

# Vitality

A Human Resource Services Publication  
Dickinson College



DECEMBER 2012/Volume VII, Issue 5

## Voluntary Benefit Offerings Coming Soon



Dickinson is excited to offer several new voluntary benefit insurance offerings provided by CIGNA and Aflac that include options to purchase coverage for eligible dependents. Detailed enrollment instructions and rates will be sent to eligible employees' homes from CIGNA and Aflac in 2013. Please preview the new options shown below:



- **CIGNA's Voluntary Term Life Insurance** provides you with additional financial protection for your family.
- **CIGNA's Voluntary Accidental Death & Dismemberment Insurance** pays a benefit for a covered accident regardless of any disability or life insurance you may have. If you die or are seriously injured as a result of a covered accident or injury, you or your beneficiaries will receive a set amount to help pay for unexpected expenses.
- **Aflac's Voluntary Group Accident Insurance** pays a benefit for the treatment of injuries as the result of a covered accident. Benefits are paid regardless of any other health insurance benefits the insured may receive.
- **Aflac's Voluntary Group Cancer/Critical Illness Insurance** provides a lump-sum benefit payment upon the diagnosis of not only one covered illness, but for each covered illness, to help cover out-of-pocket medical expenses and the costs associated with life-changes following a covered critical illness.

Accident and Critical Illness Insurance is underwritten by Continental American Insurance Company (CAIC), a proud member of the Aflac family. CAIC is not licensed to solicit business in New York, Guam, Puerto Rico, or the Virgin Islands. This is a brief product overview only. Refer to the certificates for complete details, limitations and exclusions. Continental American Insurance Company • Columbia, South Carolina

## Winterfest 2013 Ticket Purchase Reminder!



The annual *Winterfest* celebration is scheduled for **Saturday, January 5, 2013** at the Radisson Penn Harris Hotel & Convention Center in Camp Hill. The fun-filled evening event includes dinner, music, dancing, prizes and more! Eligible

employees are asked to purchase tickets on or before Friday, December 14. Tickets may be purchased at Human Resource Services, FAS Mail Center (Monday-Friday) 9 a.m. – 4:30 p.m. and Facilities Management. Tickets are \$5 each for employees and an additional \$5 for a guest ticket (limited to one guest per employee). Please specify any dietary restrictions at the time of purchase. For those wishing to extend their evening of fun, special discounted room rates are also available at the Radisson. Advance room reservations are required.

## QUEST upgrade

Human Resource Services is currently working on an upgrade to **QUEST**, the online job application system. The upgrade completion is anticipated for early 2013. Users will experience a more intuitive navigational system and user-interface, improved workflow management, and more options for implementing customization specific to Dickinson. This is the first upgrade to the system since its implementation in 2008. Additional information will be provided closer to completion of the upgrade. The system is used by more than 4000 applicants each year.

# Year End Updates

## Voluntary Retirement Contribution limits for 2013

- The maximum limits for 403(b) plan voluntary contributions will increase to \$17,500 for 2013.
- Faculty and staff age 50 and older can save more in a retirement plan through a catch up plan. The catch up limit for calendar year 2013 is \$5,500.
- Employees having 15 years or more of service at Dickinson College may be able to contribute an additional amount, up to a life time maximum of \$15,000.

Employees are encouraged to consider contributing to a 403(b) tax sheltered annuity on a voluntary basis. These plans are administered by either TIAA-CREF or Fidelity Investments. Both of these plan providers offer a variety of investment options.

## Address Changes for W-2 Information

If your address has changed in the last year, don't forget to update Human Resource Services before you leave for the holiday break. The post office will not send your W-2 to a forwarded address that you may have registered with them.

## Year-end Payroll Entry Reminder

To meet the deadline for preparing the final payrolls of 2012, any payroll changes, including stipend requests, must be submitted to Human Resource Services by NOON Friday, 12/14/12.

The deadline for submitting and approving hours for the pay period 12/16/12–12/29/12 for the bi-weekly (regular hourly employees) will be NOON, Wednesday, 12/19/12. (Note: Time sheets for the student payroll for the same pay period will be due by NOON, Wednesday 01/02/13.)

Bi-weekly pay advices will be e-mailed on Thursday, 01/03/13; paper advices and checks for will be mailed to home addresses on the same date as well. Direct deposits will appear in your account on the actual pay date of 01/04/13.

Semi-monthly pay advices will be e-mailed on Friday, 12/28/12 and checks will be mailed to home addresses on the same date. Direct Deposits will appear in employees' bank accounts on the actual pay date of 12/31/12.

Student advices and checks for the 12/2/12–12/15/12 pay period will be processed and deposited on Wednesday, 12/26/12. Advices and checks for the 12/16–12/29/12 pay period will be processed and deposited on 01/09/13.

If you have any questions, please contact either Jeanne Hillary (ext. 1544) or Lisa Kessler (ext. 1725) in the Payroll Office or by e-mail at [payroll@dickinson.edu](mailto:payroll@dickinson.edu).

## Retirement Planning



Fidelity Individual Counseling Sessions will be offered during the months of November and December on:

**Thursday, December 6**  
**HR Annex Conference Room**  
**(61 N West St)**

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.



# NUTRITION NEWS



## Festive & Heart Healthy Holiday Snacking Red & Green Bell Pepper Bites (serves 8)



### INGREDIENTS

- 1 medium** green bell pepper
- 1 medium** red bell pepper
- 1/4 cup** sliced almonds
- 4 ounces** fat-free or reduced-fat cream cheese, softened
- 1 teaspoon** no-salt lemon pepper seasoning blend
- 1 teaspoon** fresh lemon juice

### COOKING INSTRUCTIONS

Cut each bell pepper in half lengthwise; discard the stems, ribs and seeds. Cut each half into six pieces. Arrange the pieces with the skin side down on a decorative serving platter. Set aside.

In a medium skillet, dry-roast the almonds over medium heat for 3 to 4 minutes, or until golden brown, stirring occasionally. Transfer 1 tablespoon of the almonds to a small plate and reserve for garnishing. Process the remaining almonds in a food processor or blender for 15 to 20 seconds, or until finely ground.

In a medium mixing bowl, beat the cream cheese, lemon pepper seasoning blend, and lemon juice with an electric mixer for 1 to 2 minutes, or until creamy. Add the ground almonds and beat for 10 seconds, or until combined.

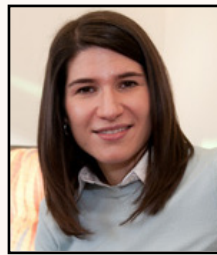
Spoon the mixture into a piping bag fitted with a wide star or round tip, or snip the corner of a resealable plastic bag (a plastic freezer bag works well) and spoon in the mixture. Pipe about 1 teaspoon of the mixture onto each bell pepper piece. Garnish with the sliced almonds.

### COOK'S TIP

Flavorful toasted almonds and zesty lemon-pepper contrast nicely with crisp bell pepper pieces in this festive appetizer.

**Source:** [www.heart.org/HEARTORG/GettingHealthy/NutritionCenter/Recipes/Red-and-Green-Bell-Pepper-Bites\\_UCM\\_301961\\_Recipe.jsp](http://www.heart.org/HEARTORG/GettingHealthy/NutritionCenter/Recipes/Red-and-Green-Bell-Pepper-Bites_UCM_301961_Recipe.jsp)

## Healthy Eating Tips for Reducing Hypertension (High Blood Pressure)



**Chris Rudy, RD LDN**  
*Dickinson College Wellness Center*

High blood pressure means the pressure in your arteries is elevated which can lead to a stroke, heart attack, heart failure or kidney failure.

What you eat, or don't eat, has been shown to lower or prevent high blood pressure. Here are some tips to help with lowering blood pressure.

### ***Reduce caloric intake to lose weight if you're overweight.***

If you are overweight, you are putting additional strain on your heart. Reducing your daily calorie intake helps to promote weight loss.

***Eat a healthy diet low in saturated fat, cholesterol and salt.*** A healthy diet emphasizes fruits, vegetables, whole grains, and low fat dairy products. Healthy eating also includes lean meats, poultry, fish, beans, eggs, and nuts. Choosing foods that are low in saturated fats, cholesterol, and salt (sodium) has been shown to help to lower blood pressure.

***Saturated fat*** is usually solid or almost solid at room temperature. Saturated fats raise your blood cholesterol. Limiting your diet to 15 grams or less of saturated fats per day is recommended. These fats are found in animal products and some vegetable oils.

### **Sources of saturated fat include:**

- Butter
- Meat Fat (Red meat is higher in saturated fat than poultry and fish)
- Milk fat
- Shortenings
- Margarines with partially hydrogenated oil as the first ingredient

**Cholesterol** is a waxy substance found in every cell in your body. Too much blood cholesterol can cause a buildup of fatty deposits in your blood vessel. Over time these deposits can block blood flow to your heart and brain and cause a heart attack or stroke. Limit your intake to 300 mg or less of cholesterol per day.

**Sources of Cholesterol include:**

- All animal products
- Meats
- Dairy products

**Salt** (sodium) intake excess causes fluid retention in your body and puts an added burden on your heart.

- DO NOT add salt during food preparation, cooking or at the table
- Avoid processed and convenience foods
- Read food labels. Replace products high in sodium with low-sodium versions when available
- Reduce salt intake to 2,300 mg or less per day (one teaspoon of table salt contains 2,325 mg of sodium)

For more information, visit the [Nutritionist webpage](#), contact Chris Rudy at [rudyc@dickinson.edu](mailto:rudyc@dickinson.edu), or register for a nutrition mini session online via CLIQ in the [Gateway](#).



# Holiday Bliss

As we approach the holiday season what is on our minds and in our hearts? Do we look forward to this time of year, or do we anticipate more stress, more exhaustion, and more chaos? How we think and feel about the holidays can shape our experience of the season.

Whatever your perspective, we can all benefit from some thoughtful planning for the holiday season. First of all, consider shifting your perspective from “saving up” being with loved ones, gifting to others, socializing during the holiday season to a perspective of celebrating relationships and gifting year round. Why wait for a compressed week in December to do this? Take time any time during the year to visit friends and family, gift to a special friend or loved one or to do charitable work. This will make the holiday season less stressful and you can even remind friends at the holidays of that wonderful time you spent with them in June, or that you volunteered at their favorite charity in April.

Next, this year plan to do everything in moderation and stick to it! If you are the one who always cooks the meal, consider asking others to bring a dish to share. If you frantically and single handedly decorate your home, assign tasks to kids or when relatives come give them a task like trimming the tree or setting the table. They will feel important lending a hand and welcome the opportunity to keep busy. Remember to eat and drink in moderation. Excessive eating and drinking are common during the holidays and overtax our already stressed bodies. Let others know you are doing them a favor by serving non-alcoholic beverages and low fat food choices. Also important is to get plenty of rest even when you want to stay up and socialize. Take a night off and slip into bed just after dark. Whether you sleep, read or just listen to music and relax, your body will thank you.

Another thought in planning this year is that New Year’s resolution we never seem to stick to. This year try a different approach. First, make a written list of all the accomplishments and things that went right this year. Make your list exhaustive and spend enough time to remember every single event or task, big or small, and write it down. You’ll be amazed at how many things you did right over the year! Next, make a list of all the things that didn’t go so well. This is your time to gripe and complain to yourself. Now, what would you like to be able to put on the list of accomplishments for next year? Write down a “wish list” for yourself. These can be goals you have, like quitting smoking or attending a class, mastering a new skill, visiting friends, traveling, or improving your relationships. Now, what items on your list do you think you can reasonably accomplish over the coming year given your schedule and other commitments and make a “to do” list for yourself. Now you’re ready to usher in the New Year (remember, in moderation) and list in hand, post it in a convenient place and as you complete each goal or task during the year, check it off your list. At year’s end you can again reflect on what went well and what would you have liked to do better. My hope for all is that we’ll have another chance next year...Enjoy!

Heidi B. Roeder, M.S., LPC, LMFT  
Franco Psychological Associates your EAP provider



# College Community Events



## God vs. Gay? The Religious Case for Equality

Presented by Author Jay Michaelson  
Wednesday, February 6  
HUB Social Hall West | noon-1 p.m.

**Keynote Presentation: God vs. Gay? The Religious Case for Equality**  
Wednesday, February 6  
ATS | 7 p.m.

The Milton B. Asbell Center for Jewish Life, the Office of LGBTQ Services, and the Clarke Forum will be hosting Jay Michaelson during a lunch presentation for faculty and staff to discuss his books, research, and experiences, in addition to an evening presentation highlighting his most recent book – **God vs. Gay? The Religious Case for Equality**. (*Lunch will be provided.*)

Jay Michaelson is the author of four books and two hundred articles on the intersections of religion, spirituality, sexuality, and law. His most recent book, **God vs. Gay? The Religious Case for Equality** (Beacon), was an Amazon.com bestseller and has been nominated for a 2012 Lambda Literary Award. Jay is a contributing editor to the **Forward** newspaper, associate editor of **Religion Dispatches** magazine, and the founding editor of **Zeek** magazine, and his work has appeared in **Salon**, **Newsweek**, **Tikkun**, **The Huffington Post**, and other publications. His other books include **Everything is God: The Radical Path of Nondual Judaism** and **Another Word for Sky: Poems**.

Jay is also the founder of Nehirim, a national community of LGBT Jews, partners, and allies, which has been recognized by the Slingshot Fund as one of the fifty most innovative Jewish nonprofits in the US. In 2009, Jay was included on the Forward 50 list of influential American Jews, and in 2010 he won the New York Society of Professional Journalists' award for opinion writing. He received his J.D. from Yale Law School and will soon be completing his Ph.D. in Jewish Thought at the Hebrew University of Jerusalem, where he holds an M.A. in religion. Jay has held teaching positions at Boston University Law School, City College of New York, and Yale University.

To learn more about Jay, please visit: [www.jaymichaelson.net](http://www.jaymichaelson.net)

## Marathon-in-a-Month: October Winner

Congratulations to Diane Morris, Financial Aid, for being the October monthly winner in the Marathon-in-a-Month monthly participant drawing for a \$25 Visa gift card. The Marathon-in-a-Month is a month-long, cumulative walking activity, beginning on the first of each month and running through the last day, to reach a total of 26.2 miles or more for each calendar month. Participants simply walk several days per week on selected or individual walking routes to reach the mileage goal. Mileage must be submitted to Human Resource Services by the fifteenth of each month following completion of the marathon miles (i.e. submit by November 15 for the month of October) to be eligible for the monthly drawings. For more details or to request a form to record your marathon miles, please send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 1026.

## New Hires

### ADDITIONAL AUGUST NEW HIRES

Amanda Adair, *Alumni & Parent*

*Engagement*

Taylor Rutz, *Athletics*

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### SEPTEMBER

Meredith Lyons, *Theater & Dance*

Allen Miller, *Public Safety*

Kathy Witmer, *Dining Services*

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### OCTOBER

Samantha Ballew, *Alumni &*

*Parent Engagement*

Connie Jeffrey, *Office of Marketing*

*& Communication*

Sheila Thesen, *Campus Life*

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### NOVEMBER

Racyne Flores, *Enterprise Systems*

Jennifer Kopp, *Enterprise Systems*

Nathan LaFrance, *Alumni &*

*Parent Engagement*

John Haggerty, *Public Safety*

Samuel Mitchell, *Dining Services*

# Professional Development & 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.

## Crucial Conversations Workshop Series

*Presented by Steve Riccio*

**4 session series, Tuesdays and Thursdays:  
January 4, 8, 15 & 18**

**Stern Center, room 102 | 8:45 a.m.–12:15 p.m.**

Human Resource Services invites all employees to attend the Crucial Conversations workshop series. A crucial conversation is a discussion between two or more people where stakes are high, opinions vary, and emotions run strong. As you know, these conversations, when handled poorly or ignored, cause teams and organizations to get less-than-desirable results. The program is designed to achieve spirited, yet respectful, dialogue helping to incorporate better ideas and high-quality decisions. The training experience introduces a set of eight principles that build alignment, agreement, and interpersonal communication. For more details, or if you are interested in being a participant, please contact Steve Riccio at ext. 8014 or [riccios@dickinson.edu](mailto:riccios@dickinson.edu).

## Administrative Professionals Certificate Program

**Facilitators & locations vary by session  
9–11 a.m.**

This offering is intended for administrative professionals in both the academic and administrative departments. Participants will take part in a series of interactive sessions designed to provide greater knowledge and confidence in their challenging roles. Sessions will include:

**Technical Skills for the Administrative Professional**  
*presented by Jeanette Gribble*  
**January 7 | ICC2, Library Lower Level**

**It was Service at First Sight**  
*presented by Mary Foltz*  
**January 9 | Althouse 07**

**Business Communications**  
*presented by the Office of Marketing & Communications*  
**January 14 | Althouse 07**

**Being Influential**  
*presented by Rhonda Campbell*  
**January 16 | Althouse 07**

## Understanding FERPA

*Presented by Dana Scaduto & Karen Weikel*

**Thursday, January 10**

**Stern Center, room 102 | Noon–1:15 p.m.**

The Family Education Rights and Privacy Act of 1974 (FERPA) is a federal law that protects the privacy of students with respect to information maintained in their education records. Every Dickinson College employee who has access to such information has an obligation to maintain this confidentiality and to protect student privacy. What is an “education record?” What is “confidential information?” What information can you share? Under what circumstances can you share information and with whom? Come learn about FERPA and how to meet your responsibilities under this statute.



## Inside Dickinson: Career Center

*Hosted by Phil Jones, Career Center Dean*

**Tuesday, January 15**

**Biddle House, Career Center Office  
Noon–1 p.m.**

Think the Career Center is all about jobs, internships & resumes? Did you know the Career Center offers services to staff members and their families? Learn what the Career Center really does and how we can assist you! Come to the Inside Dickinson: Visit to the Career Center, on January 15 to find out.

## Social Media in the Workplace and Related Issues for Higher Education

*Presented by Eric Athey & Adam Santucci*

*McNees Wallace & Nurick, LLC*

**Wednesday, January 16**

**Althouse 106 | 9:30–11 a.m.**

In this supervisory workshop session, we will be addressing legal issues that arise from the use of social media by both employees and students. Topics include recent developments in labor law, employee privacy and harassment concerns. All supervisors are strongly encouraged to attend.

## Preventing Workplace Harassment

*Presented by Dana Scaduto & Steve Riccio*

**Thursday, January 17 | Althouse 106**

**Non-Supervisory session: 11 a.m.–noon**

**Supervisory session: 1:30–3 p.m.**

Beyond sexual harassment, there are other issues associated with workplace harassment based on race, color, disability, age, national origin, religion, gender, sexual orientation or any other legally protected traits. This workshop will help participants to identify potentially problematic behaviors, and it will include practical ways to address and prevent forms of harassment as well.

## Roundtable Discussion: Persuading with Data

*Presented by Walt Chromiak*

**Wednesday, January 23**

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

Persuading with Data will introduce you to new ways to display data that help you make your case more clearly and convincingly. This workshop is meant for anyone who uses data in their day-to-day work and especially for someone who must make clear to others what the data say. Please visit the following website to view an example of what is possible:

[www.gapminder.org/videos/200-years-that-changed-the-world-bbc](http://www.gapminder.org/videos/200-years-that-changed-the-world-bbc)

## 7 Habits of Highly Effective People™ Spring Program

*Presented by Steve Riccio*

**Wednesdays, January 30–February 27**

**Stern Center, room 102 | 8:30–10 a.m.**



The 7 Habits of Highly Effective People is designed to provide the foundation to strengthen the human side of performance both personally and professionally. This program equips employees with the tools and skills to work at the highest levels of effectiveness, both with and through others. Individuals participating in this program will gain hands on experience, apply timeless principles that yield positive results, witness improved communication, build and strengthen relationships, increase influence, and gain better focus on critical priorities.

# Professional Development & 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.

## Healthy Reminder: Health Risk Assessment

HealthAmerica provides the campus community with access to a free online health risk assessment tool. A health risk assessment is a web or paper-based questionnaire that asks questions about your family medical history, your own medical conditions and your lifestyle habits. The HRA provides immediate results and offers suggestions and information for your personal healthcare needs, generating a personalized, comprehensive, confidential report that summarizes your current health status. All information in the assessment and your personal health report is confidential. Human Resource Services does not receive your HRA report or your personal health information. [HHIP: Preventative Health]

- Health America members may access the HRA by through My Online Services via the Health America website at <https://member.cvty.com> anytime from any computer. To access log-in instructions for the 2012-2013 online HRA please visit: [www.dickinson.edu/uploadedFiles/about/offices/professional\\_development\\_and\\_wellness/content/PDWhealthassessflierFinal.pdf](http://www.dickinson.edu/uploadedFiles/about/offices/professional_development_and_wellness/content/PDWhealthassessflierFinal.pdf).
- The Dickinson non-member guest access portal is also available at this time. Dickinson employees who are not covered under HealthAmerica insurance plan should follow the steps below to complete the online HRA:
  1. Access the Dickinson portal, using the Access code: **HANMDICKINSONAUTHCD** if it does not appear automatically when accessing the website address shown below: <https://coventry.healthmedia.com/mhmsite/register?accesscode=HANMDICKINSONAUTHCD>
  2. Select your preferred language.
  3. Create an account if you are a new user (or if you are a returning user click the go home log-in link to complete the log-in process).
  4. Click on the Submit button.
  5. Complete the registration process and proceed to complete your Succeed HRA.

## Live Well Biometric Screening

*Administered by Carlisle Regional Medical Center*  
**Thursday, December 6**

**HUB Side rooms 201-203 | 7:30–9:30 a.m.**

The Live Well Health Screen is an easy, cost-effective way to find out if you may have current or potential health problems, allowing you to take action with your physician to improve your future health. These health screenings include blood tests that may detect heart disease, diabetes, anemia, gout, leukemia, liver and kidney diseases. Your results will be mailed to you within three weeks of the screening. The Live Well Screening includes Glucose, BUN, Creatinine, Sodium, Potassium, Chloride, Calcium, Phosphorus, ALT, AST, Alkaline Phosphatase, Total Bilirubin, Total Protein, Albumin, Uric Acid, Cholesterol, Triglyceride, LDL, HDL, Iron and a CBC (Complete Blood Count). Fasting for 10 hours prior to appointment is required for the most accurate screening results. (Medication with water is permitted.) Other optional screening tests available at \$5 per screening option include:

- Thyroid (TSH) screening
- B12 screening
- Ferritin
- Hemoglobin A1C screening (HbA1C for diabetes)
- PSA screening (for Prostate Cancer- males only)

Fees for any optional tests chosen may be paid with cash or check payable to Dickinson College at the screening.

[HHIP: Preventative Health]

## Seasonal Affective Disorder

*Presented by Rebekah Feeser PhD,  
Franco Psychological Associates*

**Friday, December 7**

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

Wanting to hibernate during the shorter days of Winter? Feeling out of step with the hubbub of the approaching holiday season? While these symptoms may reflect your internal (and understandable) “push back” to the dizzying number of tasks and activities associated with the end of the year, they may also be signs of Seasonal Affective Disorder (SAD) or Winter Depression. Join us for this interactive workshop that will help you make sense out of your particular symptoms and offer tools for re-establishing a healthier rhythm in your life.

[HHIP: Emotional Wellness]

## Therapeutic Wellness Massages\*

*Provided by Camille Baughman,  
Camille Baughman & Associates*

**Thursday, December 13**

**Memorial Hall, Old West | 9 a.m.–4:30 p.m.**

As the end of the semester draws near, reward yourself by taking a few moments out of your day to participate in a relaxing table or chair massage. Besides the obvious benefits of relieving stress, massages also help to relax muscles, improve circulation, and offer better flexibility. It is an opportunity to take a healthy break from work! Sessions are 25 minutes in length with a \$10 co-pay due following registration. Participation is limited to one session per employee. Privacy screens will be in place. Pre-registration and an appointment are required. Space is limited! [HHIP: Emotional Wellness]

\*Please note: Registration is limited to employees of the college only.



## WeightWatchers – 17-week program

**Wednesdays beginning January 16–May 8**

**HUB side rooms 205-206 | Noon–1 p.m.**

PointsPlus incorporates the best and the latest in nutritional science and research. The program 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 primary difference between PointsPlus and the previous Points program is that point values calculated are based on the 4 major nutrients – protein, fat, carbohydrates and fiber and how they are each converted to energy in the body. In other words – all calories are not created equal! Weight loss occurs by choosing foods and portion sizes and sticking to your Target. Activity is encouraged and the pillars of behavior modification and group support are incorporated into the PointsPlus program. The PointsPlus plan encourages healthier eating by nudging members to focus on Power foods and the Healthy Guidelines. Registration & fees paid directly to Weight Watchers online.

# Professional Development & 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.

## 2013 SPRING SEMESTER PHYSICAL WELLNESS PROGRAMS BEGINNING IN JANUARY:

### ZUMBA!

*Instructor: Danielle Vigilante Webb*  
Mondays beginning January 14–March 4  
HUB Dance Studio | 5–6 p.m.

### Pilates

*Jenni Moore, Certified Pilates Instructor*  
Mondays beginning January 14–May 6 and  
Wednesdays beginning January 16–May 8  
Central PA Youth Ballet: Studio #4  
4:30–5:30 p.m.

### Tai Chi

*Instructor: Juli McGreevy*  
Mondays beginning January 14–March 4  
HUB Dance Studio | Noon–1 p.m.

### Sports Yoga

*Instructor: Jim Mader, Carlisle Family YMCA*  
Tuesdays beginning January 15–May 7  
Central PA Youth Ballet: Studio #4  
4:3–5:30 p.m.

### Vinyasa Flow Yoga

*Instructor: Claire Bowen*  
Wednesdays beginning January 16–May 8  
HUB Dance Studio | Noon–1 p.m.

### QiYoga

*Instructor: Bonnie Berk, RN, MS, E-RYT*  
Thursdays beginning January 17–May 9  
Central PA Youth Ballet: Studio #4  
4:30–5:30 p.m.

### Dynamic Fusion

*Jenni Moore, Certified Pilates Instructor*  
Fridays beginning January 18–May 10  
HUB Dance Studio | Noon–1 p.m.

### Indoor Cycling – No registration required!

*Instructor: Barry Tesman*  
Mondays and Thursdays beginning  
January 28–March 7  
Kline Center Dance Studio | 5–6 p.m.

For more information, or to register for any of the on-campus events, log into the new Events Registration System at <https://gateway.dickinson.edu> (select the CLIQ icon on the Gateway toolbar, and then click on the My Events option on the menu bar within CLIQ), call ext. 1026 or send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu).

## SPECIAL PROGRAMS:

### Transformation Boot Camp Monthly Pass Program

*Instructor: Kirk Ream*  
369 E. North Street, Suite 3, Carlisle  
Transformation Boot Camp is a fun-filled, fast-paced class that will not only help you feel and look better but will improve the way you move. Using a variety of exercise equipment including stability balls, medicine balls, resistance tubing and bands, participants will be engaged in activities that are designed to improve the strength, balance, coordination and performance of individuals at any exercise level. Come and enjoy the fitness difference of Transformation Boot Camp! Register directly with Transformation Training & Fitness by calling 717-609-0799 or send an e-mail to [mailbox@transformation-training.net](mailto:mailbox@transformation-training.net).

### Special Dickinson Monthly Pass Fees:

\$30 for 4 x's per month  
\$45 for 8 x's per month  
\$57 for 12 x's per month  
\$75 for 16 x's per month  
\$99 for unlimited access each month

### Monthly Pass Fee Reimbursement & Eligibility

\$30 per month or up to \$360 annually based on the college's 75% attendance policy for wellness programs. For questions or more information on this exciting new monthly pass program, please send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu).

## Gym Membership Reimbursement Reminder

Effective July 1, 2012, we increased the gym membership reimbursement amount to 50% of the monthly gym membership fee (at the gym of your choice) or a maximum of \$30 per month to encourage a healthier lifestyle for all employees of the college. 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. Quarters are based on the time periods of January-March, April-June, July-September and October-December. For more details contact Steve Riccio, Human Resource Services. *Note: Personal training sessions are not included in the gym membership discount program.*



**Carlisle Family YMCA**  
311 South West Street  
Carlisle, PA 17013  
717-243-2525

Dickinson employees are welcome at the YMCA which offers exciting onsite programming that includes a variety of fitness classes, workshops and nutritional coaching.

Special pricing is offered for both individuals and families. For more information please visit [www.CarlisleFamilyYMCA.org](http://www.CarlisleFamilyYMCA.org) or call 717-243-2525. Remember to identify yourself as a Dickinson College employee to receive the best discounted pricing available.



## Gold's Gym Membership

Dickinson employees enjoy the following benefits at Gold's Carlisle and Chambersburg locations:

- 50% off enrollment fee - only \$49 down
- \$24.99 per month membership fee
- No contract, all rates are monthly
- 25% monthly fee reimbursement per Dickinson's policy
- Group Exercise classes for Cycling, Pilates, Yoga, Zumba and more
- Add daycare or unlimited tanning for only \$10 per month extra

# 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)

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