

Vitality

A Human Resource Services Publication
Dickinson College



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Benefits & Wellness Fair 2013: Save the Date!

Tuesday, April 16

HUB Social Hall | 10:30 a.m.–3:30 p.m.

Dickinson's annual Benefits and Wellness Fair is coming soon! We are excited to bring you a wide variety of vendors to provide you and your family with an opportunity to learn more about the benefits provided to you as well as the health and wellness options that are available at Dickinson and within the local community. Please bring your Employee ID to be eligible for prize drawings. Over 30 vendors and departments will be participating.



Marathon in a Month Winners



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 March 15 for the month of February) to be eligible for the monthly \$25 Visa gift card drawings. For more details or to request a form to record your marathon miles, please send an e-mail to devwell@dickinson.edu or call ext. 1026.

Congratulations to the following monthly winners:

November: Kim Morgan

December: Diane Morris

January: Adrienne Su

Spring Into Fitness Challenge Begins March 18!

The Spring Into Fitness Challenge registration closed on Friday, March 1. We are very proud to say that a large number of employees have registered to participate in this peer-institution challenge between Dickinson, Elizabethtown, F&M, Gettysburg, Mount St. Mary's and York College. The competition officially kicks off on Monday, March 18 and continues through Sunday, April 28. The peer-institution winners will be determined by two criteria—the greatest percentage of participation for staff and also the highest average number of minutes per participant. Employees are asked to submit their exercise minutes online at the end of each week during the challenge. The online submission website address will be provided to all employees registered for the challenge.

Phased Retirement Program

The Phased Retirement Program is available on an ongoing basis for consideration by faculty and staff 55 years of age and older with at least 10 years of service. This retirement option allows participants to begin reducing work schedules either at the beginning of a fiscal year (July 1) or at the beginning of a calendar year. Reductions of work schedules to 80% or in the case of faculty reductions to 80% or 60% must be approved by the appropriate department head and senior officer.

The phased retirement period may be established for one, two, or three years during which time medical insurance is paid in full by the college. Life insurance based on the individual's salary prior to the phased retirement period is also paid in full while other benefits continue based on percent of salary and time worked.

Following the phased retirement period, the individual is fully retired from the college. Appropriate agreement forms should be submitted by April 1 in order to begin phased retirement in July, and submitted by October 1 in order to begin the program on January 1, 2014. Please contact Human Resource Services for further information at ext. 1503 or via e-mail at hrrservices@dickinson.edu.

Personal Retirement Counseling Sessions

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



TIAA-CREF Individual Counseling Sessions

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

Tuesday, April 23, HR Annex conference room (61 N. West Street)

Tuesday, May 14, HR Annex conference room (61 N. West Street)

To schedule a personal meeting with TIAA-CREF, please visit www.tiaa-cref.org/moc or call 1-800-842-2010. Appointments may be scheduled with TIAA-CREF between 9 a.m.–5 p.m. on the dates listed above.



Fidelity Individual Counseling Sessions

A Fidelity representative will be available during the spring semester on:

Thursday, March 14, HR Annex conference room (61 N. West Street)

Thursday, April 11, Mary Dickinson Room (HUB)

To schedule a personal meeting with Fidelity, please visit 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.

MetLife

College Funding: From Diapers to Diplomas

Presented by MetLife

Thursday, March 29

McCauley Room, Old West | 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]



College Community Events



*Pride Month Keynote
Speaker: S. Bear Bergman*

Is It Okay To Ask My Question?: Faculty and Staff Luncheon

Lecture and Training

by S. Bear Bergman

Wednesday, April 3

Memorial Hall | Noon–1:30 p.m.

Lunch Provided, Register in CLIQ

People who are out of the mainstream in some way—in terms of ethnicity, sexuality, body, identity, and so on—are often put into the position of being cast as Native Informants. Talk and learn

about the delicate balancing act between wanting to be more educated and putting someone on the spot; about locating the boundaries between learning facts and interrogating truths, between curiosity and intrusion. We'll explore the role of power and privilege in these communications, and try to create greater understanding of how we move in and out of those places so we know when (and where, and how) it is okay to get our questions answered (and what to say when we don't have the energy to answer anymore today).

Please arrive on time for this session.

Life, Liberty, and The Pursuit of Gender

Community Lecture by S. Bear Bergman

Wednesday, April 3

Stern Great Room | 7 p.m.



Photo from www.glaad.org

Just exactly what is a transsexual, anyway, and how do they get that way? How is transsexual different from transgender, exactly? And what is *genderqueer*, and why do the words keep

changing, and none of these newspaper articles make sense, and can't you kids today just make up your damn minds!? An informational and personal lecture about hormones, surgeries, 'social gender', gatekeepers, identification (and its discontents), and all the nuts, bolts, mechanics, fears, hopes, and dreams before and beneath a gender change.

Rated M for mythbusting.

Lavender RECEPTION

FRIDAY, APRIL 19, 2013

6 P.M. | STERN GREAT ROOM

The Lavender Reception is an inspiring and affirming ceremony that celebrates the achievements of graduating students and alumni in the lesbian, gay, bisexual, transgender, queer, questioning, intersex, and ally (LGBTQQIA) community from Dickinson College. The Lavender Reception is our chance to celebrate the achievements of the past year. Everyone is invited to join as we honor graduates from the gay, lesbian, bisexual, transgender, queer, questioning, and ally community. Our event is followed by a reception. This year's event will occur on April 19 at 6 p.m.

Dickinson 
LGBTQ SERVICES

QPR Suicide Prevention for Everyone

Presented by Alecia Sundsmo,
Executive Director of the Wellness Center
Althouse 207

QPR is a nationally recognized program to help everyone recognize the signs of suicide and how to question, persuade, and refer someone to get help. Participants will receive a booklet that summarizes the information provided in the lecture as a reference guide. This program is open to both employees and students at Dickinson.

Sessions will be held on the following dates:

- **Friday, March 1**, noon–1 p.m.
- **Tuesday, April 9**, 4:30–5:30 p.m.

To register and to ensure that everyone receives a booklet, please RSVP to caps@dickinson.edu.

[HHIP: Emotional Wellness, p.19-20]

Employee Assistance Program (EAP)

Daily living requires dealing with personal problems. Usually people can solve things on their own, but sometimes they persist despite a person's best effort to resolve them. What may start as a minor issue can become progressively difficult to handle. The first step in overcoming a problem is to recognize that it exists. The second step is to get help quickly when you cannot resolve it alone. Sometimes issues can be resolved by simply talking them over with a trusted friend, relative, or religious adviser. In many cases, however, professional consultation is not only desirable but necessary.

Having access to an Employee Assistance Program permits employees to receive assistance to help clarify or search for alternatives to resolve a problem and to develop a constructive plan of action.

Personal situations that may benefit from EAP services include:

- depression
- relocation
- alcoholism or drug abuse
- aging
- health issues
- eating disorders
- death of a loved one
- marital, family and children's issues.

Any personal problem that is troublesome to our employees is important enough to use the Employee Assistance Program.

The EAP is available to full-time and part-time employees and their family offering confidential individual assistance to help resolve problems and make life happier, more productive, and more satisfying. It is voluntary, and offers up to three free visits per year.

For more information about the Employee Assistance Program, please visit the Human Resource Services Web site at www.dickinson.edu/about/offices/human-resource-services/content/Dickinson-s-Employee-Assistance-Program/.



National Nutrition Month



March is national nutrition month and this year the Academy of Nutrition and Dietetics (formerly known as the American Dietetic Association) is kicking off their new campaign for building an eating plan with your unique lifestyle and nutritional needs in mind. “Eat right, your way, every day” shows that “there’s no one-size-fits-all way to eat that’s right for everyone” says registered dietitian and Academy

spokesperson Jim White. This new campaign can be very encouraging to people to adopt healthy food choices that align with their religious, environmental and/or lifestyle choices. The academy encourages building an eating plan that meets nutrient needs and stays within calorie limits to promote a healthy weight and decrease disease risk factors. Here are some tips offered by the Academy to eat right for your lifestyle.

Career. Busy work days and business travel can lead to on-the-fly meals. If you are dining at your desk keep single serve packages of crackers, fruit, peanut or almond butter, low-sodium soup or canned tuna at your desk. If you are always on the go, tuck portable, non-perishable foods with you. Try granola bars, peanut butter and crackers, fresh fruit, trail mix or single-serve package of whole grain crackers.

Vegetarian. A vegetarian lifestyle can include just as many delicious varieties of foods as one with meat. Enjoy vegetarian chili, hummus filled pita sandwich or veggie burgers. For more vegetarian resources check out the Vegetarian resource group at www.vrg.org

Athletes. Whether you are a competitive athlete or just enjoy working out, what you eat can affect your performance. Your body needs fuel to function, eating a light breakfast or snack before a workout can be very beneficial. Try low-fat Greek yogurt, graham crackers with peanut butter, or a banana and cereal with low fat milk.

So jump into National Nutrition month by eating right, your way, every day and set yourself up for success and set up a nutrition mini-session, via online registration in CLIQ, with Dickinson’s dietitian, Chris Rudy RD LDN. For other nutrition tips check out the Academy of nutrition and dietetics Web site at www.eatright.org



The **5210** campaign is part of a national health promotion campaign to increase healthy eating and active living. **5210 PA Every Day** highlights these daily messages: eat **5** or more fruits and vegetables; have no more than **2** hours of screen time; get **1** or more hours of physical activity; and consume **0** sugar-sweetened beverages. For more information on this important Wellness Initiative, please contact the Carlisle Area Health and Wellness Foundation at 717-960-9009 or visit www.5210pa.org.



New Hires

FEBRUARY

Gregory Wilder, *MUSIC*



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, or call ext. 1503.

Change Anything NEW OFFERING!

Presented by Steve Riccio

FOUR-SESSION SERIES:

March 6, 13, 20, 27 or

June 4, 6, 11, 13

Stern Center, room 102 | 8:30–10 a.m.

Change Anything is a breakthrough application of powerful social science skills to equip everyone with the ability to succeed at self-directed change. Change Anything skills help employees and leaders take charge of their own change in ways that lead to greater engagement, performance, health and personal happiness.

CPR/First Aid/AED Certification and Recertification*

Instructor: Officer Marcy Wolf

Monday, March 11

DPS Conference Room,

Kaufman Bldg.

SESSION OPTIONS:

8 a.m.–noon or 1–5 p.m.

Training and certification in CPR prepares participants to respond to breathing and cardiac emergencies in adults, children age 12 or younger, and infants. Being certified will provide you with valuable skills that will prepare you for a potentially life-threatening situation. This course provides training and an overview of the CPR/First Aid/AED skills and information, followed by a skills demonstration test and a written exam. *Free to employees!*

Book Review: Well Being



Presented by Steve Riccio

Thursday, March 14

HUB Social Hall West

Noon–1 p.m.

Contrary to what many people believe, wellbeing isn't just about being happy. Nor is it only about being wealthy or successful. And it's certainly not limited to physical health and wellness. In fact, focusing on any of these elements in isolation may drive us to frustration and even a sense of failure. When striving to improve our lives, we are quick to buy into programs that promise to help us make money, lose weight, or strengthen our relationships. While it might be easier to treat these critical areas in our lives as if they operate independently, they don't. Gallup's comprehensive study of people in more than 150 countries revealed five universal, interconnected elements that shape our lives:

*Career Wellbeing, Social Wellbeing,
Financial Wellbeing, Physical Wellbeing,
and Community Wellbeing*

Participants will receive a copy of Wellbeing which includes an online Wellbeing finder to track and improve your own behaviors. Please register by March 1.

Supervisory Round Table: Getting Things Done!

Presented by Bill Shoemaker, Director
of Environmental Health & Safety

Stern Center, room 102

Thursday, March 21 | 8–9:15 a.m.

Does keeping up with your inbox seem like all you can accomplish these days? Perhaps you aren't even able to do that! How do you “get things done” when so much of your time is spent trying to remember and prioritize the myriad tasks that have become your daily existence? Join this session to learn how David Allen's book *Getting Things Done* and the computer/smart phone application Evernote have changed the way we can stay on task and strike a balance between work and life. All participants will be provided a shortcut version of David Allen's book (50 pages) to read before the session and are encouraged to download Evernote to their computer and mobile devices before attending.

Inside Dickinson: Marketing & Communications

Presented by the staff of Marketing &
Communications

Thursday, April 4

HUB side rooms 201-202

Noon–1 p.m.

The Office of Marketing & Communications works with the Dickinson community to share the story of the college and our graduates. Learn how we can help you to engage prospective students, parents and alumni. *Lunch is provided.*



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FREE Blood Pressure Screenings!

Offered by Bonnie Berk
Mary Dickinson Room, HUB
Noon–1 p.m.

No registration required—just walk-in!

Monday dates scheduled for 2013: March 18, April 15, May 20, June 17



Water Aerobics

Instructor: Miriam McMechen
Mondays, March 18 through May 6
Kline Center Swimming Pool
5–6 p.m.

Water Aerobics is a great way to burn calories, tone muscle, and meet other people! Enjoy a low-impact workout to music in a stress-free environment. Great for all levels of fitness! Fee: \$40

Qigong

Instructor: Juli McGreevy
Mondays, March 18 through May 6
HUB Dance Studio | Noon–1 p.m.

Qigong, a 3,000-year-old discipline from China, is still recognized as one of the most powerful methods of self-healing known today. Simple to learn and elegant to practice, Qigong is a system of gentle movements, postures, and breathing that promotes flexibility and increases strength without stressing the joints. Qigong is appropriate for all ages and all levels of fitness. Fee: \$40

Vinyasa Flow Yoga

Presented by Claire Bowen
Wednesdays from
March 20 through May 8
HUB Dance Studio | Noon–1 p.m.

Vinyasa Flow yoga fuses breath and movement to cultivate grace, flexibility, and balance of body and mind. From breath work and meditation, the practice moves through smart, inventive sequences designed to focus the mind and energize the body. This class will challenge you where you are, with modifications and options for all levels. The only prerequisites for this mindfulness practice are an open mind and a sense of humor.

Additional Physical Wellness programs resuming the week of March 18–22 include:

- **Pilates, Mondays & Wednesdays**
CPYB Studio #4 | 4:30–5:30 p.m.
- **Sports Yoga, Tuesdays**
CPYB Studio #4 | 4:30–5:30 p.m.
- **QiYoga, Thursdays**
CPYB Studio #4 | 4:30–5:30 p.m.
- **Dynamic Fusion, Fridays**
HUB Dance Studio | 12:15–1 p.m.

Eldercare: Helpful Tips for Caring for Loved Ones

Presented by Heidi B. Roeder, Franco Psychological Associates
Friday, April 19
HUB side rooms 201-202
Noon–1 p.m.



Today, many people between the ages of 35 to 60 find themselves caring for parents, yet at the same time aren't finished raising their own children. This "Sandwich Generation" faces loads of challenges. High levels of stress and "burn-out" can overwhelm us unless we find useful ways to care for ourselves. This "lunch and learn" workshop will help you learn new strategies, find support and gather resources for those caught in the middle of caretaking the young and the old.

Heidi B. Roeder, M.S. is a Licensed Professional Counselor and Licensed Marriage and Family Therapist of Franco Psychological Associates, your EAP Provider. [HHIP: Emotional Wellness, p. 19]



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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.

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

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 e-mail to devwell@dickinson.edu.

Gym Membership Discount/Reimbursement Policy

All full-time and part-time employees are eligible to receive up to **50% reimbursement of their monthly gym membership fees or a maximum of \$30 per month** based on the gym selection of their choice to encourage a healthier lifestyle. 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.*

Dickinson