . . Office of Marketing & Communication
- Jessica Swartz** . . . . . Dining Services
- Kari Travitz** . . . . . Financial Operations
- Zair Ulsh** . . . . . FAS Mail center
- Nidia Werner** . . . . . Library Services
- Carol Wetzell** . . . . . Writing Center

# Personal Retirement Counseling Sessions

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



## TIAA-CREF Individual Counseling Sessions

A TIAA-CREF representative will be on-campus during the months of September through November on:

|                               |   |
|-------------------------------|---|
| <b>Thursday, September 13</b> | HR Annex Conference Room, 61 N. West Street |
| <b>Thursday, October 11</b>   | HR Annex Conference Room, 61 N. West Street |
| <b>Thursday, November 15</b>  | HR Annex Conference Room, 61 N. West Street |

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.

## MetLife Retirewise Workshops



Preparing for retirement has become increasingly complex. If you need help answering the BIG questions about Retirement, you may

want to consider attending the “Retirewise” workshop series. Retirewise is a retirement-education program that consists of 4 workshops with a specially trained retirement representative from MetLife. This program is available for ALL employees but is primarily intended for employees approaching retirement or those interested in receiving retirement education and guidance. The workshops are being planned for September 18, 25, October 2 and 9. If you are interested, please watch for specific times and locations. You may also contact [Dora Thomas](#) in Human Resource Services at ext. 1152 for more information.

To register for any of the Retirewise workshops, please visit [www.metlifeplansmart.com](http://www.metlifeplansmart.com). If you are prompted to enter your employer’s name, please enter it as shown here: **Dickinson College**

## College Planning - From Diapers to Diplomas



Presented by MetLife  
Friday, September 14  
HUB side rooms 204-205  
Noon–1 p.m.

College Planning is a complimentary workshop designed to help you manage the major financial decisions involved with sending a child to college.

This workshop will help you understand:

- Section 529 College Savings Plans
- Coverdell Education Savings Accounts
- UGMA/UTMA
- IRAs

*(HHIP: Intellectual Wellness p. 18)*



## Ask the Dietitian



The start of the fall 2012 semester brings new and exciting nutrition programs offered to faculty and staff. Chris

Rudy, campus dietitian, is offering nutrition education sessions on multiple areas of nutrition and wellness including how to choose healthy foods at the grocery store, healthy holiday eating, nutrition and heart disease, and packing energy boosting lunches and snacks as well as leading a mindful eating work group. Chris will also be providing weekly 20 minute nutrition mini-sessions to provide faculty and staff answers to their nutrition questions and concerns. All of these programs provide point values and are a part of the Holistic Health Incentive Program (HHIP) offered through Human Resource Services. Chris also provides nutrition information and answers nutrition questions through the [“Ask the Dietitian”](#) webpage and you can also follow her on Twitter [@DsonDietitian](#) for nutrition tidbits.

Chris Rudy came to Dickinson College in January 2012, joining the Wellness Center team, to expand the services available for student healthcare on campus as well as to provide programming for the employee wellness program through Human Resource Services. More information on the nutrition sessions can be found in the 2012–2013 Professional Development and Wellness Offerings booklet.

## If “Talk is Cheap” and “Silence is Golden,” then “Listening is Priceless!”



If your communication directly and clearly states your needs and wants and if you consistently practice listening not only to the content of other’s words but to their underlying meaning and emotion, then you are well on your way to communicating effectively. But if you are like most of us, you were not taught how to be effective in communicating with others. How many of us can honestly say that we are consistently successful when communicating our deepest needs to others?

The art of communication is no easy task. Most of us grew up without much training for this vital component of interpersonal relations. Think back to the very old and outdated adage of, “children should be seen and not heard.” This idea certainly did not promote the necessity of teaching our children to express their wants, needs and emotions in a clear and understandable way. We often wonder why our children are more apt to use texting over face-to-face conversation as a means of communication. Do we as their parents model good communications skills?

Many people tell me one of their key issues involves problems with communication. The first step I take is to help them understand the basics of good communication. We all want desperately to be understood in our communication with others, especially with partners and family. However, without practice in effective communication skills our needs, desires, feelings, thoughts, and actions cannot be well expressed or understood.

One communication basic is sending an “I” message. The next time you want to express a need or want to your partner, carefully pay attention to how you begin. Eye contact is a must! Then, if you find you are using words like, “You always...” or “You never...” you are making one of the most common communication mistakes. This puts the listener in defense mode and blocks them from hearing your true meaning with compassion and understanding. Try using instead, “I want...” or “I need...” and then make your point in a clear, concise way. A good next step is differentiating between your thoughts and feelings. You might think you are stating a feeling when you say, “I feel like...” but this is really a thought. Try keeping it simple by beginning with a single feeling; for example, “I feel sad when you don’t spend time with me.” These two little changes might not seem like much but they can be the beginning of healthier and stronger relationships.

*Heidi Roeder is a Licensed Professional Counselor and Marriage and Family Therapist providing EAP services for Dickinson College at Franco Psychological Associates, P.C.*

# New Hires

## June, July, & August 2012

|  |                                    |   |                                      |
|--|------------------------------------|---|--------------------------------------|
| <b>Mohammad A. Abu Shu'leh</b> . . . . . | Middle East Studies                | <b>Guy H. Marthinsen</b> . . . . .      | Facilities Management                |
| <b>Juliene M. Anderson</b> . . . . .     | Institutional Research             | <b>Stephen C. Martson</b> . . . . .     | Intl Business & Management           |
| <b>Dorothy B. Andrews</b> . . . . .      | Dean of Students Office            | <b>Tracy J. McKay</b> . . . . .         | Mathematics & Computer Science       |
| <b>Corwin S. Aragon</b> . . . . .        | Philosophy                         | <b>Lawrence E. McNamee</b> . . . . .    | Athletics                            |
| <b>Deepali Butani</b> . . . . .          | Chemistry                          | <b>Robert A. Mixell</b> . . . . .       | Mathematics & Computer Science       |
| <b>Seth R. Chevalier</b> . . . . .       | Enterprise Systems                 | <b>Anthony Moore</b> . . . . .          | Office of Marketing & Communications |
| <b>Kristianne E. Cooke</b> . . . . .     | Library Services                   | <b>Shadrack M. Mwilaria</b> . . . . .   | Economics                            |
| <b>Kathryn A. Densberger</b> . . . . .   | Sociology                          | <b>Mary V. Natale</b> . . . . .         | Children's Center                    |
| <b>Kevin J. Duffy</b> . . . . .          | Office of CASE                     | <b>Shadrack M. Mwilaria</b> . . . . .   | Economics                            |
| <b>Michael L. Elias</b> . . . . .        | Campus Life                        | <b>Ashley E. Overdorff</b> . . . . .    | Library Services                     |
| <b>Travis E. Empson</b> . . . . .        | Office of CASE                     | <b>Brian J. Patchcoski</b> . . . . .    | LGBTQ                                |
| <b>Betty S. Ferster</b> . . . . .        | Environmental Studies              | <b>Laura A. Price</b> . . . . .         | Dining Services                      |
| <b>Tara V. Fischer</b> . . . . .         | Office of Admissions               | <b>Dominic Rubin</b> . . . . .          | Russian                              |
| <b>Michele P. Ford</b> . . . . .         | Psychology                         | <b>Maria A. Rubin</b> . . . . .         | Russian                              |
| <b>Elizabeth A. Frohlich</b> . . . . .   | Office of Global Education         | <b>Karen Shughart</b> . . . . .         | Facilities Management                |
| <b>Rosemary Giancoli</b> . . . . .       | Dining Services                    | <b>Benjamin J. Shute</b> . . . . .      | Music                                |
| <b>Dana C. Gorzelany-Mostak</b> ..       | Music                              | <b>John W. Sigle</b> . . . . .          | Mathematics & Computer Science       |
| <b>Babi A. Hammond</b> . . . . .         | Library Services                   | <b>Anthony P. Silverman</b> . . . . .   | Facilities Management                |
| <b>Amanda R. Hanson</b> . . . . .        | Religious Life & Community Service | <b>Robert T. Simels</b> . . . . .       | Intramurals & Recreation             |
| <b>Bart A. Huelsenbeck</b> . . . . .     | Classical Studies                  | <b>Samantha Skilton</b> . . . . .       | Dining Services                      |
| <b>Mayumi Ikeda</b> . . . . .            | East Asia Studies                  | <b>Eric Slegowski</b> . . . . .         | Music                                |
| <b>Rachel A. Jetter</b> . . . . .        | Asbell Center                      | <b>Kimberly R. Spayd</b> . . . . .      | Mathematics & Computer Science       |
| <b>Philip Jones</b> . . . . .            | Career Center-Office               | <b>Linda L. Speicher</b> . . . . .      | Dining Services                      |
| <b>Eduardo R. Jorda Forteza</b> . . .    | Spanish & Portuguese               | <b>Brian J. Szulwach</b> . . . . .      | ROTC                                 |
| <b>David Keefer</b> . . . . .            | Facilities Management              | <b>Chie Tokuyama</b> . . . . .          | East Asia Studies                    |
| <b>David E. Knott</b> . . . . .          | Music                              | <b>Daniela Tomer</b> . . . . .          | Judaic Studies                       |
| <b>Jo-Jo Koo</b> . . . . .               | Philosophy                         | <b>William H. Trego</b> . . . . .       | Office of CASE                       |
| <b>Anna Kozlowska</b> . . . . .          | Library Services                   | <b>Angela C. Undercuffler</b> . . . . . | Campus Life                          |
| <b>Keith M. Krise</b> . . . . .          | Chemistry                          | <b>Marybeth P. Ulrich</b> . . . . .     | International Studies                |
| <b>Michelle A. Lastrina</b> . . . . .    | Mathematics & Computer Science     | <b>Constanze Weise</b> . . . . .        | History                              |
| <b>Leah J. Lebo</b> . . . . .            | Dining Services                    | <b>Shing K. Wong</b> . . . . .          | Office of Global Education           |
| <b>Brandon W. Lenoir</b> . . . . .       | Political Science                  | <b>Changzheng Zhao</b> . . . . .        | East Asia Studies                    |
| <b>Donna Lubold</b> . . . . .            | Children's Center                  |   |                                      |
| <b>Alan R. Mace</b> . . . . .            | Public Safety                      |   |                                      |
| <b>Derek J. Mancini-Lander</b> . . . .   | History                            |   |                                      |
| <b>Amie L. Markham</b> . . . . .         | Wellness-Health Center             |   |                                      |



2012 *4th Annual*

**Saturday, October 27th • 11am**  
**South Middleton Park, Boiling Springs**

# **Take the Corporate Challenge**

*teams now forming!*

Find a few of your co-workers or friends (maximum of 5) and take the Harvest Health 5k Corporate Challenge. Register your corporate team online today to get the early bird discount.  
Be creative with a crazy team name and costumes are encouraged!  
Costumes must be worn during the race to be eligible for the costume contest.  
Win a legacy trophy that will make all of Central PA businesses envious!

Early Bird Registration... 6/1-8/31 • \$80 – Corporate Challenge, maximum 5 runners  
Pre-Registration... 9/1-10/25 • \$120 – Corporate Challenge, maximum 5 runners  
No Race Day Registration for Corporate Challenge

***Start your workouts now! Get in shape! Join the wellness craze!***

Register online at **HarvestHealth5k.com**

Like us on Facebook 

**LIVE UNITED**   
UNITED WAY OF CARLISLE & CUMBERLAND COUNTY



All net proceeds will be donated to the United Way of Carlisle & Cumberland County and Carlisle Area Health & Wellness Foundation to benefit the YWCA's New Shape of Fitness and the YMCA's Fit for Life programs.

Race Series Sponsor



**CARLISLE**  
CEMENT PRODUCTS

**Be a Sponsor!**  
**HarvestHealth5k.com**

# Professional Development and Wellness Events

For detailed information about any of these programs, go to the Events Registration System in the CLIQ application via the employee Gateway (<http://gateway.dickinson.edu>), e-mail us at [devwell@dickinson.edu](mailto:devwell@dickinson.edu), or call ext. 1503.

## Purchasing Card Reconciliation Training

*Presented by Miriam McMechen,  
Financial Operations*

**Thursday, September 6**

**South College room 212-214 (second level) | 1:30–3 p.m.**

If you are a Dickinson College purchasing cardholder or the proxy for a cardholder, please plan to attend this session for training or as a refresher course. Use of the card and online transaction coding will be covered. Participants should bring their log-in information and any questions to the class.



## Budget Officer Training

*Presented by Margaret Stafford,  
Financial Operations*

**Monday, September 10**

**South College room 212-214 (second level) | 10–11:30 a.m.**

This workshop is designed to help new and current budget officers and/or their designated proxies understand and monitor their assigned budgets and restricted funds. Included topics are:

- definition of key budget concepts
- explanation of budget coding and processes on campus
- accessing and reading budgets in Banner Self-Service
- management of budgets and monies from other sources (restricted funds)

## Building Your Campus Network - Supervisory Roundtable Series

*Presented by Annette Cremona*

**Friday, September 21**

**Stern Center, room 102 | 8–9:15 a.m.**

This monthly roundtable breakfast series offers networking opportunities for supervisors and their peers to meet and discuss a variety of topics. The September session focuses on best practices and approaches to building networks with co-workers for greater productivity.

## Dealing with Difficult People (2-part series)

*Presented by Rhonda Campbell*

**Thursday, October 11-**

**Stern Center, room 102**

**Thursday, November 1-**

**HUB Social Hall West**

**Noon–1:15 p.m.**

For each of us, there is that “one person.” You know, the person who drives you crazy with negativity, whining, complaining. But, have you ever stopped to wonder why that person behaves that way? Knowing what drives difficult behavior is the key to managing overcoming it. Regardless of the individual, the key lies with understanding. And, you might just learn a little something about yourself in the process.

Attendees at this session will learn:

- how difficult people impact the workplace and individuals
- our role in encouraging or discouraging difficult behavior
- the dangers of labeling
- the common types of difficult behaviors and what fuels them
- how to minimize difficult behavior and its impact.

## CPR/First Aid Certification

*Instructor: Marcy Wolf,*

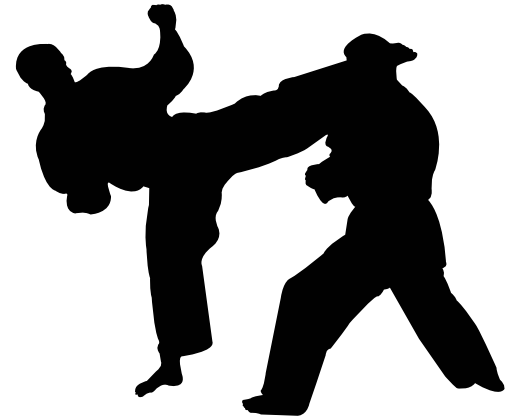
*Public Safety*

**Monday, October 15\***

**Department of Public Safety conference room, Kaufman Building**

**Session options:  
8 a.m.–noon or 1–5 p.m.**

**FREE-**Pre-registration is requested by **Friday, October 5** to allow for course materials to be ordered.



## Self Defense - for Women Only

*Instructor: Marcy Wolf, Public Safety*

**Monday, October 22**

**Department of Public Safety conference room, Kaufman Building 9–11 a.m.**

This personal safety course is focused on teaching women safety and self-defense. It is designed specifically for women. **FREE-**Pre-registration is required by **Friday, October 12** to allow for course materials to be ordered.

# Professional Development and Wellness Events

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## Metabolic Syndrome Screening - FREE!

Administered by Holy Spirit Health System

Thursday, September 20

HUB side rooms 202-203

8–11:30 a.m. by appointment



Metabolic syndrome is a collection of heart disease risk factors that increase your chance of developing heart disease, stroke, and diabetes. The number of people with metabolic syndrome increases with age, affecting more than 40 percent of people in their 60s and 70s. Several factors increase your risk for developing the syndrome - high blood pressure, high cholesterol, diabetes or high blood sugar, a lack of physical activity, smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please register for this FREE health screening.

(HHIP: Preventative Health p.14)

## Dickinson

Professional Development and Wellness at Dickinson College, HR Services  
PO Box 1773 | Carlisle, PA 17013–2896 | 717–254–8084 | [devwell@dickinson.edu](mailto:devwell@dickinson.edu)

## Diabetes Information Session

Presented by Holy Spirit Health System

Thursday, September 20

HUB Social Hall West | noon–1 p.m.

Are you concerned about your health or the health of a loved one? Are you curious to know what causes diabetes or how to take steps to avoid becoming diabetic? Diabetes mellitus (MEL-ih-tus), or simply, diabetes, is a group of diseases characterized by high blood glucose levels that result from defects in the body's ability to produce and/or use insulin.\*

Please plan to attend this information session to learn about the symptoms, risk factors and how to reduce your risk of developing type 2 diabetes through lifestyle changes.

\*Source: [www.diabetes.org/diabetes-basics/?loc=GlobalNavDB](http://www.diabetes.org/diabetes-basics/?loc=GlobalNavDB)



## Virtual Grocery Store Tour

Presented by Chris Rudy, RD LDN

Monday, October 1

HUB Social Hall West | Noon–1 p.m.

Start making grocery shopping faster, easier and a more healthful experience. Come and learn how to navigate through any grocery store to make smart food choices based on your personal dietary needs. This lecture will provide you with practical shopping tips including healthful food options, ways to save money, nutrient quality of food, food safety and storage and label reading.



## Flu Vaccines for Fall 2012

Flu vaccines will be provided to employees and students during a two-day Flu Vaccine Clinic. This Wellness Event is co-sponsored by Human Resource Services and the Wellness Center:

Thursday, October 25

HUB Social Hall

11 a.m.–1 p.m.

Wednesday, November 7

HUB Social Hall

9–11 a.m.

Flu shot registration will be available soon online via CLIQ, and more details will be available in the October issue of Vitality.

## SPECIAL REQUEST:

If you register for an event or program, and your plans change, please remember to unregister or to notify us as soon as possible at [devwell@dickinson.edu](mailto:devwell@dickinson.edu) to allow others to participate. This simple courtesy will be appreciated by your colleagues as it permits them to attend when the event might otherwise be full. Thank-you!

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