



Vitality

Dickinson

HUMAN RESOURCE SERVICES

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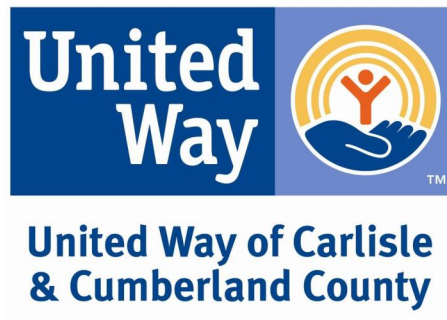
The navigation tool in the lower right hand corner allows you to skip through sections of the newsletter.

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

Giving in Action



United Way Day of Caring



On Friday, October 15, United Way held its annual Day of Caring. Day of Caring is an opportunity for people to donate a morning to help local non-profit organizations complete needed work projects and to learn more about the needs of human service organizations in the greater Carlisle area.

If you missed this organized volunteer opportunity, put a reminder on your calendar for next year! *Community Service Benefit: All employees must first receive approval from their supervisors before registering for the event. All exempt and nonexempt employees will be allowed to volunteer for up to eight (8) hours of paid time from July 1 to June 30.*

Dickinson's United Way Campaign

In 2020, Dickinson's United Way Campaign raised \$39,724 in support of the United Way of Carlisle & Cumberland County. The funding, which the college helps to provide each year,

enabled the nonprofit and its partner agencies to provide vital health care, employment, educational and other assistance programs for the local community.

It's not too late! Employees who want to join in can still make a gift by completing an online pledge form¹ or by making a gift at <https://uwcarlisle.org/donate/> and indicating “Dickinson College” in the employer field.

Because of the generosity of several local companies, all undesignated contributions to the campaign and all contributions designated specifically to any of the United Way’s partner agencies directly benefit these agencies and their programs, as 100% of contributions go to the organizations.

Out on Britton



¹https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-2V2j_6JxkRPj-v8zisWoOJUNldIVE1IV0k5RVUwRVFFtjIJVEdERzgZQS4u



On Monday, October 11, the Office of LGBTQ Services held *Out On Britton*, which took place in honor of National Coming Out Day. Students and staff organized activities to celebrate LGBTQ+ identified folks. Food, music and giveaways were available to add to the fun. Thank you to the following who helped make this event a success:

Campus Partners

- Women's & Gender Resource Center

- Popel Shaw Center for Race & Ethnicity
- Asbell Center for Jewish Life
- Center for Spirituality and Social Justice (CSSJ)
- Center for Sustainability Education
- Residence Life & Housing
- Human Resource Services
- Student Leadership & Campus Engagement (SLCE)
- MOB
- Waidner-Spahr Library and the Library Inclusivity Team (LIT)
- Athletics
- Center for Global Study & Engagement (CGSE)
- Wellness Center
- Center for Civic Learning & Action (CCLA)
- Alliance for Aquatic Resource Management (ALLARM)
- Admissions
- Alumni Relations
- Access & Disability Services (ADS) and Strategies, Organization, & Achievement Resources (SOAR)
- Student Groups & Clubs

Local Partners

- LGBT Center of Central PA
- Planned Parenthood Keystone
- Pennsylvania Youth Congress
- Alder Health Services
- Carlisle Response Network

Take Action!



American Red Cross Blood Drive

Friday, November 19 | 10:30 a.m. - 4 p.m. | HUB Social Hall

Sponsored by Alpha Phi Omega

The American Red Cross Biomedical Services is the largest single supplier of blood and blood products in the United States, collecting and processing more than 40 percent of the blood supply and distributing it to some 3,000 hospitals and transfusion centers nationwide. Please consider donating blood to support your local community by participating in this blood drive! For more questions or more information about blood donation to the American Red Cross, please visit www.redcrossblood.org² or call 1-800-RED Cross (1-800-733-2767).

For more information, please contact apo@dickinson.edu³ or devwell@dickinson.edu⁴.

²<http://www.redcrossblood.org>

³<mailto:apo@dickinson.edu>

⁴<mailto:devwell@dickinson.edu>



Blood Drive
Dickinson College
Holland Union Building

Social Hall
28 N. College Street
Carlisle

Friday, November 19
10:30 a.m. to 4:00 p.m.

Sponsored by Alpha Phi Omega

Please call 1-800-RED CROSS (1-800-733-2767) or visit RedCrossBlood.org and enter: dickinson to schedule an appointment.

Maximize your blood donation. Help more patients.
If you are an eligible type O, B - or A - donor, consider making a Power Red donation.
Red blood cells are the most commonly transfused blood component.

Download the Blood Donor App | RedCrossBlood.org | 1-800-RED CROSS | 1-800-733-2767

© 2020 The American Red Cross | 275801-MIS-15

[CS] - Order ID: 1216581 - Item ID: 544243 - Qty: 1 of 1 - 02/04/2020 - APC-A-216305

For more opportunities to give blood, please see the Community | For the Greater Good section of this Sway.

Dining Services Volunteer Sign-Up



We are seeking volunteers for two- to three-hour shifts in a variety of capacities, including serving food on the line, helping in the dish room and assembling packaged meals and sandwiches. Rest assured that volunteers will be working side by side with our trained Dining Services staff members, and no prior food-service experience is required. Note that volunteers will need to wear safe, comfortable shoes (closed toe and heel, preferably non-slip) and comfortable, non-flowing clothing (long pants are required) with an eye to food spills and heat. Aprons, disposable gloves and hair restraints will be provided, though volunteers can also choose to wear a hat. And face coverings are required.

Sign-up in Totara⁵.

Please check-in at the Dining Services Office prior to the beginning of any shift for which you sign-up to volunteer. All hourly paid employees should report hours worked in your primary position and department as usual. The hours worked in Dining Services will be tracked and reported directly to payroll for the current pay period, these hours should not be reported via your regular time entry method.

⁵<https://totara.dickinson.edu/course/view.php?id=398>

Employee Highlights



Welcome Back Annette Smith Parker '73



2 - Interim Vice President for Finance and Administration

*parkera@dickinson.edu*⁶

We welcome the return to Annette Smith Parker as Interim Vice President for Finance and Administration. A summa cum laude 1973 graduate of Dickinson College with a degree in Fine Arts and Art History, Ms. Parker originally returned to Dickinson in 1988 as Assistant Treasurer and, in March 1992, became Associate VP/Comptroller, before stepping up as VP/Treasurer in fall 1998. She received her MBA in accounting from Shippensburg University and served on the business and economics faculty at Wilson College after progressively responsible financial positions in state and local government prior to returning to her alma mater.

During her tenure as Dickinson's CFO, the College's bond rating improved three steps from BBB+ to A+ (S&P), the highest rating in the College's then 225-year history, and the investment portfolio consistently produced top quartile returns, including rankings in the top seven percent of colleges and universities nationwide between 2006 and 2010. She retired from Dickinson College as CFO on December 31, 2010.

A June 2006 article about Dickinson in the *Chronicle of Higher Education* began, "If Dickinson College were a corporation, Wall Street would view it as a classic turnaround story." During her tenure as CFO, Dickinson's finances were transformed to a position of strength and sustainability; its profile among top-tier national liberal arts colleges was secured; and all key financial metrics improved significantly, including:

- A 10% operating deficit in 1998 (budgeted at \$6.2 million) was transformed to consistent annual operating surpluses;
- \$15 million of reserves, consumed during five deficit years, were restored and expanded;
- The endowment more than doubled to over \$350 million;
- The asset to debt ratio improved to a solid 2:1;

⁶<http://parkera@dickinson.edu>

- Unrestricted net assets increased from 40% to over 60% of total assets (expanding debt capacity and institutional flexibility significantly);
- Investment portfolio returns ranked within the top seven percent of all colleges and universities nationwide between 2006 and 2010.

Upon retiring from Dickinson in 2011, she formed Causeway Consulting LLC, focusing on mission-driven strategic planning, branding, finances and investments with non-profits, private colleges and independent preparatory schools. Her consulting led her to Richard Bland College of William and Mary, where she became vice president for finance and administration in early 2013. In August 2014, she moved back to independent education as chief financial and operating officer at Cape Henry Collegiate, a large nationally ranked day school in Virginia Beach. In summer 2016, she returned to private higher education as Ursinus College's vice president for finance and administration until returning to her alma mater again in October 2021.

New Hires



October

JoAnn Centenera, *Registrar's Office*

Blythe Foreman, *Academic Advising*

Cebrina Gilbert, *Facilities Management*

Taylor Hudson, *Facilities Management*

Marissa Lombardi, *Forum on Education Abroad*

Belinda McGuire, *Bookstore*

Annette Smith Parker, *Office of the Treasurer*

Mary Rhoades, *Dining Services*

Rebecca Sainer, *Individual Giving*

TJ Smith, *Dining Services*

Dominique Tate-Williams, *Forum on Education Abroad*

Employee Announcements



The annual employee compensation statements for 2021 will be made available via the Gateway in November. The statement summarizes both the salary and benefits you receive as an employee of Dickinson College. This summary serves as an information tool to assist you in making important decisions for you and your family. Please read the information carefully. If you have any concerns about the statement or questions related to a specific benefit, please contact us at hrservices@dickinson.edu⁷.

Dickinson COVID-19 Resource: Fall 2021 webpage⁸

For the most up-to-date information, visit this resource webpage!

COVID-19 Vaccine Booster



Recently, COVID-19 booster vaccines became available for certain individuals who completed their initial series of Pfizer or Moderna at least six months ago or received the Johnson &

⁷<mailto:hrservices@dickinson.edu>

⁸https://www.dickinson.edu/homepage/1505/fall_2021_semester_information?utm_source=2021-09-03_covid-update&utm_medium=email&utm_campaign=campus-email&utm_content=2021-09-03_covid-update

Johnson vaccine at least two months ago. Dickinson students and employees are eligible to receive boosters because we are in the “high risk” category⁹ due to living or working in an education setting.

Two booster clinics, with the help of Sadler Health, are scheduled for Tuesday, November 16 and Thursday, November 18. These are fully booked. If you were unable to schedule, you can search for appointments¹⁰ elsewhere. *Many local pharmacies, such as CVS and Rite Aid, as well as UPMC Carlisle¹¹ are offering vaccine and booster shots at this time. The Centers for Disease Control and Prevention¹² has said it is permissible to get a booster that is a different type than your original vaccine.*

Did you recently receive your COVID-19 booster? You can upload a copy of your updated vaccination card by logging on to the Gateway and clicking on the COVID-19 Vaccination/Booster Confirmation form¹³ link.

COVID-19 Testing Schedule

Employee COVID-19 testing takes place in **Allison Hall Room 1**. *Your Dickinson ID card is needed to enter the building.*

Monday through Friday: 8 a.m. – 2 p.m.

Employees who are not vaccinated are required to test weekly. *This includes everyone who comes to campus, even if only periodically. Consistent testing remains an important component of the College’s Health and Safety Plan.*

Any vaccinated faculty or staff member who would like to be tested may do so during our regularly scheduled times. No appointment is necessary. Please *do not enter* the testing center if you are symptomatic.

⁹[https://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html?s_cid=11705:covid booster shot timing:sem.ga:p:RG:GM:gen:PTN:FY22#HighRisk](https://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html?s_cid=11705:covid%20booster%20shot&timing=sem.ga:p:RG:GM:gen:PTN:FY22#HighRisk)

¹⁰<https://www.vaccines.gov/search/>

¹¹<https://vaccine.upmc.com/>

¹²<https://www.cdc.gov/coronavirus/2019-ncov/vaccines/booster-shot.html>

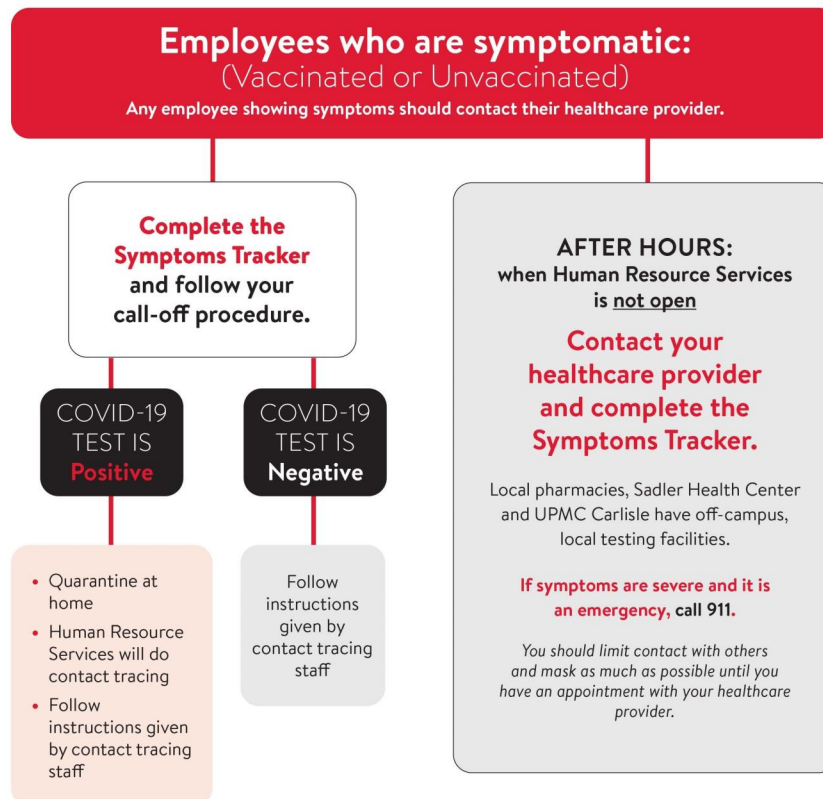
¹³<https://www.dickinson.edu/xfp/form/376>

Please email hrservices@dickinson.edu¹⁴ to confirm testing. A COVID risk-management team member will follow-up, if necessary.

Dickinson

COVID-19 Symptoms include any or all of the following:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea



If you are made aware of an exposure to COVID-19 from a person off campus complete the Symptoms Tracker.
If you have any questions, please contact Human Resource Services at (717) 245-1503 or by email at hrservices@dickinson.edu.
If you are not vaccinated, and a close contact, you will be asked to quarantine.

¹⁴<mailto:hrservices@dickinson.edu>

Compliance | Policies



Drug Free Workplace Session



Presented by Kathy Strain, Drug Free Workplace

Rescheduled to Tuesday, March 22

HUB Social Hall West | 11 a.m. - noon

Would you see and understand what was happening if a loved one or friend was challenged with substance use (or abuse)? Participate in this virtual workshop to better identify, comprehend and handle situations at home or at work by learning about this troubling reality for our community. Information and resources are available at this workshop or online!

Enroll and sign-up for this session¹⁵ in **Totara** and to view additional online resources.

Get the Most Out of Your Benefits



Protection From the Flu



¹⁵<https://totara.dickinson.edu/course/view.php?id=300>

For the second year in a row, medical experts agree on the likelihood that flu viruses and the virus that causes COVID-19 will spread this fall and winter. Getting the flu shot is, once again, important this year. Healthcare systems could easily be overwhelmed treating both flu patients and COVID-19 patients. In addition, the flu and COVID-19 can bring similar symptoms, people who think they have COVID—but really have the flu—could lead to more testing shortages, unnecessary alarm on campus and massive healthcare emergencies.

The links below provide reliable information about the flu and COVID-19:

- CDC | Benefits of the Flu Vaccination¹⁶
- CDC | Frequently Asked Flu Questions for the 2021-2022 Season¹⁷

The Flu Vaccine is FREE*

The seasonal flu vaccine is available at no cost to **Aetna members** who have benefits that cover preventive services. (**Most other commercial plans cover a flu vaccination at no cost to the member, as well.*) The vaccine is available from your primary care provider (and some pharmacies) for adults and for children 6 months and older. Aetna members can identify a local participating pharmacy by visiting their Aetna member portal¹⁸.

CVS Caremark also helps provide members with access to vaccinations. During this flu season, they are offering vaccinations at local pharmacies and online appointment¹⁹ scheduling for extra convenience. Members can receive their vaccinations at the location and time of their choosing.

Who Should Get a Flu Vaccine?

The Centers for Disease Control and Prevention (CDC) recommends everyone 6 months and older get the flu vaccine. It is very important for people at higher risk to get the flu vaccine. This includes health care workers and caregivers of children younger than 6 months.

¹⁶<https://www.cdc.gov/flu/prevent/vaccine-benefits.htm>

¹⁷<https://www.cdc.gov/flu/season/faq-flu-season-2021-2022.htm>

¹⁸<https://www.aetna.com/about-us/login.html>

¹⁹http://insightsemail.cvshealth.com/MTYxLUxYTy00OTEAAAF_7561HHjt18GbkjZFC5p0vJ_R4m5hC-t2uHE6pWMhWH3ZU-yYJKoChA8KxQNF1JdQl9tL9Oo=

Aetna 1:1 Consultations



Monday, November 15 | 1:30 - 4:30 p.m.

Managing your money and making choices for your healthcare are challenges many of us face regularly. Take advantage of making an appointment to meet with our ***Aetna representative, Jean Enders***, to get your questions answered about claims, learning to read an EOB (Explanation of Benefits), or learn more about online resources available to help estimate costs or save money! Register in Totara²⁰ to select your appointment for a 1:1 consultation. A phone number to contact our Aetna representative will be provided upon enrollment and sign-up for the session.

More appointment options are available via Totara²¹.

Health Advocate makes healthcare easier²²!



Health Advocate is a service available for all full-time employees. Health Advocate is an independent organization which will provide services to you, your children, your spouse, your parents and your spouse's parents. Click here²³ for a quick overview.

Complete information about the service is available at Health Advocate's website²⁴.

²⁰<https://totara.dickinson.edu/course/view.php?id=60>

²¹<https://totara.dickinson.edu/course/view.php?id=60>

²²https://www.dickinson.edu/download/downloads/id/12897/health_advocate_highlights_overview_2021.pdf

²³https://www.dickinson.edu/download/downloads/id/12896/health_advocate_brochure_2021.pdf

²⁴<http://www.healthadvocate.com/>

Individual Virtual Counseling Session



Wednesday, November 17 | 10:00 a.m. - 4:00 p.m.

Don't plan for your future alone—you can schedule a counseling session today

No matter where you are in life—just getting started or planning for retirement—a session with **Carolyn Sharp** can help you create a plan for your goals. And, it's at no additional cost as a part of your retirement plan. You'll get answers to these questions and more:

- Am I invested in the right mix of investments to help meet my goals?
- Am I saving enough to create the retirement income I need?
- How do I take income from my retirement account once I stop working?

RSVP today, as space is limited. Register for sessions at www.tiaa.org/schedulenow²⁵ or by calling 800-732-8353, weekdays, 8 a.m. to 8 p.m. (ET). You must register directly with TIAA.

November & 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)²⁶. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

November

- Tuesday, November 9 at noon - The Secure Act Revealed
- Tuesday, November 9 at 3 p.m. - Money at Work2: Sharpening investment skills
- Wednesday, November 10 at noon - Financial Housekeeping for Now and Later

²⁵<https://www.tiaa.org/schedulenow>

²⁶<https://www.tiaa.org/webinars>

- Wednesday, November 10 at 3 p.m. - Lifetime Income: Marketproof your retirement
- Thursday, November 11 at noon - Attention to Detail: Financial finishing touches for women
- Thursday, November 11 at 3 p.m. - Strategies for staying on Track

December

- Tuesday, December 7 at noon - Planning for College? Save with a 529 Plan
- Tuesday, December 7 at 3 p.m. - Gaining Insight: Navigating debt consolidation and understanding the mortgage process
- Wednesday, December 8 at noon - Estate Planning Basics
- Wednesday, December 8 at 3 p.m. - She's Got It: A woman's guide to saving and investing
- Thursday, December 9 at noon - Halfway There: A retirement checkpoint
- Thursday, December 9 at 2 p.m. - Well-rounded Retirement: An overview
- Thursday, December 9 at 3 p.m. - The Power of Saving

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.com²⁷ or call (603) 213-3523.**

²⁷<mailto:daniel.mccarthy@fmr.com>

Visit [Fidelity.com](https://www.fidelity.com)²⁸ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

Medicare Help Team



We have access to a Medicare Help Team at HTA, and they are looking forward to talking with you to provide education, guidance and to answer your questions.

They offer a Client Toolkit²⁹, which is a one-page quick reference with details on the services HTA provides. Here is a short video on **HTA Medicare Services**³⁰ – 4 min. There is absolutely no cost for working with them, and you do not pay a higher premium if you enroll through them, rather than directly with the insurance company.

²⁸<https://www.fidelity.com/>

²⁹http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula8S6fW1r98ZdNkk4VOXCq0BrHp-2BczFXRL-2FQYLrucm9IEwBxWbrsds3U8mYp2MYxqZRlyaNs7T-2FXidg023PT3Nkl-2Bv9rfHXEHqv8aFzLTHEbG-2BuEQHyZPi27NJYwwsLVQ1Cm1DVjcFovZoYcHfz9yHtJwv4EsVdHCr50G2-2Fpmjw-3D-3D1WUp_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46ciZJt57tkfpr0fC08TDCulrIdIPkKjgKqf6EoECHCdpW7DML2Plv-2B6gvBwDQ8sBqWk00XLFpKQ282HF1T-2F-2Ff6ThCgrty5DjGv9Bqx3oCmKCsu0cMQP7wwB1FNBEngszABs-2BmN-2F0bzrekAgcb8hHCh4-3D

³⁰http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2BwiawjqIBpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGGeidCv-2Fs2EHipf9EMEVhTWev4fwU63leQ2JrJX5tdT0DUYzGBDuHYKrwX-2B4y7dlpzdFHeafDCIJKL-2FpKqajJNtQKy8n-2FVTi5qbkvDhD6HVPwNvy_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46UfnmRM-2FogQ01YIRhXfJoFDhKZp-2BRK7IGvwUKAS02MuXcgpRjnBWRUqEkKNP0H82oLBXktTXvrsqoPPN4D15ZkM5s5XIX2U8SHH-2BJhAKw67ni0IH4KaXcR441cCnl4Oukl6MWu9Oie48Exg0y78FKIRk-3D

Don't worry, they are available to help with any of your Medicare concerns or questions. It is easy to schedule an appointment:

Call: 610-430-6650, Option 1 | Email: Medicare@HTA-insurance.com³¹

Schedule Online³² (click link) If you would rather attend an educational webinar, please click on the hyperlink to register for your preferred date--you will be able to choose your time on the registration form. All webinars are scheduled in **Eastern Time**.

- **Friday, November 12th³³**: 7am, 10am, 1pm, 4pm, 7pm
- **Monday, November 22nd³⁴**: 7:30am, 9am, 11am, 1pm, 4pm, 6pm
- **Wednesday, December 1st³⁵**: 7am, 10am, 1pm, 4pm, 7pm

³¹<mailto:Medicare@HTA-insurance.com>

³²[http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2Bwiawjqibpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGHVAG6htAupBg68g7T6INn-2F-2FiCcOlwbEb-2BSkM9-2FzsfXD7VdCo2qLahmS8fTaLN7xmb8KVuvEcUQss356dHCTY2mq-2F1acXgYFYQAS7Mql4FXqxYalvY2DigfBk3-2BaR61hiQ-3D-3DeIGz_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YakVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46RqynD6Snd1GUVitfa-2BmL94f8Qo2wkf3wSjk-2Fm8BNYlkjGHmNMP1W1A-2BfHH6XipinOISeUJ490t9uq6i1xIUn3rRRfD-2Fs-2FDNVqoZyf5WxHiNPpToJk4Rpz3EIVkk7RvrANMIITHgHD6X0UaGS8BpF48-3D](http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2Bwiawjqibpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGDLukaTif5PxtPo8C7FLZimf73xCigKK3EBITfIrS76mZ0DvUTykj0OYEPH4QONMBAktlPrwqADKQLZ-2FWIQUlu5cmYfcJ3No69EnbQL6tEf5_977_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YakVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46V97FpMzcOnav1lI3UmZJFA1s1QixL-2BhxZBRgadqcgJetb4NNWtNfqEB0fVatNVbn1SwDK-2F5-2Fjpjffv8mv5lReHgnz3Or-2BFVXqTfu609sb8lVtaFibiPgGoq4dDOTZ8AM5cfIvAWYQloLRLjV-2Bg8-2BAk-3D)

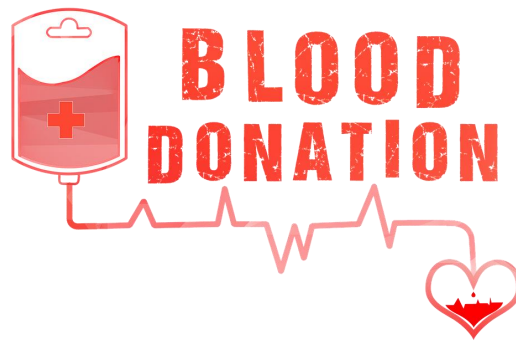
³³[http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2Bwiawjqibpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGHVAG6htAupBg68g7T6INn-2F-2FiCcOlwbEb-2BSkM9-2FzsfXD7VdCo2qLahmS8fTaLN7xmb8KVuvEcUQss356dHCTY2mq-2F1acXgYFYQAS7Mql4FXqxYalvY2DigfBk3-2BaR61hiQ-3D-3DeIGz_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YakVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46WuzpK9wFyfJjd3gWu8dC4Z2jEu0w4qlXOT6fqUcj-2BLMFgsI3unLLTjmwZXnrVclg2qfPkCNePG7UmeHCfdY9YIC1Rr8asffhC668yxdT3xJ90kZJQPkYYjF4vnRP-2FCxIQOjO7cQ2otiVGUFYcqT2g-3D](http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2Bwiawjqibpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGHVAG6htAupBg68g7T6INn-2F-2FiCcOlwbEb-2BSkM9-2FzsfXD7VdCo2qLahmS8fTaLN7xmb8KVuvEcUQss356dHCTY2mq-2F1acXgYFYQAS7Mql4FXqxYalvY2DigfBk3-2BaR61hiQ-3D-3DeIGz_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YakVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46RqynD6Snd1GUVitfa-2BmL94f8Qo2wkf3wSjk-2Fm8BNYlkjGHmNMP1W1A-2BfHH6XipinOISeUJ490t9uq6i1xIUn3rRRfD-2Fs-2FDNVqoZyf5WxHiNPpToJk4Rpz3EIVkk7RvrANMIITHgHD6X0UaGS8BpF48-3D)

³⁴http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2Bwiawjqibpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGHVAG6htAupBg68g7T6INn-2FEukFo6ZKf9vPKl6wyheMmjux9eJToWgxgLKsBRDPilVzmzmigfB31tvAG4TzEFmGqSkQsL1h8BqD5vjLl2v8jug6faEHLXGCKDvx9v2MjD-2Bw-3D-3DROD2_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YakVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46XicsVXYkoA3nBfIQ8p3lsvgwYaN-2FzrUIM53a4LpavFIRqN9BiDldTK-2FOzFFAe2Bd3Vp07XTMX2bzQ1zXJ22X-2Fr8y5GaKAdSezgdaUSbI7FceZ4LF-2Fx-2FSTNFX3GuKdZqdjmVdAXiJS0v6W4c7VgiyQ8-3D

Community | For the Greater Good



Community Blood Drives



Central Pennsylvania Blood Bank

Click on the links below to see a listing of area blood drives during the month of November:

- **Cumberland County Blood Drives³⁶**
- **Dauphin County Blood Drives³⁷**
- **Franklin County Blood Drives³⁸**
- **Mifflin/Juniata County Blood Drives³⁹**
- **Perry County Blood Drives⁴⁰**

³⁶https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

³⁷https://www.dickinson.edu/download/downloads/id/12738/central_pennsylvania_blood_bank_dauphin_county_blood_drives.pdf

³⁸https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

³⁹https://www.dickinson.edu/download/downloads/id/12736/central_pennsylvania_blood_bank_juniata-mifflin_county.pdf

⁴⁰https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

Down on the Farm



Holiday Gift Boxes

Give a Gift from the Land from the Dickinson College Farm



3 - Holy Tomato



4 - Farm Goodness



5 - This & That

The College Farm will once again be selling Holiday Gift boxes filled with our certified organic vegetables and other wholesome ingredients. Farm-made gift boxes are a great way to share a taste of the farm with others and make your gift giving easy. Available in early November through mid-December or until supplies last. Orders can be picked up or shipped.

Our gift boxes will feature our popular favorites ~ Kosher Dill Pickles, Pickled Red Beets, Salsa, Pizza sauce, Marinara sauce, Strawberry Jam and Melon Marmalade. Gift boxes can be enhanced by adding our soap, wool yarn, grass-fed Beef Jerky and NEW this year are boxed note cards depicting Dickinson farm scenes.

A variety of gift box combinations are available that promise to satisfy your appetite for seasonal goodness in a jar. They are great for the many colleagues, neighbors, family, and foodies in your life! We take pride in hand packaging our products and knowing that we are sharing our bounty with your friends, near and far. Please visit our website. Holiday Gift Boxes 2021⁴¹.

⁴¹<http://dcorganicfarm.square.site/>

Nutrition Corner - Healthy Recipe



November is American Diabetes month – a time to learn ways to prevent diabetes but also a month where we enjoy many family celebrations on and around Thanksgiving. November also includes national cranberry day on Tuesday, November 23! As you prepare for a celebration and a delicious meal with family and friends, consider including cranberries in your menu. Cranberries contain some great nutritious ingredients⁴² – such as healthy fiber with vitamins and minerals including vitamins C, E, K1, Manganese and Copper.

⁴²<https://www.healthline.com/nutrition/foods/cranberries>



Cranberry Almond Muffins

If you would like to enjoy a doubly delicious and healthy snack, this cranberry almond muffin recipe might just pair perfectly with your favorite morning brew!

Ingredients and Directions:

nonstick cooking spray

1 1/2 cup old-fashioned rolled oats (not quick cooking)

1 cup oat flour

1/2 cup whole wheat flour

1/4 cup Splenda Brown Sugar blend

1 tsp baking powder

1 tsp baking soda

1/2 tsp salt

1/2 cup cranberries (dried)

1/2 cup almonds (sliced, (divided))

1 1/2 cup low-fat buttermilk

1/2 cup fat-free sour cream

1/4 cup canola oil

1 large egg

1 tsp vanilla extract

1/4 tsp almond extract

2 tbsp ground flax seed

1. Preheat oven to 375 degrees. Line a muffin pan with 12 paper liners and spray lightly with cooking spray.
2. In a large bowl combine oats, oat flour, whole wheat flour, Splenda brown sugar, baking powder, baking soda and salt. Mix well.
3. Gently fold in dried cranberries and 1/4 cup sliced almonds.
4. In a medium bowl whisk together buttermilk, sour cream, oil, egg, vanilla and almond extracts.
5. Make a well in the center of the dry ingredients and add the wet ingredients to the well, gently stirring until moist. Do not over mix.
6. Fill each muffin cup about 2/3 full with muffin batter. Sprinkle 1/2 Tsp. ground flax seed over each muffin then sprinkle the remaining 1/4 cup sliced almonds evenly over the muffins. Press the flax seed and almonds gently into the muffin batter.
7. Bake muffins for 25-30 minutes or until toothpick inserted in center comes out clean. Cool on wire rack.

Nutrition Facts | 12 Servings

Serving Size: 1 muffin

Amount per serving

Calories: 210

Total Fat: 9g | Saturated Fat 1g

Cholesterol: 20mg

Sodium: 280mg

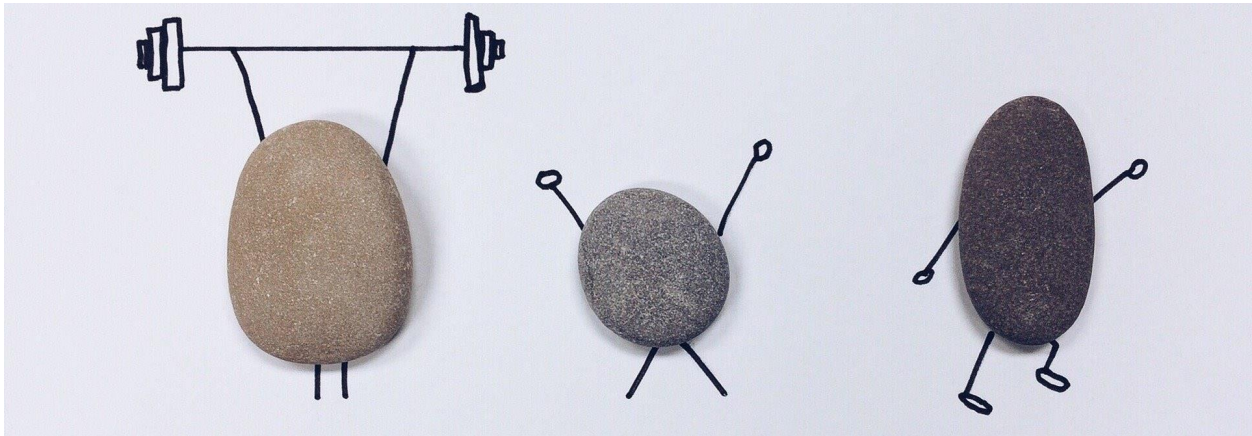
Total Carbohydrate: 27g | Dietary Fiber 3g

Protein: 6g

Sources

- Healthline.com⁴³
- American Diabetes Association: Cranberry Almond Muffin Recipe⁴⁴
- Medicare.gov Blog: American Diabetes Month ⁴⁵

Wellness



Understanding Alzheimer's Disease & Dementia

⁴³<https://www.healthline.com/nutrition/foods/cranberries#nutrition>

⁴⁴<https://www.diabetesfoodhub.org/recipes/cranberry-almond-muffins.html>

⁴⁵<https://www.medicare.gov/blog/american-diabetes-month>



Wednesday, November 10 | Noon - 1 p.m. | Zoom presentation

Presented by The Alzheimer's Association®

The Alzheimer's Association® provides care and support to those affected by Alzheimer's and all other dementia through free, high-quality education programs.

Learn basic information on the difference between Alzheimer's and dementia, stages, risk factors, research and FDA-approved treatments. ***Sign-up now for this virtual session⁴⁶ to learn more in Totara under the Stress Management course!***

Biometric Screening

⁴⁶<https://totara.dickinson.edu/course/view.php?id=112>



The Biometric Screening provides a snapshot of your health looking at your fasting total cholesterol and glucose. Blood pressure, height, weight, waist circumference and body mass index (BMI) also should be examined for a fuller picture, and can be done independently for 2021-2022 due to the pandemic environment. The screening is a collective review of your risk factors for developing heart disease, stroke and diabetes known as Metabolic Syndrome. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please plan to complete this health screening.

For fall 2021, a limited number of spots (100) for the biometric screening appointments are available (as walk-ins) at UPMC Carlisle Outpatient and Donor Center on select days during the months of September-October-November. Pre-registration⁴⁷ in Totara is required to receive a screening voucher for your Biometric Screening during the fall 2021 semester. Walk-in appointments are offered during the week on the dates shown below - and a screening voucher is provided for presentation when you walk-in:

Walnut Bottom Professional Center | 419 Village Drive, Suite 7 | Carlisle PA 17015

- November 23, 24, 26

Please Note: The UPMC Biometric Screenings are for EMPLOYEES ONLY. Students interested in a biometric screening should contact the Wellness Center to schedule their screening at studentwellness@dickinson.edu⁴⁸ or by phone at ext.1663.

⁴⁷<https://totara.dickinson.edu/course/view.php?id=51>

⁴⁸<mailto:studentwellness@dickinson.edu>

Some additional screening options are available with a small fee based on option(s) selected. If you decide to opt for any of the screenings with fees, your fee payment will be collected via payroll deduction for ease of processing your payment.

- **Biometric Screening (Lipid Profile with fasting glucose, Total cholesterol, HDL/LDL, triglycerides): FREE**
- LiveWell Screening (includes the above Lipid Profile free screening) and many others to provide a snapshot of overall health: \$35.00
- Ferritin (snapshot of your iron level stored in your blood): \$20.00
- HbA1C (three-month look at your glucose levels to better detect diabetes): \$15.00
- TSH (snapshot of Thyroid and metabolic function): \$25.00

For more information, please email devwell@dickinson.edu⁴⁹ or view the Biometric Screening⁵⁰ course page in Totara.



Pilates - Hosted by Student Leadership and Campus Engagement

Mondays | 4:30 - 5:30 p.m.

Tuesdays | noon - 1 p.m.

Wednesdays | 4:30 - 5:30 p.m.

⁴⁹<mailto:devwell@dickinson.edu>

⁵⁰<https://totara.dickinson.edu/course/view.php?id=51>

HUB Dance Studio with instructor Jenni Moore

Pilates is a non-impact, full-body workout. These classes will improve flexibility, build strength, and develop control and endurance in the entire body. The practice puts emphasis on alignment, breathing, developing a strong core, and improving coordination and balance. This style of Pilates is a blend of resistance training and floor-barre work to challenge and condition the body, all while being down on a mat. This class is appropriate for all fitness levels. Sign-up is available through EngageD⁵¹. Registration for each class is required.



Wellness Yoga Online with Julie Vastine, 200-hour RYT

Select Tuesdays through November 23 | 5-6 p.m.

Zoom Fitness Activity

Wellness Yoga will take participants through a series of asanas that stretch, strengthen, and relax the body and mind. This 60-minute class will start with guided centering breath work, move into gentle movements to warm up your muscles, head into a flow of yoga poses to build heat and flexibility, and end with a closing centering and relaxation. The class will also include a compassionate focus on alignment and the integration of breath with movement.

Previous yoga knowledge is encouraged but is not necessary. Please participate to your own comfort level and ability!

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

Enroll and sign-up via Totara⁵² through the Gateway to obtain the Zoom link.



SitFit Fall Semester Sessions

Wednesdays, starting October 13 | noon - 12:30 p.m. | Zoom Fitness Activity

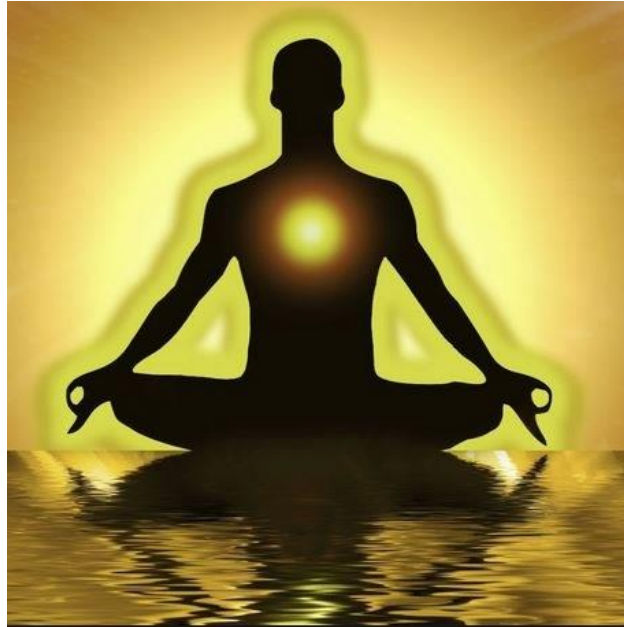
Instructor: Jennifer Moore

SitFit⁵³ is an integrative approach to fitness that uses a chair for cardio, strength, and flexibility training. The chair provides great support while sitting and stability for standing, making this class appropriate for all fitness levels, especially those who have limited mobility, certain health concerns, or are just easing into fitness.

⁵²<https://totara.dickinson.edu/course/view.php?id=341>

⁵³<https://totara.dickinson.edu/mod/faceface/view.php?id=16>

Enroll and sign-up for this physical wellbeing session in Totara⁵⁴. A Zoom link will be provided upon signing up.



Deep Breathing, Relaxation, and Mindfulness Workshop

Wednesdays starting October 13 through December 8

4:30 - 5:15 p.m. | Allison Hall Community Room

with Dr. Megan Nesbitt

Feeling anxious in these unpredictable times and struggling to practice focus and calm? Has it been difficult to interrupt worrying and be present? This group will meet weekly to engage in body-mind techniques for calming anxiety. Each meeting will begin with deep breathing and then focus on a relaxation exercise, a guided visualization, or a therapeutic mindfulness technique. Beginners welcome. No need to attend every week, drop-ins welcome. Students, staff, faculty, all members of the Dickinson community welcome.

⁵⁴<https://totara.dickinson.edu/course/view.php?id=3>

Meetings will be in person, as health protocols permit, but there is also an option to join virtually. Enroll and sign-up in Totara⁵⁵.

Join Zoom Meeting:

<https://us04web.zoom.us/j/72095146417?pwd=N3RQYkFRMW81QVpVUGMvNzBSWEEd3UT09>

Meeting ID: 720 9514 6417

Passcode: OxtAsp



Ethos Fitness - Camp Cardio

Join with ZOOM or attend LIVE, in person at Ethos Fitness | 265 Penrose Plaza, Carlisle

⁵⁵<https://totara.dickinson.edu/course/view.php?id=307>

Thursdays through November 18 | 4:30-5:30 p.m.

Join us for an energetic and fun, heart-pumping, calorie-burning cardio class.

This aerobic class will tone muscles and strengthen your heart with different aerobic formats such as: Hi/Lo, Strong, cardio-kickboxing, Zumba, and more. All you need is your body and some space to move.

Join us *virtually via ZOOM, or at the Ethos Fitness Studio* located at 265 Penrose Plaza, Carlisle, PA 17013! **Select your attendance option in Totara**⁵⁶.

REGISTRATION IS REQUIRED for the LIVE, in person session as space is limited.



Crochet Your Way - Through December 2021

Instructor: Miriam McMechen

Alternating Mondays | noon-1 p.m. | TEAMS meeting online

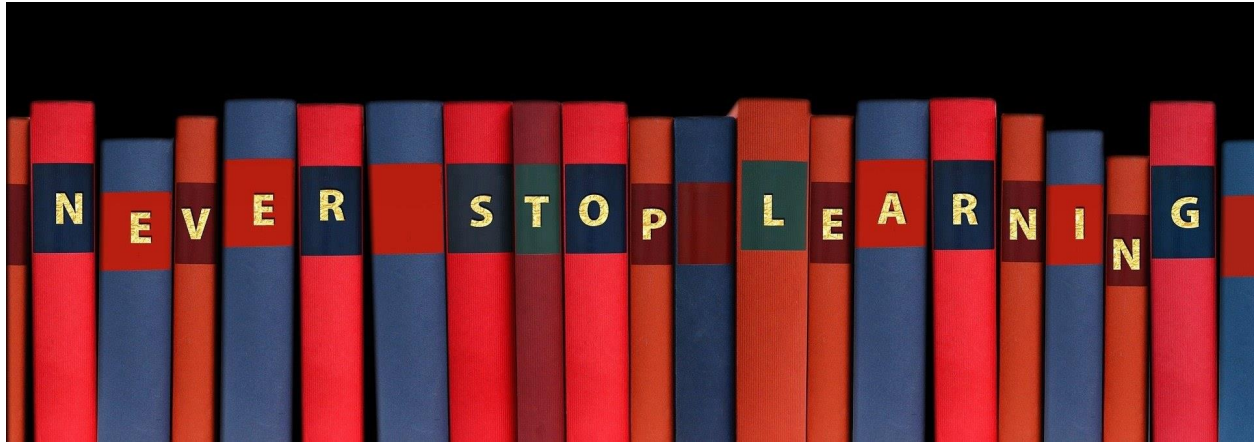
The art of textile design and personal creations takes a variety of forms. One of the most loved handiwork arts allows for expression through yarn or other fibers to create items like cuddly afghans, warm scarves and ornate lace doilies. Hands-on crafting is an outlet for your creativity and also helps reduce your stress while producing some beautiful pieces. Learn how to get

⁵⁶<https://totara.dickinson.edu/course/view.php?id=379>

started in this medium by joining this noon-hour session presented by Miriam McMechen via TEAMS! Sign-up⁵⁷ to access the TEAMS meeting link!

Want to connect more outside of these virtual/live sessions? Join the DIG-IT group - Creative Fibers in TEAMS⁵⁸!

Professional Development



RAISE 2.0



This session is being rescheduled. Please watch for a new date and time.

Presented by Todd Nordgren, Director LGBTQ Services

Join this training to engage with other members of the campus community to further discuss implementation of ally action plans and further explore next steps in the RAISE process! This training supplements the prior RAISE training, deepening discussion and exploring

⁵⁷<https://totara.dickinson.edu/course/view.php?id=380>

⁵⁸<https://teams.microsoft.com/l/team/19%3aee71041c38a14963ae9683c1f7317bb0%40thread.skype/conversations?groupId=aa7372fa-7d7d-4e24-9a67-a18332a5fa4e&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

conversations that started during the first training. Explore how to deepen your allyship with others in our campus community as we work to make Dickinson a place void from homophobia, heterosexism, cissexism, and transphobia. Only individuals who have completed the ally action plan and the first RAISE training at least 6 months ago are eligible for this event.

For more information, please contact Todd Nordgren at nordgret@dickinson.edu⁵⁹.

College Prep for Parents



Session I - Admissions and Big Spring High School: Tuesday, November 16 | noon-1 p.m.

Session II - Financial Aid and Human Resource Services: Tuesday, November 30 | noon-1 p.m.

Human Resource Services, Admissions and Financial Aid, in conjunction with local area high schools offer workshops for employees and their families to learn more about the college selection and financial aid process. The program will provide guidelines for starting the college search while attending high school, when to apply for college admission and early tuition grants, what is available through Financial Aid, and a summary of Dickinson's three tuition programs. We encourage all parents to attend if your child is a junior or senior in high school and planning to attend college.

Sign up for the Zoom workshops in Totara⁶⁰.

⁵⁹<mailto:nordgret@dickinson.edu>

⁶⁰<https://totara.dickinson.edu/course/view.php?id=42>

LIVE Protecting Our Community Sessions



Friday, December 10 | 1-2:30 p.m. | Social Hall East

Tuesday, December 14 | 9-10:30 a.m. | ATS

Dickinson College is committed to providing a supportive working environment for all employees. As part of this effort, we offer educational programs to assist all employees with recognizing and addressing potential harassing and discriminating behavior. New employees are required to complete three web-based modules or attend Protecting Our Community within the first year of employment. Employees are also required to attend Protecting Our Community once every two years (or complete two web-based modules).

Click here⁶¹ to register for a LIVE session in Totara. Select “sign-up” for the session that fits your schedule.

Community Reading Registration is Open - Braiding Sweetgrass



Monday, January 24 | 4:30-6:30 p.m. | Waidner-Spahr Library

⁶¹<https://totara.dickinson.edu/course/view.php?id=31>

Students, faculty, and staff are invited to participate in a discussion of the Spring 2022 Common Reading Selection, *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants* by Robin Wall Kimmerer.

A copy of *Braiding Sweetgrass* will be provided, while supplies last, to those who register for this event. The books will be delivered prior to the end of the fall semester so that participants can read the book over the winter break. An ebook version of *Braiding Sweetgrass*⁶² is also available from the Waidner-Spahr Library.

To learn more and register, visit: <https://libguides.dickinson.edu/commonreading/>

About *Braiding Sweetgrass*: This beautifully written book blends modern science and native cultural practices. Drawing on her life as an indigenous scientist, a mother, and a woman, Kimmerer shows how other living beings offer us gifts and lessons, even if we've forgotten how to hear their voices. The book is highly relevant to the Dickinson community with the recent approval of our official land acknowledgment, confirmation of Dickinson's connection to the Carlisle Industrial Indian School (which is mentioned in the book), and our focus on sustainability. In fact, Kimmerer helps to demonstrate why our commitment to sustainability is so vitally important. Kimmerer's book is a *New York Times*, *Washington Post*, and *Los Angeles Times* bestseller, in addition to other awards and accolades.

Hum If You Don't Know the Words by Bianca Marais

Wednesday, February 23 | noon-1 p.m. | TEAMS Online Book Discussion

Life under Apartheid has created a secure future for Robin Conrad, a ten-year-old white girl living with her parents in 1970s Johannesburg. In the same nation but worlds apart, Beauty Mbali, a Xhosa woman in a rural village in the Bantu homeland of the Transkei, struggles to raise her children alone after her husband's death. Both lives have been built upon the division of race, and their meeting should never have occurred...until the Soweto Uprising, in which a protest by black students ignites racial conflict, alters the fault lines on which their society is built, and shatters their worlds when Robin's parents are left dead and Beauty's daughter goes missing.

⁶²https://dickinson.primo.exlibrisgroup.com/permalink/01DICKINSON_INST/1d86qtd/cdi_proquest_ebookcentral_EBC1212658

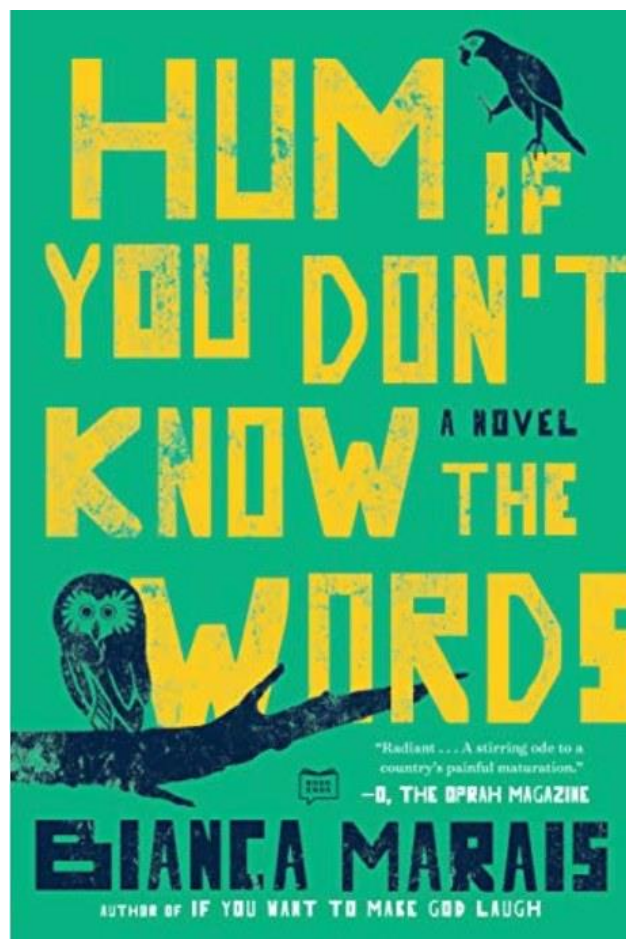
After Robin is sent to live with her loving but irresponsible aunt, Beauty is hired to care for Robin while continuing the search for her daughter. In Beauty, Robin finds the security and family that she craves, and the two forge an inextricable bond through their deep personal losses. But Robin knows that if Beauty finds her daughter, Robin could lose her new caretaker forever, so she makes a desperate decision with devastating consequences. Her quest to make amends and find redemption is a journey of self-discovery in which she learns the harsh truths of the society that once promised her protection.

Told through Beauty and Robin's alternating perspectives, the interwoven narratives create a rich and complex tapestry of the emotions and tensions at the heart of Apartheid-era South Africa. Hum If You Don't Know the Words is a beautifully rendered look at loss, racism, and the creation of family.

Enroll and sign-up⁶³ for this discussion through Totara. A Microsoft Teams link will be provided in the calendar invitation upon signing up.

The first 15 to register will receive a complimentary copy of the book. Any additional participants in the discussion will need to purchase or acquire their own book (in any form). The book can be found in libraries or purchased from a variety of vendors (i.e. Amazon, Barnes & Noble, etc.)

⁶³<https://totara.dickinson.edu/course/view.php?id=43>



Contact Us



Physical Wellness Program Incentive Prize Winners

Congratulations to Meredith Rauhut (*Biology/Psychology*) for being randomly selected as the incentive winner for the month of October. The Physical Wellness incentive prize winner for each month is randomly selected based on their fitness program participation. 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.edu⁶⁴ 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

⁶⁴<mailto:devwell@dickinson.edu>

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 Gateway⁶⁵ 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 policy⁶⁶ 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 Guide⁶⁷

Dickinson Download⁶⁸

Dickinson/Biking⁶⁹

Dickinson/College Farm⁷⁰

⁶⁵<https://gateway.dickinson.edu/>

⁶⁶http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁶⁷http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide

⁶⁸http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download

⁶⁹<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

Dickinson/Sustainability⁷¹

Trout Gallery⁷²

Theatre & Dance⁷³

Campus Announcements⁷⁴

Campus Events Calendar⁷⁵



6 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁷⁶

Human Resource Services Website⁷⁷

⁷⁰<http://www.dickinson.edu/collegefarm>

⁷¹<http://www.dickinson.edu/sustainability>

⁷²<http://www.troutgallery.org/>

⁷³<https://www.dickinson.edu/theatreanddance>

⁷⁴<https://www.dickinson.edu/announcements>

⁷⁵<http://www.dickinson.edu/events>

⁷⁶<mailto:devwell@dickinson.edu>

⁷⁷https://www.dickinson.edu/homepage/122/human_resource_services