



Vitality

Dickinson 

HUMAN RESOURCE SERVICES

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COVID-19: Practice Mindfulness This Holiday Season

The COVID-19 pandemic and social distancing means we may be unable to share holiday celebrations with loved ones and friends in the usual way. This can add to the stress of the season and dampen our good cheer. Using the basic principles of mindfulness—which is about staying grounded, aware and focused on the moment, no matter what the situation—can keep you from feeling overwhelmed, helping you reconnect with the joys that can be found. Sitting and meditating or focusing on slow, deep breathing are just two notable ways to help you achieve mindfulness. Try these other simple ways to be mindful.

Tune in to what matters. Mindfulness can help you gain more insight about how you want to live your life even in tough times. Focus on what part of the holiday season gives you meaning or lifts you up. It could be the simple act of giving and receiving greetings, for example.

Focus on doing one thing at a time to feel more balanced. Bring your full attention to whatever you are doing, whether stringing lights or sitting in a year-end virtual meeting.

Take a few minutes to walk outside. A walk in the fresh air, feeling your feet firmly strike the ground can bring you back to the calmness of the moment, silencing anxious thoughts.

Regard worrisome or negative thoughts as passing clouds. Don't judge them. Let them arise and float by like drifting clouds.

Tap into the small moments of joy. It may not come from hosting the perfect holiday spread, for example. Just seeing the winter moon shining through the trees or your dog romping through the first snowfall can bring heartfelt delight.

Learn to say, "Hmmm, that's interesting." With more time spent indoors with family, tensions and differences can surface. Instead of reacting and letting anxiety or anger take over, learn to just observe what you're feeling, and greet your emotions with kindness. This will help you reconnect more with yourself, and by so doing, may help you experience more effective connectedness with others.

Want more guidance about mindfulness?

There are many meditation apps, audiobooks, and programs available. Start by checking the resources on mindful.org/audio-resources-for-mindfulness-meditation/



If you find that you can't shake stress or anxiety, talk to your health practitioner for help or seek help from a Licensed Professional Counselor.



866.695.8622



Email: answers@HealthAdvocate.com

Web: HealthAdvocate.com/members

HealthAdvocate™

We're not an insurance company. Health Advocate is not a direct healthcare provider, and is not affiliated with any insurance company or third party provider. ©2020 Health Advocate HA-M-2002003-74FLY

All full time employees have access to Health Advocate¹, a free service for health advocacy and assistance available to the employee, spouse, dependents, parents and parents-in-law. Click on the link or call 866-695-8622

Employee Highlights



¹<https://healthadvocate.com>

New Hires



November

Kevin Shannon, *Financial Operations*

Announcements



Questions related to the Fall 2020 semester are updated frequently on the COVID-19 Dashboard².

- COVID FAQs for Faculty and Staff³
-

Annual Community Reads Discussion: *Sigh, Gone*



Monday, January 25 | 5 - 6:30 p.m.

Students, faculty, and staff are invited to participate in a discussion of the Spring 2021 Community Reading selection, *Sigh, Gone: A Misfit's Memoir of Great Books, Punk Rock, and the Fight to Fit In* by Phuc Tran. This event will take place online on Monday, January 25, 2021 from 5:00 until 6:30 p.m. Please register.⁴

A copy of *Sigh, Gone* will be provided, while supplies last, to those who register for this event. The books will be delivered in early December so that participants can read the book over the winter break. Questions? Contact Donna Bickford⁵ or Jessica Howard⁶. This event is sponsored by the Dickinson College Division of Academic Affairs, Human Resource Services, Division of Student Life, Office of Institutional Effectiveness, and the Waidner-Spahr Library.

²https://www.dickinson.edu/homepage/1380/covid-19_dashboard

³https://www.dickinson.edu/homepage/1383/covid-19_faqs_-_faculty_and_staff

⁴<https://libguides.dickinson.edu/commonreading>

⁵<mailto:bickford@dickinson.edu>

⁶<mailto:HOWARDJ@dickinson.edu>

Compliance Announcements & Reminders

Emeriti 2019 Summary Annual Report

The 2019 Summary Annual Report for the Emeriti Retiree Health Plan has been completed. This report reflects the financial condition and the transactions of the plan for January 1, 2019 through December 31, 2019. You may print and or view a PDF version of this report at:

https://www.dickinson.edu/info/20083/human_resource_services/497/summary_plan_descriptions/2

or you may request a copy by contacting HR Services. Printed copies will also be posted on the Facilities Management and Dining Services bulletin boards.

Tax Deferred Annuity & Defined Contribution Retirement Plans 2019 Summary Annual Reports

The 2019 Summary Annual Report for the Dickinson College Tax Deferred Annuity and Defined Contribution plans has been completed. These reports reflect the financial condition and the transactions of the plan for January 1, 2019 through December 31, 2019. You may print and or view a PDF version of this report at:

https://www.dickinson.edu/info/20083/human_resource_services/497/summary_plan_descriptions/2

or you may request a copy by contacting HR Services. Printed copies will also be posted on the Facilities Management and Dining Services bulletin boards.

Get the Most Out of Your Benefits



Aetna Individual Consultations (Phone Appointment)⁷

Thursday, December 10 | 8:30 a.m. - 12:30 p.m.

Managing your money and making choices for your healthcare are challenges many of us face regularly. Our representative, Erica Sackler, is available on Thursday, December 10, for phone appointments. Take advantage of making an appointment to speak with her to get your questions answered about claims or learning to read your EOB (Explanation of Benefits).

Enroll and sign-up for a phone appointment by searching on course name "Aetna" in Totara⁸. A phone number will be provided once you sign-up for an appointment time. If you have documents pertaining to your questions such as explanation of benefits, bills etc., please be sure to scan these files so you can share through Webex and view together with the Aetna representative.

Resource for Coping with COVID-19

⁷<https://totara.dickinson.edu/course/view.php?id=60>

⁸<https://totara.dickinson.edu/course/view.php?id=60>

COVID-19 response is bringing a lot of changes to our lives, including stress and anxiety. Aetna put together these resources to help you cope during this challenging time: Aetna Resources for Living & Coping with COVID-19⁹



Questions about retirement? Your financial consultant has answers.

Advice and education tailored to your needs:

Making decisions about your money can feel complicated. TIAA's experienced financial consultants are here to help you plan for your future. One-on-one personal advice and education* about your retirement plan assets is available at no additional cost. During our discussion, we'll cover questions like:

1. Am I saving enough?
2. Am I invested appropriately?
3. Am I on track to meet my retirement goals?

To connect with a TIAA financial consultant, sign up online¹⁰ or call 800-732-8353 (remember to ask for the Dickinson College schedule), weekdays, 8 a.m. to 8 p.m. (ET).

Below are dates open to Dickinson College employees:

- *Thursday, January 7*
 - *Tuesday, February 9*
 - *Wednesday, March 10*
-

⁹https://www.dickinson.edu/download/downloads/id/11927/aetna_resources_for_living_coping_with_covid-19.pdf

¹⁰<https://shared.tiaa.org/public/publictools/events/selectWorkPlace>

All appointments must be scheduled through TIAA.

December TIAA Educational Webinars

Would you like to learn more about saving or retirement planning for the future? TIAA offers free on-demand, online webinars on a variety of topics. All employees are welcome to attend and can register at [TIAA.org/webinars](https://www.tiaa.org/webinars)¹¹s. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

Tuesday, December 8

- **3 p.m. | *Inside Money: Managing Income and Debt*** -- Discover how to help make your money work harder by using your cash flow more effectively, developing good saving habits and better managing debt.

Wednesday, December 9

- **Noon | *Lifetime Income: Marketproof Your Retirement*** -- You've worked hard to save for retirement. TIAA can help you understand how to create a plan that protects you against key retirement risks as well as help build a diversified retirement income plan.
- **3 p.m. | *Strategies for Staying on Track*** -- No matter how much or how little money you can save for retirement, it's important that you start now and stay invested for your future. You can learn how taking smart financial steps today may help lead you to a solid financial future after you've stopped working.

Thursday, December 10

- **Noon | *Postcards from the Future: A Woman's Guide to Financially Ever After*** -- Fewer years in the workforce. Longer life spans. Women saving for retirement face unique challenges. You can learn what it takes to overcome these challenges and help make your retirement dreams come true on schedule.



Fidelity Consultations

Fidelity's investment representatives offer individual counseling for financial planning and retirement. If you have questions or concerns regarding your Fidelity account, please contact

¹¹<https://www.tiaa.org/webinars>

Daniel McCarthy, Retirement Planner / Personal and Workplace Investing, at daniel.mccarthy@fmr.com¹² or call (603) 213-3523.

Visit [Fidelity.com](https://www.fidelity.com)¹³ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.



Retirewise¹⁴

Thursdays - January 14, 21, 28 & February 4 | 6-7 p.m.

RetireWise is a 4-part workshop series that offers a helpful, go-to resource guide with optional 1:1 consultation. Register now for this 4-part virtual series:

- Session 1: Building the Foundation
- Session 2: Creating & Managing Wealth
- Session 3: Establishing Your Retirement Income Stream
- Session 4: Making the Most of What You Have

Enroll and sign up now in Totara¹⁵.

Zoom Meeting¹⁶ Meeting ID: 950 6220 1950 Passcode: clark

¹²<mailto:daniel.mccarthy@fmr.com>

¹³<https://www.fidelity.com/>

¹⁴<https://totara.dickinson.edu/course/view.php?id=368>

¹⁵<https://totara.dickinson.edu/course/view.php?id=368>

¹⁶<https://financialguide.zoom.us/j/95062201950?pwd=Y3FTMkdFNzdgUGthOVlBK3VvSW1HQQT09>

Staying Connected



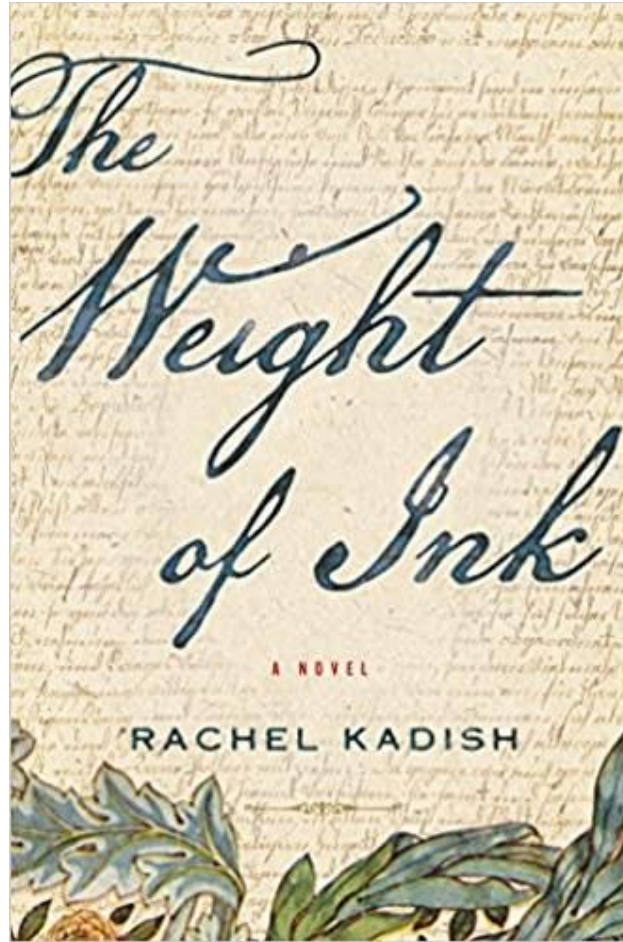
DIG-IT | Dickinson Interest Groups & Intrinsic Teams

Do you long for some connections to share your favorite hobby, interest or talent? In this time of virtual connectivity, we are wondering if there is interest in joining DIG-IT virtually via TEAMS. We have a framework set-up under the DIG-IT TEAM with the following Wiki categories:

- Books & Gatherings | Book Discussions Online or Live - ***New Session Available! See details below.***
- Creative Fibers | Textiles, Crafts & Sewing
- Foodies & Fine Spirits | Enjoying the good life!
- Green Thumb Gardening | How does your garden grow?
- MIG Explorations | Multi-Interest Group explorations of diverse interests
- Pottery Blends | Shaping, Shifting & Molding Minds
- Snaps & Shutters | Photography
- Storytelling & Poetry | Sharing Poetry, Prose and Stories!
- The Great Outdoors | Hiking & Camping
- The Unbroken | Find-it, Fix-it & Forge ahead!

If you would like to join DIG-IT to connect with others in the campus community who may share a common interest, hobby, talent or craft – let us know by joining DIG-IT¹⁷ in TEAMS!

Book Discussion¹⁸: The Weight of Ink by Rachel Kadish



Monday, February 15 | noon-1 p.m. | TEAMS meeting online

JOIN THE TEAM¹⁹ to receive a link to the discussion.

The Weight of Ink²⁰ by Rachel Kadish, a historical/fiction novel

¹⁷<https://teams.microsoft.com/l/team/19%3aee71041c38a14963ae9683c1f7317bb0%40thread.skype/conversations?groupId=aa7372fa-7d7d-4e24-9a67-a18332a5fa4e&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

¹⁸<https://teams.microsoft.com/l/team/19%3a27de690cac14c2ea4d3a8154e4a6c57%40thread.tacv2/conversations?groupId=27caa8da-4819-4213-b8cb-f8261fdb24c4&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

¹⁹<https://teams.microsoft.com/l/team/19%3a27de690cac14c2ea4d3a8154e4a6c57%40thread.tacv2/conversations?groupId=27caa8da-4819-4213-b8cb-f8261fdb24c4&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

²⁰https://www.amazon.com/dp/B07CWFG6Z7/ref=dp-kindle-redirect?_encoding=UTF8&btkr=1

About this book: Set in London of the 1660s and of the early twenty-first century, *The Weight of Ink* is the interwoven tale of two women of remarkable intellect: Ester Velasquez, an emigrant from Amsterdam who is permitted to scribe for a blind rabbi, just before the plague hits the city; and Helen Watt, an ailing historian with a love of Jewish history.

As the novel opens, Helen has been summoned by a former student to view a cache of seventeenth-century Jewish documents newly discovered in his home during a renovation. Enlisting the help of Aaron Levy, an American graduate student as impatient as he is charming, and in a race with another fast-moving team of historians, Helen embarks on one last project: to determine the identity of the documents' scribe, the elusive "Aleph."

Electrifying and ambitious, sweeping in scope and intimate in tone, *The Weight of Ink* is a sophisticated work of historical fiction about women separated by centuries, and the choices and sacrifices they must make in order to reconcile the life of the heart and mind.

Please note: This book must be purchased on your own. Reimbursement is not available. You may also consider:

- borrowing a copy from your local library
- downloading the audio book through your Audible subscription or similar service
- borrowing the audio or eBook through a public library using the app Overdrive or similar

Book Discussion groups are a great way to expand your mind, discover new topics of interest and explore the world through the art of conversation. If you are interested in joining this informal Book Discussion, simply click the TEAMS link and join us! TEAMS ²¹**Book Discussions**²². Send an email to devwell@dickinson.edu²³ for more information or any questions!

Color Your World with Gratefulness Challenge

²¹<https://teams.microsoft.com/l/team/19%3a27de690cac14c2ea4d3a8154e4a6c57%40thread.tacv2/conversations?groupId=27caa8da-4819-4213-b8cb-f8261fdb24c4&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

²²<https://teams.microsoft.com/l/team/19%3a27de690cac14c2ea4d3a8154e4a6c57%40thread.tacv2/conversations?groupId=27caa8da-4819-4213-b8cb-f8261fdb24c4&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

²³<mailto:devwell@dickinson.edu>



Select a picture to color from the Color Your World with Gratefulness Channel²⁴ found in *Random Acts of Kindness* in TEAMS. Choose the medium you want to use, and then submit your completed coloring page via TEAMS for some virtual recognition and fun. This is for kids of ALL ages!

Here's how to enter the contest.

- Join the Team!²⁵ in Office 365 "Teams" - *Random Acts of Kindness* is the Team name.
- Select a picture to color from the Color Your World with Gratefulness Channel²⁶.
- File your coloring page under the appropriate folder in the "Files" tab section of the *Color Your World with Gratefulness* Channel.
- You can also email your coloring page to devwell@dickinson.edu²⁷. Please be sure to include your name in the file name. If submitting for a child, please include the child's age.
- Deadline for submission (extended): **Thursday, December 31.**

A small prize will be awarded to winners in the following categories:

- Give Thanks
- Keep Calm
- Happiness
- Doodle Art

²⁴<https://teams.microsoft.com/l/channel/19%3a6636ca699ea8451ca115ae03c867272b%40thread.tacv2/Color%20Your%20World%20with%20Gratefulness?groupId=3ebc8158-4a55-453b-be23-d81a05968d3c&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

²⁵<https://teams.microsoft.com/l/team/19%3ad5b2290d01354155a3038a43bd1c3d59%40thread.tacv2/conversations?groupId=3ebc8158-4a55-453b-be23-d81a05968d3c&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

²⁶<https://teams.microsoft.com/l/channel/19%3a6636ca699ea8451ca115ae03c867272b%40thread.tacv2/Color%20Your%20World%20with%20Gratefulness?groupId=3ebc8158-4a55-453b-be23-d81a05968d3c&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

²⁷<mailto:devwell@dickinson.edu>

- Nature
- Children Ages 5 and under
- Children Ages 6 to 9
- Children Ages 10 to 12

Everyone will have a chance to vote for the best of the best in each category. Winners will be announced in a winter issue of Vitality.

Community | For the Greater Good



pennie connecting Pennsylvanians to health coverage

The way individuals and families access health coverage is changing in Pennsylvania. Shop and purchase quality health insurance plans at pennie.com now through **Open Enrollment which runs from November 1, 2020 through January 15, 2021**. Current HealthCare.gov customers are being transitioned to Pennie for their 2021 coverage.

Pennie is available to all Pennsylvanians and aims to improve the accessibility and affordability of individual market health coverage.

Pennie is the **ONLY** place that can connect Pennsylvanians to financial assistance to lower monthly payments and/or out-of-pocket expenses. Nearly 9 out of 10 Pennie customers currently qualify for financial assistance.

Pennie provides free customer assistance and is there to help every step of the way. For more information on Pennie's coverage options for 2021, please visit pennie.com²⁸.

2020 United Way of Carlisle & Cumberland County Annual Campaign



It's not too late to participate!

Dickinson is a participant in the 2020 United Way of Carlisle & Cumberland County's annual campaign once again this year. Our campaign will run during the month of November and will wrap up on November 30—to help support our community and especially those with the greatest needs. (Donations to the United Way campaign will continue to be accepted through December 31.) Our goal for this year's campaign is \$40,000 and 15 percent participation by Dickinson employees. Because all fundraising costs are underwritten by Allen Distribution, Keen Transport, M&T Bank and proceeds from Dickinson's U-Turn, **100 percent of your contribution** goes directly to community programs providing everything from educational opportunities for children to food for those who cannot afford it. You will receive your 2020 Campaign Pledge form and all related information through email and online resources. To support the campaign and help make a difference in Carlisle and throughout Cumberland County, please complete the

²⁸<https://pennie.com>

online form²⁹ and make your donation. If you would like to contribute directly to any of the United Way funded agencies, you can designate your contribution accordingly as part of your United Way gift.

Mechanicsburg Area Blood Drives



12/3 – **Buhrig's Gathering Place** - 9am to 2pm
25 E. Main Street, Mechanicsburg, PA 17055

12/5 – **New Cumberland First Church of God** - 8am to 2pm
323 Reno Avenue, New Cumberland, PA 17070

12/5 – **Cumberland Valley High School JROTC** - 8am to 4pm
Held at: St. James Presbyterian
1425 Orrs Bridge Road, Mechanicsburg, PA 17050

12/6 – **Christ Community Church** - 8am to 12:30pm
1201 Slate Hill Road, Camp Hill, PA 17011

12/10 – **Slate Hill Mennonite Church** - 9am to 3pm
1352 Slate Hill Road, Camp Hill, PA 17011

12/17 – **Renewal By Andersen** - 11:30am to 7pm
4856 Carlisle Pike, Mechanicsburg, PA 17050 (Hampden Center)

12/28 – **Capital City Mall** - 11am to 7pm
3506 Capital City Mall Drive, Camp Hill, PA 17011 (Center Court)

- We strongly suggest you schedule an appointment to donate blood. Appointments help us improve your donation experience.
- Walk-Ins are welcome; however, donors with appointments will be taken first and this may result in a significant wait time.
- **Masks are required.**
If you aren't wearing a mask, we will provide one for you.



 **CALL TO DONATE: 1-800-771-0059**
A form of ID is REQUIRED to donate • 717giveblood.org

COVID-19 Antibody Testing:
Available in December with each successful blood donation

COVID 19 Antibody Testing is available at **ALL BLOOD DRIVES** & at these **SELECT DONATION CENTERS:**
Hershey Donor Center, Harrisburg East Donor Center, Lancaster Donor Center, & Ephrata Donor Center

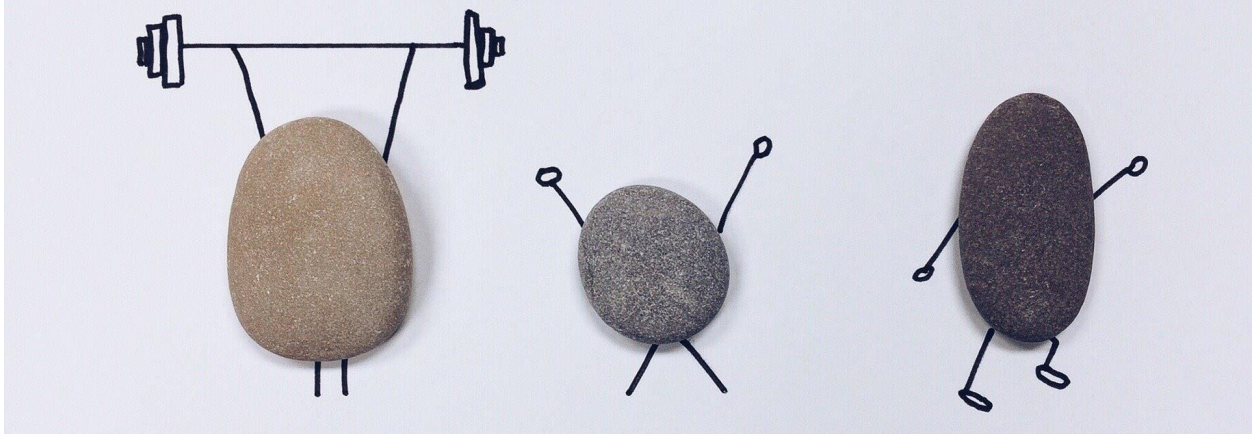
Miseno's Discount



²⁹https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-2V2j_6JxkRPj-v8zisWoOJUNldIVE1V0k5RVUwRVFFtjIJVEdERzgZQS4u

Miseno's, located at 1225 Ritner Highway, Carlisle PA, is offering employee and students **20% discount** for all personal orders and/or catering – simply by showing your Dickinson ID to save 20%!

Wellness



Be Well – Be Calm – Be Engaged³⁰

The coronavirus (COVID-19) pandemic has created an atmosphere of unrest and turmoil in our lives. As the environment evolves, we continue to strive for some balance and look for ways to offer support to the Dickinson community.

Resources are available online via the Human Resource Services *Work Life Balance*³¹ webpages.

Virtual Grocery Store Tour³²

³⁰https://www.dickinson.edu/info/20083/human_resource_services/1755/worklife_balance/2

³¹https://www.dickinson.edu/info/20083/human_resource_services/1755/worklife_balance/2

³²<https://totara.dickinson.edu/course/view.php?id=94>



Tuesday, February 9 | noon-1 p.m. (Rescheduled date)

Does the grocery store, with its infinite options, make you panic? Romaine calm! February's nutrition chat will be a virtual grocery store tour. We will explore the various sections of the store and how to decide what goes in your cart. We will focus on label reading, whole food options, components of easy-to-build meals, and cost effective buys. Enroll and sign-up for this nutrition info session³³ in Totara.

Wellness Yoga Online with Volunteer Instructor: Julie Vastine



³³<https://totara.dickinson.edu/course/view.php?id=94>

Monday, December 7 | noon-1 p.m. | Zoom Online Event

The class will start with guided centering breath work, move into gentle movements to warm up your muscles, head into a flow of yoga poses (with cues and modification suggestions) to build heat and flexibility, and end with a closing centering and relaxation. *Previous yoga knowledge is encouraged but is not necessary. Participate to your own comfort level and ability!*

Go to Wellness Yoga Online in Totara³⁴ for more information and to obtain the Zoom link. Please remember to sign-in a few minutes early, allowing enough time to join the session.

Health Coaching Roundtable



According to the American Council on Exercise³⁵, Health Coaches help people increase their awareness and capacity for change, impact individuals struggling to make their intentions a reality and, by empowering them, offering those most in need of help the opportunity to take charge of their lifestyle choices.

Health Coaching 101 roundtable sessions cover a variety of topics from introducing the concept of health coaching to select areas of wellbeing to help guide your journey to wellbeing.

Options for health coaching individually are also available through the college's benefits vendors - Aetna and Health Advocate - for those carrying these specific benefits.

Health Coaching Roundtable | Annual Well Visits

Thursday, December 10 | noon-1 p.m. | TEAMS meeting

³⁴<https://totara.dickinson.edu/course/view.php?id=341>

³⁵<https://www.acefitness.org/>

Each year, we are reminded to schedule our annual well visit - and some simply avoid this encounter. Wonder why? Maybe it's fear of the unknown, maybe it's lack of open time - or maybe it just has not been a priority because you feel generally great!? In any case, and especially in these days, the annual well visit is a VIP --- Very Important Priority --- to be well and stay well. Participate in this roundtable discussion to learn more - and find tips and resources to locate a primary healthcare provider if you don't already have one. Enroll and sign-up for this wellness session to learn more under Health Coaching 101³⁶ in Totara!

FREE Online Dancing at Dickinson Lessons



Challenged with attending any live sessions for any reason at all? Learn to dance for FREE with Frank Hancock online via YouTube!

View the dance lessons at your leisure and learn the basics of the Swing, Cha Cha and Rhumba to get started on this wonderful, interactive activity that boosts your health and wellbeing

³⁶<https://totara.dickinson.edu/course/view.php?id=305>

through increasing your physical activity while engaging your brain. Music, memory and moving your body all work together for a lifetime of fun and fitness!

*Click the link below to get started or search YouTube using: **Hancock Dance Instruction For Dickinson***

Dancing at Dickinson ONLINE³⁷

Self Care Through Mindfulness and Yoga Sessions



Self Care through Mindfulness and Yoga 1³⁸

with Julie Vastine and Dr. Megan Nesbitt

Does remote learning/working have you looking for a way to manage stress and move your body? The Wellness Center and the Alliance for Aquatic Resource Monitoring developed special workshops focused on mindfulness and yoga. During this 75 minute previously recorded workshop, explore grounding techniques as well as a gentle yoga practice. You will start with guided breath work, move into gentle movements to warm up, head into a flow of yoga poses (with cues and modification suggestions) to build heat and flexibility, and end with a closing meditation and relaxation. Previous yoga knowledge is not necessary.

<https://youtu.be/rJTdv5HfMxs>

Self Care through Mindfulness and Yoga 2³⁹

with Julie Vastine and Dr. Megan Nesbitt

³⁷<https://totara.dickinson.edu/mod/url/view.php?id=1256>

³⁸<https://youtu.be/rJTdv5HfMxs>

³⁹<https://youtu.be/Peaij55Lh2s>

If the uncertainty of our times is causing stress and tension in your mind and body, care for yourself with some gentle yoga, breath work, and a guided visualization. Previous yoga knowledge is not necessary.

<https://youtu.be/Peaij55Lh2s>

Pound Fitness with Adena Cohen



Tuesdays at 4:30 p.m. and Thursdays at 5 p.m.

Are you looking for something different to add some Zing to your workout or to just take a stress break in the middle of your week or day? Join us for Pound Fitness!

Using Ripstix®, lightly weighted drumsticks engineered specifically for exercising, POUND®⁴⁰ transforms drumming into an incredibly effective way of working out. Instead of listening to music, you become the music in this exhilarating full-body workout that combines cardio, conditioning, and strength training with yoga and pilates-inspired movements. Designed for all fitness levels, POUND® provides the perfect atmosphere for letting loose, getting energized, toning up and rockin' out! The workout is easily modifiable and the alternative vibe and welcoming philosophy appeals to men and women of all ages and abilities.

⁴⁰<https://poundfit.com/>

Please sign-up in advance for Pound Fitness in EngageD⁴¹ to join these online sessions with Adena Cohen!

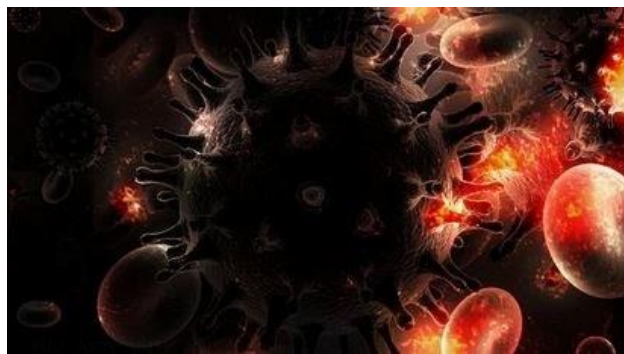
Once you sign up, you may click here⁴² to obtain the Zoom session information and join.

Wellness Online

Wellness online opportunities will continue to be offered as they become available. Of course taking a WALK is always a fantastic free option and offers a great way to get some fresh air. Need more? See a sample list of free online on-demand fitness options currently found below!

- ***Capital Blue Health and Wellness Center*** offers a variety of fitness classes during the month of December. Check out their schedule⁴³ online and register for a class.
- ***Planet Fitness YouTube Home Work-ins*** offer the option to select your fitness workout⁴⁴ at your convenience.
- ***YMCA 360: On-Demand Videos*** provides over 100 on-demand videos⁴⁵ from Tai Chi to Yoga to Kickboxing and more for all levels of fitness!
- ***Yoga with Adriene*** on YouTube meets the balance of meditation, yoga, overall movement⁴⁶ at all levels in an on-demand platform.

The Good Fight | Keeping The Immune System Strong



⁴¹<https://dickinson.campuslabs.com/engage/events?query=Pound Fitness>

⁴²<https://totara.dickinson.edu/course/view.php?id=63>

⁴³<https://www.eventbrite.com/o/capital-blue-health-and-wellness-center-30255516400>

⁴⁴<https://www.youtube.com/planetfitness>

⁴⁵<https://ymca360.org/on-demand>

⁴⁶<https://www.youtube.com/user/yogawithadriene>

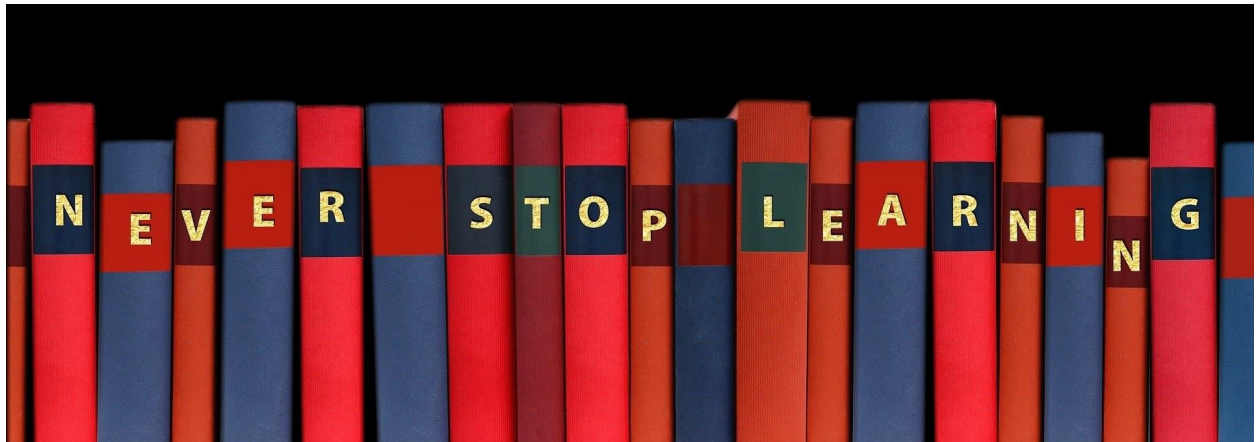
Nutrition Info Webinar

Wondering what foods to add to your grocery list that may help your immune system?

Curious if our lifestyle can help us prevent and fight germs? Wondering what the gut has to do with combating sickness?

View this recorded webinar presented by Courtney Hager, RD LDN to learn tips for keeping your immune system strong and healthy through nutrition! Enroll in the nutrition info⁴⁷ session in Totara to access the webinar.

Professional Development



COVID Awareness Module



⁴⁷<https://totara.dickinson.edu/course/view.php?id=94>

The college's emergency response team developed a COVID Awareness Module in Totara. This module consists of a combination of third-party and Dickinson-specific resources addressing items such as social distancing, mask wearing, and videos developed in-house to supplement the more commonly-asked FAQs from the COVID-19 Dashboard. The module is available under the Training section of the COVID-19 Dashboard⁴⁸, via Totara by searching "Dickinson COVID" from the Totara home page, or directly by clicking here⁴⁹.

[Wellness Incentive](#) | [Reminders](#) | [Communication Links](#)



Physical Wellness Program Incentive Prize Winner

Congratulations to **Tina Otto**, *College Advancement*, for being the Physical Wellness incentive prize winner for the month of November. 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

⁴⁸https://www.dickinson.edu/homepage/1380/covid-19_dashboard

⁴⁹<https://totara.dickinson.edu/course/view.php?id=375>

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.edu⁵⁰ 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 the Gateway⁵¹ 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.

⁵⁰<mailto:devwell@dickinson.edu>

⁵¹<https://gateway.dickinson.edu/>

In the event that you register and find that you are unable to attend, our policy⁵² 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 Guide⁵³

Dickinson Download⁵⁴

Dickinson/Biking⁵⁵

Dickinson/College Farm⁵⁶

Dickinson/Sustainability⁵⁷

Trout Gallery⁵⁸

Theatre & Dance⁵⁹

Campus Announcements⁶⁰

Campus Events Calendar⁶¹



2 - Professional Development and Wellness

⁵²http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁵³[http://www.dickinson.edu/info/20043/about/1562/dickinson "how to" guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide)

⁵⁴http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download

⁵⁵<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁵⁶<http://www.dickinson.edu/collegefarm>

⁵⁷<http://www.dickinson.edu/sustainability>

⁵⁸<http://www.troutgallery.org/>

⁵⁹<https://www.dickinson.edu/theatreanddance>

⁶⁰<https://www.dickinson.edu/announcements>

⁶¹<http://www.dickinson.edu/events>

PO Box 1773 | Carlisle PA 17013-2896

*717-245-1503 | devwell@dickinson.edu*⁶²

*Human Resource Services Website*⁶³

⁶²<mailto:devwell@dickinson.edu>

⁶³https://www.dickinson.edu/homepage/122/human_resource_services