



Vitality

Dickinson

HUMAN RESOURCE SERVICES

1 - March 2021

Volume XV | Issue 7

In This Issue



- **March Is Women's Herstory Month**
- **2021 Spring Into Fitness Challenge**
- **Announcements**
- **Get the Most Out of Your Benefits**
- **Down on the Farm**
- **Staying Connected**
- **Community | For the Greater Good**
- **Wellness**
- **Professional Development**
- **Wellness Incentive | Reminders | Communication Links**

The navigation tool in the lower right hand corner allows you to skip through sections of the newsletter.

Accessibility View: Click on the three dots in the upper right corner, choose Accessibility View.

March is Women's Herstory Month





2 - Donna M. Bickford, Ph.D., Director, Women's and Gender Resource Center; adjunct professor, Women's, Gender and Sexuality Studies

Women's History/Herstory Month began when Sonoma County, California organized a local "Women's History Week" celebration in 1978. In 1987, Congress declared March as National Women's History Month¹ and it has been commemorated ever since.

This is a particularly important year to highlight women's history and celebrate the achievements of women. In August we commemorated the 100th anniversary of the ratification of the 19th amendment, which gave (some) women the right to vote. We also recently witnessed the inauguration of Kamala Harris, the first Black, Southeast Asian, female vice president of the United States.

Additionally, according to the Center for American Women in Politics at Rutgers University²: In 2021, 143 women hold seats in the United States Congress, comprising 26.7% of the 535 members; 24 women (24%) serve in the U.S. Senate, and 119 women (27.4%) serve in the U.S. House of Representatives. Four women non-voting delegates also represent American Samoa,

¹<https://womenshistorymonth.gov/>

²<https://cawp.rutgers.edu/women-us-congress-2021>

the District of Columbia, Puerto Rico and the Virgin Islands in the United States House of Representatives.

If you are interested in learning more about women's history in the United States, Because of HERstory³ at the Smithsonian and the National Women's History Alliance⁴ are good resources.

The Women's and Gender Resource Center commemorates Women's Herstory Month with its annual Gender Week. This year's theme is Gender and Politics. Scheduled events⁵ include:



Tuesday, March 9 | 5 - 6 p.m. | Zoom Meeting

Film Discussion: The Man Card: White male identity politics from Nixon to Trump

The Man Card, featuring Jackson Katz, “explores how outmoded ideas about American manhood have combined with the politics of white male backlash to shape presidential elections over the past five decades” (MEF description). Stream The Man Card on Kanopy and join us afterwards for a discussion facilitated by Todd Nordgren, Director of LGBTQ Services.

Join this event online through EngageD⁶.

³<https://womenshistory.si.edu/>

⁴<https://womenshistory.si.edu/>

⁵https://www.dickinson.edu/info/20229/women_s_and_gender_resource_center/1858/programs_and_events/2

⁶<https://dickinson.campuslabs.com/engage/event/6946399>



Wednesday, March 10 | 5 - 6 p.m. | Zoom Meeting

Presented by Sophie Ackert '21

Do Women of the Two Major Parties Campaign Differently in Regard to Gender?: Research-in-Progress Talk

Ackert's research is looking to discover if one party campaigns differently regarding gender, with the hope that the findings will aid in formulating more successful and relevant recruiting strategies.

Join this event online through EngageD⁷.

Thursday, March 11 | 7 - 8 p.m. | Livestream

The Representation of Women in the U.S. Congress - Gender Week Keynote

Dr. Kira Sanbonmatsu (Rutgers University) will share data from the Center for American Women and Politics (CAWP) about the current status of women in elective office and discuss women's candidacies in the 2018 and 2020 elections. She will also share findings from her coauthored book, *A Seat at the Table: Congresswomen's Perspectives on Why Their Presence Matters*, about how women in Congress perceive their representational roles. The book draws on interviews with women serving in the 114th Congress. This event is sponsored by the Clarke Forum for Contemporary Issues and co-sponsored by the Women's & Gender Resource Center.

Join this event online through EngageD⁸.

⁷<https://dickinson.campuslabs.com/engage/event/6968957>

2021 Spring Into Fitness Challenge



⁸<https://dickinson.campuslabs.com/engage/event/6968046>

ONLINE REGISTRATION⁹ FOR THE 2021 SPRING INTO FITNESS CHALLENGE OPENED ON MONDAY, FEBRUARY 15 AND CONTINUES THROUGH MONDAY, MARCH 8. THE CHALLENGE BEGINS ON SUNDAY, MARCH 21 AND RUNS THROUGH SATURDAY, MAY 1.

This campus-wide Challenge is open to all students, staff and faculty! Activities and programs are planned for each week, with special programs highlighting areas within the campus and throughout Carlisle. We look forward to sharing the activities for this year's Challenge very soon! Watch for updates to be shared on this webpage and through Dickinson Today announcements, Vitality, Twitter @DickinsonHR, and posters across campus. The updated 2021 Spring Into Fitness Challenge fillable-tracking form to track your weekly exercise minutes during this year's program will be available soon.

Click here to register online¹⁰ for the 2021 Spring Into Fitness Challenge!

The details of the Spring Into Fitness Challenge (SIFC) activities will be coming soon on the SIFC webpages¹¹ and in Totara ¹². Registered participants will receive an email after March 8!

⁹https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-y3d6_zGPSnKnZJSpk6QIMxUNDk4SEU2Wks2QINCUE1HN1ExT0Y1NTJMQS4u

¹⁰https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-y3d6_zGPSnKnZJSpk6QIMxUNDk4SEU2Wks2QINCUE1HN1ExT0Y1NTJMQS4u

¹¹https://www.dickinson.edu/info/20314/professional_development_and_wellness/2927/spring_into_fitness_challenge

¹²<https://totara.dickinson.edu/course/view.php?id=109>

Employee Highlights



New Hires



February

Michelle Luciano, *Wellness Center*

Ariel Rittenhouse, *College Farm*

Retirements



We wish a fond farewell to the following, as they transition to retirement:

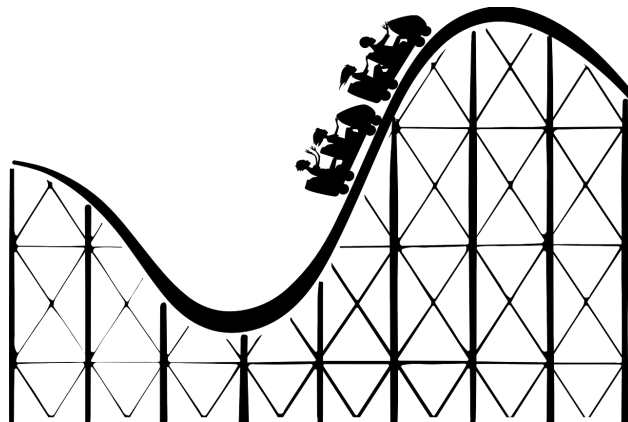
Donna Lubold, *Children's Center*

Mary Salehi, *Dining Services*

Announcements



2021 Hersheypark Discount Ticket Sales



Discounted Hersheypark tickets are available for advance purchase to Dickinson students and employees through Campus Life and Human Resource Services at the special rates listed below. Tickets must be requested and paid for by April 15, 2021 to be included with the ticket order for 2021.

They are valid ALL YEAR, beginning April 2 through January 2, 2022. Checks should be made payable to Dickinson College. For details, email hrservices@dickinson.edu¹³.

Payments can be mailed to Human Resource Services via USPS or via interoffice mail.

Human Resource Services

Dickinson College

PO Box 1773

Carlisle, PA 17013-2896

This special ticket price is only available with this special-order period through April 15!

\$36.10 + \$0.85 amusement tax per admission ticket = \$36.95 ALL Ages / ALL YEAR!

*[COVID-19 Dashboard](#)*¹⁴

-
- *[Questions related to the Spring 2021 semester are updated frequently: Spring 2021 FAQs](#)*¹⁵
-

[How do I schedule my COVID-19 test](#)

¹³<mailto:hrservices@dickinson.edu>

¹⁴https://www.dickinson.edu/homepage/1464/covid-19_dashboard

¹⁵https://www.dickinson.edu/homepage/1458/spring_2021_faqs



Employees who have been informed they were approved for testing should schedule their appointment time via the online calendar¹⁶. Appointments may be scheduled through the end of the semester and reminders are sent prior to each appointment.

Please do not skip a test. If you miss a test and can make it later the same day or the day following your scheduled test, come to ATS and you will be worked in.

COVID-19 Vaccine



If you have received your COVID-19 vaccine, we encourage you to share that information with us. Employees can upload their vaccine documentation here¹⁷.

Employees who came in close contact with someone who tested positive will no longer need to quarantine after 14 days of receiving the second vaccination dose. This will extend for three months (or 90 days). After the 90-day period expires, quarantining will once again go into effect.

¹⁶<https://outlook.office365.com/owa/calendar/DickinsonCOVIDTesting@dickinson.edu/bookings/>

¹⁷https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-8_E_YKk71JhlaOLHGe6iFUM1k2UTY4VlhZWk1WWVFDNINZVDIKR0REWiQIQCN0PWcu

COVID-19 Community Testing Resources

Click here¹⁸ to visit our ***Be Well--Be Calm--Be Engaged*** webpage. You'll find health and wellness resources along with links to assist you in finding a COVID-19 test center in your area.

- **UPMC COVID-19 Vaccine Registration Portal Link**¹⁹
- **Pennsylvania COVID-19 Viral Testing Sites**²⁰
- **PA Partnership for Better Health COVID-19 Testing Locations Guide**²¹

Get the Most Out of Your Benefits



Aetna Individual Consultations (Phone Appointment)²²

Tuesday, March 23 | 11 a.m. - 3 p.m.

Managing your money and making choices for your healthcare are challenges many of us face regularly. Our representative, Jean Enders, is available on Tuesday, March 23, for phone

¹⁸https://www.dickinson.edu/info/20083/human_resource_services/1755/worklife_balance/2

¹⁹<https://vaccine.upmc.com/>

²⁰<https://pema.maps.arcgis.com/apps/webappviewer/index.html?id=1a4c139769d646839e1549bcb6a668f1>

²¹<http://www.forbetterhealthpa.org/new-covid-19-testing-locations-guide/>

²²<https://totara.dickinson.edu/course/view.php?id=60>

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 Totara²³. 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.

Medicare 101



Session Date Options:

March 31 or April 28 | 6-8 p.m. | Zoom Meeting

Presented by Aetna

Retirement and healthcare are two topics that we all face as we grow older. Many of us find healthcare coverage and decisions as one of our biggest challenges, and are confused or concerned about making the right decisions. So many choices to make - and not necessarily having the tools or answers needed to make the right decision - cause this to be quite stressful. If you are approaching retirement or if you need to help a friend, family member or loved one navigate these challenging decisions, please sign-up to attend one of these informative sessions on Medicare presented by Aetna. This program is open to the entire Dickinson community.

Enroll and sign-up for this medical consumerism session²⁴ in Totara. A Zoom link will be provided to registrants.

²³<https://totara.dickinson.edu/course/view.php?id=60>

²⁴<https://totara.dickinson.edu/course/view.php?id=60>



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 online²⁵ or call 800-732-8353 (remember to ask for the Dickinson College schedule), weekdays, 8 a.m. to 8 p.m. (ET).

Below are TIAA consultation dates open to Dickinson College employees:

-
- *Wednesday, March 10*
-

All appointments must be scheduled through TIAA. For more information view the TIAA flier for dates and times²⁶ or visit www.TIAA.org/schedulenow²⁷ to schedule your appointment.

March 2021 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

²⁵<https://shared.tiaa.org/public/publictools/events/selectWorkPlace>

²⁶https://www.dickinson.edu/download/downloads/id/2004/tiaa_individual_counseling.pdf

²⁷<https://www.TIAA.org/schedulenow>

and can register at [TIAA.org/webinars](https://www.tiaa.org/webinars)²⁸. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

Tuesday, March 16

- *Noon. | The SECURE Act Revealed*
- *3 p.m. | Strategies for Staying on Track*

Wednesday, March 17

- *Noon | Social Security Basics*
- *3 p.m. | Retiring in the New Normal*

Thursday, March 18

- *Noon | Understanding Medicare*
- *3 p.m. | Home-buying 101: A financial primer for first-time home buyers*

Tuesday, March 23

- *Noon | Social Security Strategies for Married Couples*

Wednesday, March 24

- *Noon | Estate Planning Basics*



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 Daniel McCarthy, Retirement Planner / Personal and Workplace Investing, at daniel.mccarthy@fmr.com²⁹ or call (603) 213-3523.

Visit [Fidelity.com](https://www.fidelity.com/)³⁰ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

²⁸<https://www.tiaa.org/webinars>

²⁹<mailto:daniel.mccarthy@fmr.com>

³⁰<https://www.fidelity.com/>



RetireWise³¹ - Rescheduled

Thursdays - April 8, 15, 22, & 29 | 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 Totara³².

The Zoom meeting access link will be provided once registered in Totara.

³¹<https://totara.dickinson.edu/course/view.php?id=368>

³²<https://totara.dickinson.edu/course/view.php?id=368>

Down On the Farm



From the Farm to your Kitchen | Dickinson Vegetable Shares – Sign Up now!



Dickinson College Farm CSA (Campus Supported Agriculture) sign ups are now open. Fully customized vegetable shares are available each week with options for a 24 or a 30 week season beginning in May. Pick up weekly or every other week at the Farm or on campus. Our produce is certified organic and freshly harvested. Beef, lamb, canned goods and other tasty surprises are also offered. Let us share a taste of farm goodness with you! You will be delighted!

To sign up or to learn more about the benefits associated with becoming a CSA member, please go to <http://blogs.dickinson.edu/farm/csa/> or contact Mary Silva at farm@dickinson.edu³³.

Coming in April:

Spring Gift Boxes from the College Farm – Great for Spring Celebrations and Gift Giving!



The College Farm is delighted to share its new line of homemade products made from our certified organic produce and other wholesome ingredients. Strawberry Jam, One-of-a-kind Melon Marmalade, Bloody Mary Mix – has some Zip!, Refreshing Melon Shrub Drink Mix, Stone Ground Cornmeal and more! A few farm favorites as well – Salsa, Marinara Sauce and Pickled Red Beets are sure to please. Enhance your gift box with Wildflower Seed packets, Popcorn, Beef Jerky, Wool Yarn and for our adored pups, Doggie Treats.

Farm-made Gift Boxes are great for Mother's Day, Graduations and other Spring celebrations. Share a taste of the farm with Moms and Grandmas near and far as well as colleagues, neighbors, family, friends and foodies in your life!

³³<mailto:farm@dickinson.edu>

Shipping and curbside pick-up options will be available. Ordering information will be available in the next issue of Vitality or directly from the College Farm.

Staying Connected



National Wear Red Day Photos

Friday, February 5 was RED OUT Day in support of **American Heart Association - Go Red For Women**³⁴. Thanks for participating!

³⁴<https://www.goredforwomen.org/en/get-involved/give/wear-red-and-give#:~:text=National Wear Red Day®,red and give every day.>



3 - Dottie Warner, CASE



4 - Laura Wills, Alumni Relations; Dennette Moul, Human Resources Services; Jessica Wilson, College Advancement



5 - Carol Shaffer, Human Resource Services

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
- Creative Fibers | Textiles, Crafts & Sewing - **Ongoing biweekly sessions** for Crochet Your Way via TEAMS³⁵...sign-up in Totara for the online sessions³⁶ *this spring!*
- Foodies & Fine Spirits | Enjoying the good life!
- Green Thumb Gardening | How does your garden grow?

³⁵<https://teams.microsoft.com/l/channel/19%3ad1f944a8177041fab4cef2fc2bc44f03%40thread.skype/Creative%20Fibers%20-%20Crochet%20Your%20Way?groupId=aa7372fa-7d7d-4e24-9a67-a18332a5fa4e&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

³⁶<https://totara.dickinson.edu/course/view.php?id=380>

- 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!

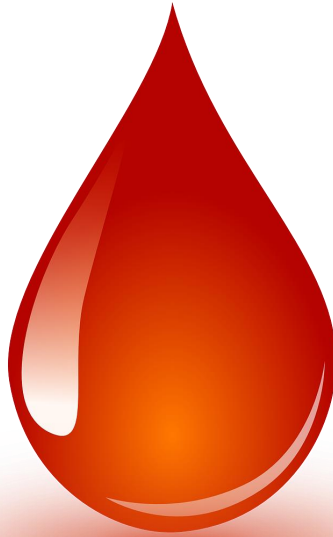
If you would like to join DIG-IT to connect with others in the campus community who may share a common interest, hobby, talent or craft – let us know by joining DIG-IT³⁷ in TEAMS!

³⁷<https://teams.microsoft.com/l/team/19%3aee71041c38a14963ae9683c1f7317bb0%40thread.skype/conversations?groupId=aa7372fa-7d7d-4e24-9a67-a18332a5fa4e&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

Community | For the Greater Good



Blood Donations



The American Red Cross has an ongoing need for blood and platelet donations. You can still donate during the pandemic. The Red Cross will only collect blood from those who are healthy and feeling well at the time of their appointment. If you are willing and able, please visit the website link below to find a donation site in your area and make your appointment.

Red Cross Blood Donation Sites³⁸

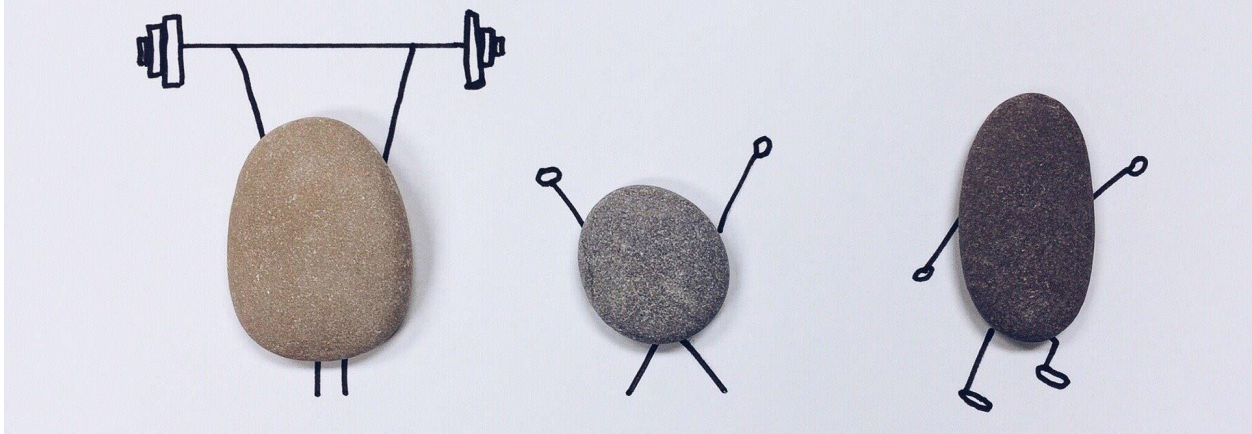
Miseno's Discount



³⁸<https://www.redcrossblood.org/donate-blood/dlp/coronavirus--covid-19--and-blood-donation.html>

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 Engaged³⁹

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*⁴⁰ webpages.

Can Processed Food Be Healthy?

³⁹https://www.dickinson.edu/info/20083/human_resource_services/1755/worklife_balance/2

⁴⁰https://www.dickinson.edu/info/20083/human_resource_services/1755/worklife_balance/2



Did you know that most foods we eat have been processed in some way? When you think of processed food, you are most likely thinking of canned soups or vegetables, luncheon meat, and frozen meals. Processed food have added ingredients or fortified to add nutrients. Most of us buy processed food because it is convenient or it is packaged to last longer. Even foods labeled “natural” or “organic” can be processed.

Types of processed food:

- Minimally processed - manipulated by cutting, cooking, or packaging
- Foods with added ingredients used in cooking, such as salt or sugar
- Highly processed - ingredients not commonly used in cooking

1. Choose healthier processed foods. By one recent estimate, highly processed foods contribute 50% of the calories and 90% of added sugars in the American diet.

It's important to:

- Read food labels.
- Look for the Heart-Check mark on packaged foods.
- Make healthier choices when eating out.

2. Seek healthier alternatives to some highly processed foods.

- Cook more meals at home.
- Swap highly processed foods with less processed options.
- Try fruits and vegetables from the produce aisle, the farmer's market, or your own garden.

3. Watch out for sneaky sodium.

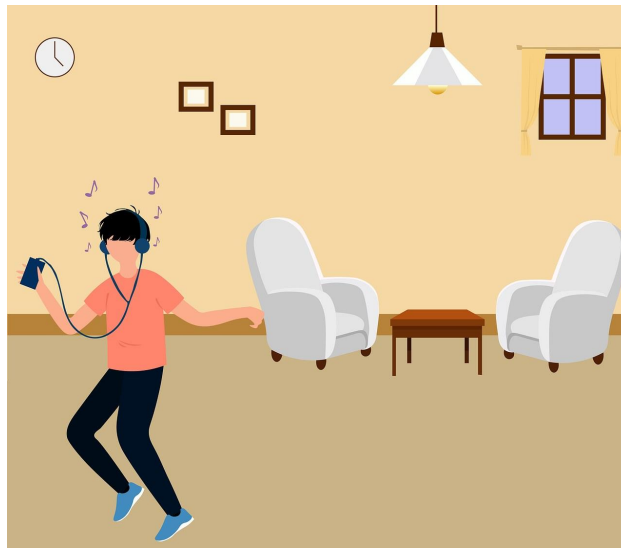
Extensive research has shown that too much sodium is related to high blood pressure, a primary risk factor for heart disease and stroke. Most of the sodium we eat comes from processed, prepackaged, and restaurant foods, not the salt shaker.

Watch for the top sources of sodium: breads and rolls, cold cuts & cured meats, sandwiches, pizza, soup and chicken.

Take your food into your own hands. American Heart Association advocates have written more than 29,000 letters to the food companies and restaurants that provide processed foods, asking that healthier options be made available. You can too! Join our growing community, take action, get helpful tips and Break Up with Salt today by visiting heart.org/sodium⁴¹.

Source: American Heart Association | National Nutrition Month, Week #1

Disney Dance Party with Dance Theatre Group⁴²



Friday, March 5 | 5 - 6 p.m. | Zoom Activity

Join Dance Theater Group Friday, March 5th from 5:00-6:00pm for a Disney themed Dance Party! Blow of some steam while listening to some nostalgic bops!

No Dance Experience required, and feel free to turn off your camera and just move!

Register in EngageD⁴³.

⁴¹<https://www.heart.org/en/healthy-living/healthy-eating/eat-smart/sodium>

⁴²<https://dickinson.campuslabs.com/engage/event/6971722>

Hangry | Eating Your Feelings⁴⁴



Tuesday, March 23 | noon - 1 p.m. | Teams Meeting

Presented by Courtney Hager, RD LDN

Hanging around feeling 'hangry' and wondering what to eat? Learn more about mindful eating, and managing your mind-over-matter related to emotional eating! Sign-up for this nutrition information session⁴⁵ in Totara.

Sitting Is the New Smoking⁴⁶

⁴³<https://dickinson.campuslabs.com/engage/event/6971722>

⁴⁴<https://totara.dickinson.edu/course/view.php?id=94>

⁴⁵<https://totara.dickinson.edu/course/view.php?id=94>



Wednesday, March 24 | noon - 1 p.m. | Zoom Meeting

Presented by UPMC

Smoking continues to be a major cause of health issues for many in the world. But now there is a rising hazard showing its effects that many do not consider yet – ***extended periods of sitting***. *Sitting too much together with inactivity overall* contributes to loss of lean muscle mass and an increase in fatty deposits in the body. What else happens within our body when sitting becomes our way of life and lack of exercise and movement prevails? Curious to learn how this impacts not only your muscles but also your bones? This presentation focuses on proper posture and the negative effect sitting can have on the spine. Enroll and sign-up now for this wellness information session⁴⁷, in Totara, to access the Zoom meeting information.

Health Coaching Roundtable⁴⁸



⁴⁶<https://totara.dickinson.edu/course/view.php?id=64>

⁴⁷<https://totara.dickinson.edu/course/view.php?id=64>

⁴⁸<https://totara.dickinson.edu/course/view.php?id=305>

According to the American Council on Exercise⁴⁹, 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 | Focus on Fun



Wednesday, March 31 | noon-1 p.m. | TEAMS meeting

Focusing on having fun while being active is a great approach to improving and maintaining your wellbeing. Join this roundtable discussion for tips and ideas on ways to put some fun into your fitness routine or adding some spontaneity to support your overall wellbeing while staying active this spring and throughout the year! Enroll and sign-up for this wellness session to learn more under Health Coaching 101⁵⁰ in Totara!

Pound Fitness⁵¹

⁴⁹<https://www.acefitness.org/>

⁵⁰<https://totara.dickinson.edu/course/view.php?id=305>

⁵¹<https://dickinson.campuslabs.com/engage/events?query=Pound>



Wednesdays | 5:30 -6:30 p.m. | Zoom Fitness Class

"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. Using Ripstix®, lightly weighted drumsticks engineered specifically for exercising, POUND transforms drumming into an incredibly effective way of working out.

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."

This group fitness class is a wonderful opportunity to get involved in a fun form of exercise. Feel free to use drumsticks from home, wooden spoons, or anything else that you can think of as a substitute for the typically used Ripstix!

Register via EngageD⁵².

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!

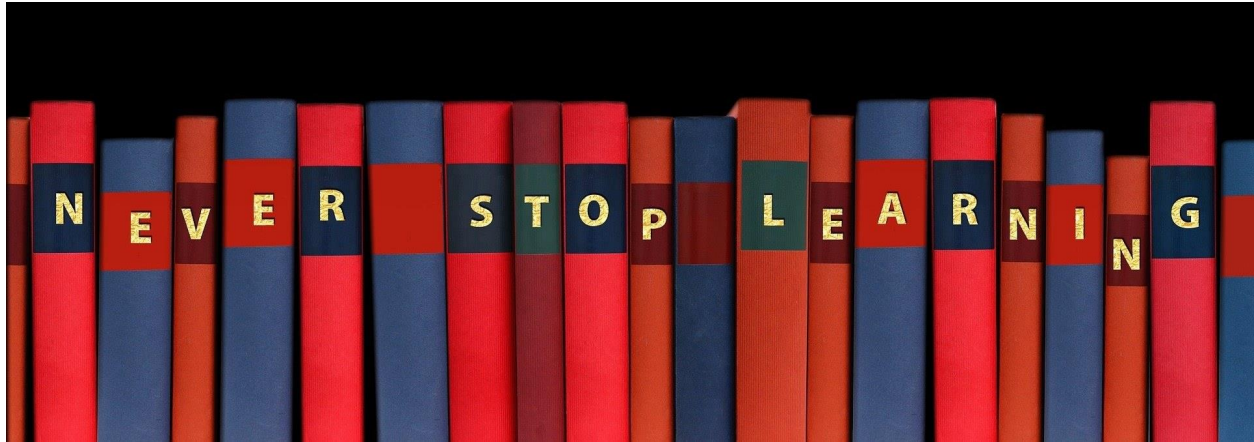
- ***Capital Blue Health and Wellness Center*** offers a variety of fitness classes during the month of March. Check out their schedule⁵³ online and register for a class.
- ***Planet Fitness YouTube Home Work-ins*** offer the option to select your fitness workout⁵⁴ at your convenience.

⁵²<https://dickinson.campuslabs.com/engage/events?query=Pound>

⁵³<https://www.eventbrite.com/o/capital-blue-health-and-wellness-center-30255516400>

- **YMCA 360: On-Demand Videos** provides over 100 on-demand videos⁵⁵ 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 movement⁵⁶ at all levels in an on-demand platform.

Professional Development



2020 Performance Appraisals



⁵⁴<https://www.youtube.com/planetfitness>

⁵⁵<https://ymca360.org/on-demand>

⁵⁶<https://www.youtube.com/user/yogawithadriene>

The annual 2020 performance appraisal process, that would normally take place January through March, is postponed. However, it continues to be an expectation that supervisors and employees regularly engage in conversation to discuss accomplishments, areas for improvement, training opportunities, and challenges they face in their work.

Please be reminded that goals can be added, at any time, and managed through Totara. We encourage the use of this function to continue to identify goals and document progress.

Please contact HR⁵⁷ if you have any questions.

COVID Awareness Module



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 Dashboard⁵⁸, via Totara by searching “Dickinson COVID” from the Totara home page, or directly by clicking here⁵⁹.

⁵⁷<mailto:hrservices@dickinson.edu>

⁵⁸https://www.dickinson.edu/homepage/1380/covid-19_dashboard

⁵⁹<https://totara.dickinson.edu/course/view.php?id=375>



Physical Wellness Program Incentive Prize Winner

Congratulations to **Kim Morgan** (*Individual Giving*) for being the Physical Wellness incentive prize winner for the month of February. Eligibility for the monthly incentive drawings includes all active/registered employee participants in all physical exercise programs offered through the Wellness program, in addition to the Marathon-in-a-Month. The random drawings are held after the close of business on the fifteenth of each month for the previous month. All physical exercise programs that have registration via Gateway will automatically be included in the monthly drawings. For more details or to request a form to record your marathon-in-a-month miles, please send an email to devwell@dickinson.edu⁶⁰ or call ext. 8084.

Wellness Incentive Taxability Notification

⁶⁰<mailto:devwell@dickinson.edu>

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 Gateway⁶¹ or by contacting Human Resource Services. To offer an equal opportunity for all employees to participate in these programs, we request staff members to register after confirming availability with supervisory staff to ensure that scheduling permits attendance.

In the event that you register and find that you are unable to attend, our policy⁶² 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!

⁶¹<https://gateway.dickinson.edu/>

⁶²http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

How To Guide⁶³

Dickinson Download⁶⁴

Dickinson/Biking⁶⁵

Dickinson/College Farm⁶⁶

Dickinson/Sustainability⁶⁷

Trout Gallery⁶⁸

Theatre & Dance⁶⁹

Campus Announcements⁷⁰

Campus Events Calendar⁷¹



6 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁷²

Human Resource Services Website⁷³

⁶³[http://www.dickinson.edu/info/20043/about/1562/dickinson "how to" guide](http://www.dickinson.edu/info/20043/about/1562/dickinson%20%22how%20to%22%20guide)

⁶⁴[http://www.dickinson.edu/info/20198/technology_services/3261/the dickinson download](http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download)

⁶⁵<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁶⁶<http://www.dickinson.edu/collegefarm>

⁶⁷<http://www.dickinson.edu/sustainability>

⁶⁸<http://www.troutgallery.org/>

⁶⁹<https://www.dickinson.edu/theatreanddance>

⁷⁰<https://www.dickinson.edu/announcements>

⁷¹<http://www.dickinson.edu/events>

⁷²<mailto:devwell@dickinson.edu>

⁷³https://www.dickinson.edu/homepage/122/human_resource_services