



Vitality

Dickinson

HUMAN RESOURCE SERVICES

1 - March 2022

Volume XVI | Issue 7

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Women's Herstory Month





2 - Written by Donna M. Bickford, Ph.D., Director of the Women's and Gender Resource Center and adjunct professor in 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 Month and it has been commemorated ever since.

While every year is an important one to celebrate the achievements of women and honor our history, this year brings another important anniversary – the fiftieth anniversary of Title IX.

Title IX was enacted in 1972 and states:

- No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

Although Title IX is perhaps most well-known for requiring gender equity in athletics and requiring colleges and universities to enact policies to address sexual assault and gender-based

violence on campus, it is much more wide-ranging than that. According to the US Department of Education¹:

- Some key issue areas in which recipients have Title IX obligations are: recruitment, admissions, and counseling; financial assistance; athletics; sex-based harassment, which encompasses sexual assault and other forms of sexual violence; treatment of pregnant and parenting students; treatment of LGBTQI+ students; discipline; single-sex education; and employment.

Many local, regional, and national organizations are engaged in programming and awareness-raising campaigns in recognition of this important anniversary, including the Women's Sports Foundation², the Centennial Conference³, ESPN⁴, the US Postal Service⁵, and the New York Historical Society's⁶ Center for Women's History, among others.

The Women's and Gender Resource Center hosts Dickinson's commemoration of Women's Herstory Month with its annual Gender Week programming. This year Gender Week⁷ is from March 7-11 with a theme of Criminal (In)Justice. We hope you will join us for some of these important programs.

¹https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

²<https://www.prnewswire.com/news-releases/womens-sports-foundation-celebrates-national-girls--women-in-sports-day-while-commemorating-the-50th-anniversary-of-title-ix-301470880.html>

³<https://www.centennial.org/general/2021-22/titleix>

⁴<https://espnpressroom.com/us/press-releases/2021/05/espn-leading-fifty-50-initiative-exploring-fifty-years-of-title-ix-across-the-walt-disney-company/>

⁵<https://about.usps.com/newsroom/national-releases/2022/0207ma-celebrating-the-50th-anniversary-of-title-ix.htm>

⁶<https://www.nyhistory.org/womens-history/diane-adam-max-conference-womens-history>

⁷https://www.dickinson.edu/info/20229/women_s_and_gender_resource_center/1858/programs_and_events/2

Gender Week



March 7-11, 2022

GENDER WEEK 2022: CRIMINAL (IN)JUSTICE

Book Discussion: *Abolition. Feminism. Now*

Monday, March 7 | 12PM - 1PM | Althouse 207

We'll read *Abolition. Feminism. Now.*, discussing how it centers the feminist and queer organizing that has grounded and amplified calls for abolition. Professor Say Burgin will facilitate our discussion of this timely new book written by leading scholar-activists Angela Y. Davis, Gina Dent, Erica Meiners, and Beth E. Richie. Lunch will be provided. *An OEI Critical (In)justice event.*

Gender Week Keynote: *Female Offenders: Unlocking their Sentencing Reality*

Monday, March 7 | 6PM | Stern 102

Historically, various forms of sentencing options have been used when addressing the female population. The reasoning for the various alternatives is complex; however, analyzing this issue within the framework of intersectionality brings to light problems related to sentencing choices and the ever-increasing rate of female imprisonment. Dr. Shauntey James (Penn State Harrisburg) will offer a compelling dialogue to help us understand the interlocking nature of sentencing. *An OEI Critical (In)justice event.*

Reciprocal Education and Community Healing on Death Row in Tennessee

Tuesday, March 8 | 12PM | Stern 102

From 2013-2017, Professor Amy McKiernan (Philosophy) served as a volunteer who facilitated a weekly philosophy and social justice reading group on death row at Riverbend Maximum Security Institution in Nashville, TN. At this event, Professor McKiernan will facilitate a conversation about how her relationships with people who are incarcerated impact how she thinks about accountability and prison abolition. She will share examples of artwork and writing created by people on death row and discuss how working with people who are incarcerated has challenged her prior thinking about the victim/ perpetrator dichotomy. Lunch will be provided. *An OEI Critical (In)justice event.*



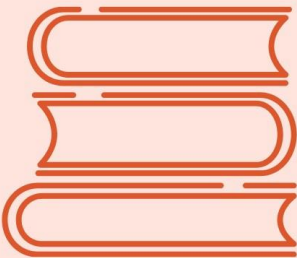
Book Discussion: Abolition. Feminism. Now.

Join us in discussing the book's emphasis on the feminist and queer organizing that has grounded and amplified calls for abolition.

Lunch will be provided.

**ABOLITION.
FEMINISM.
NOW.**

—
**ANGELA Y. DAVIS,
GINA DENT,
ERICA R. MEINERS,
AND BETH E. RICHIE**



The WGRC will provide ten free copies to be picked up at the Office of Equity and Inclusivity/Landis House, 8:30-4:30pm M-F.

Students get priority until February 11.

Everyone who accepts a book is promising to attend & participate in the discussion.

Monday, March 7
12:00-1:00pm
Althouse 207

An OEI Critical (In)Justice Event



Gender Week Keynote

Female Offenders: Unlocking their Sentencing Reality

March 7 • 6-7 PM • Stern 102

Historically, various forms of sentencing options have been used when addressing the female population. The reasoning for the various alternatives is complex; however, analyzing this issue within the framework of intersectionality brings to light problems related to sentencing choices and the ever-increasing rate of female imprisonment.

Dr. Shauntey James (Penn State Harrisburg) will offer a compelling dialogue to help us understand the interlocking nature of sentencing. Her recent book, co-authored with Dr. Alana Van Gundy, is *The History, Evolution, and Current State of Female Offenders: Recommendations for the Field* (copies of the book will be available for purchase at Dickinson bookstore and will also be sold at the event; Dr. James is willing to sign copies).

ALANA VAN GUNDY AND SHAUNTEY JAMES

**THE HISTORY,
EVOLUTION,
AND CURRENT
STATE OF FEMALE
OFFENDERS**

Recommendations for Advancing the Field



An OEI Criminal (In)Justice event.



Gender Week: Criminal (In)justice)

RECIPROCAL EDUCATION AND COMMUNITY HEALING ON DEATH ROW IN TENNESSEE

PROF. AMY MCKIERNAN
TUESDAY, MARCH 8
12:00 PM
STERN 102



From 2013-2017, Professor Amy McKiernan (Philosophy) served as a volunteer who facilitated a weekly philosophy and social justice reading group on death row at Riverbend Maximum Security Institution in Nashville, TN. At this event, Prof. McKiernan will facilitate a conversation about how her relationships with people who are incarcerated impact how she thinks about accountability and prison abolition. She will share examples of artwork and writing created by people on death row and discuss how working with people who are incarcerated has challenged her prior thinking about the victim/perpetrator dichotomy. **Lunch will be provided.** *An OEI Critical (In)justice event.*

Womxn's Retreat



Saturday, April 9 | 9 a.m. - 4 p.m. | Allison Community Room

Registration⁸ is now open for this year's Womxn's Retreat.

The retreat is open to any female-identified or gender non-binary faculty, staff, administrator, or student. Breakfast and lunch will be provided. We ask students to commit to attend the entire retreat; faculty and staff may attend as they choose.

The student facilitators of this year's retreat (Nhi Ly '22 and Carter Gallahue '24) have arranged a variety of activities, including a facilitated discussion on reproductive justice, an expressive arts activity, facilitated discussion about healthy body image, and a movement activity.

Please register⁹ by Friday, April 1. If you have any questions, please don't hesitate to contact Donna Bickford¹⁰.

⁸https://dickinson.co1.qualtrics.com/jfe/form/SV_9tv1Bui0cf6fSCi

⁹https://dickinson.co1.qualtrics.com/jfe/form/SV_9tv1Bui0cf6fSCi

¹⁰<mailto:bickford@dickinson.edu>

Womxn's Retreat 2022: Bodily Wellness

Fun &
crafty
activities

Discussion
on
Reproductive
Justice

Discussion
on
Body Image
& Eating
Disorders

Movement
activity



**Date: Saturday, April 9
from 9AM - 4PM
Location: Allison Hall**

**Register by using this QR code
by Friday, April 1**



Dickinson
WOMEN'S & GENDER
RESOURCE CENTER

2022 Spring Into Fitness Challenge



Spring Into Fitness Challenge Kick-Off Walk

President John Jones will kick-off the 2022 Spring Into Fitness Challenge with a walk on Monday, March 21, from 3-3:45 p.m. starting at the Benjamin Rush Statue on the John Dickinson Academic Quad. Register now and join the fun¹¹ - don't miss the opportunity to be part of the 2022 Challenge!

Register for the Challenge Now!¹²

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. **Special activities and programs will be offered each week!** The updated 2022 Spring Into Fitness Challenge fillable-tracking form to track your weekly exercise minutes during this year's program will be available soon.

Click here¹³ to register for the 2022 Spring Into Fitness Challenge!

The details of the Spring Into Fitness Challenge (SIFC) activities will be coming soon on the SIFC webpages¹⁴ and in Totara ¹⁵. **Some of the highlighted programs and events are shown below in this issue of Vitality!** Registered participants will receive an email after March 8!

Who will win the Golden Sneaker in 2022? The 2021 Spring Into Fitness Challenge divisional winner was Academic Affairs! Click to view results for our 2021 in a PowerPoint show!¹⁶

SIFC Week # 2 Activities

Climate Justice Teach-In, Join Us for a Day of Learning and Action | Wednesday, March 30

¹¹<https://totara.dickinson.edu/mod/face/view.php?id=344>

¹²<https://forms.office.com/r/QJKqN50bAr>

¹³<https://forms.office.com/r/QJKqN50bAr>

¹⁴https://www.dickinson.edu/info/20314/professional_development_and_wellness/2927/spring_into_fitness_challenge

¹⁵<https://totara.dickinson.edu/course/view.php?id=109>

¹⁶https://www.dickinson.edu/download/downloads/id/12846/2021_spring_into_fitness_challenge_outcomes.ppsx

Join Dickinson students, staff, and faculty and Carlisle community members on March 30, 2022 for a day of learning and action on climate change, climate justice, and equity. Multiple fun, interactive, content rich, and action oriented sessions are planned throughout the day. Some will be led by students, some by Dickinson faculty and staff, and some by Carlisle community members. Pizza will be served at 6:45 pm in the HUB Social Hall, just prior to the last session, Mobilizing for Action. Put the teach-in on your calendar, come, bring your friends, and attend one session, multiple sessions or all sessions to learn how you can participate in imagining and shaping a future that is low carbon, climate resilient, and equitable.

The teach-in program, with schedule, descriptions, and locations of sessions, can be accessed online: Teach-In Program¹⁷.

To help us plan for a successful teach-in, please use this form to let us know which sessions you plan to attend: RSVP Climate Justice Teach-In¹⁸.

The Northside Ride¹⁹ | 8:30 a.m. – 1:00 p.m. | Saturday, April 2 (Rain Date: April 9)

More info: www.dickinson.edu/NorthsideRide²⁰

Sign up: Facebook Event to RSVP²¹

Contact to Volunteer: lyonsli@dickinson.edu²²

*Bicyclists of all ages are invited to join a community ride around Carlisle's Northside neighborhood. "The Northside Ride" will take place on **Saturday, April 2** with registration, free minor bike repairs and free pancake breakfast **opening at 8:30 a.m. and a bike ride departing at 10:15 a.m.** Participants will meet at New Life Community Church, 64 E. North St., Carlisle. **The ride and its associated events are free and open to the public.***

The Northside Ride seeks to connect residents to each other and community organizations while encouraging bicycle safety and bicycle use as an effective form of transportation within and beyond Carlisle. **The event will provide free helmets, bike lights and bike locks to neighborhood riders who participate.** All participants are required to sign a waiver, and participants under age 14 must be accompanied and supervised by an adult on the ride.

¹⁷<https://www.dickinson.edu/Teachin2022>

¹⁸<https://forms.gle/A7ZyHZLb5Fa3TZn18>

¹⁹<http://www.dickinson.edu/NorthsideRide>

²⁰<http://www.dickinson.edu/NorthsideRide>

²¹<https://fb.me/e/24rBxphF5>

²²<mailto:lyonsli@dickinson.edu>

Cyclists are encouraged to gather at New Life Community/Lifecycle for free breakfast, minor bike tune-ups and safety checks courtesy of The Handlebar, LifeCycle Carlisle, and Harrisburg Bicycle Club. The ride starts at 10:15 am and travels 3.8 miles to waypoints including Project SHARE, YWCA Carlisle & Cumberland County and ending at Hope Station, 149 W. Penn St., Carlisle. Each of these partners will also offer a bike-related activity or demonstration.

Representatives of ***Hope Station, YWCA Carlisle and Cumberland County, Project SHARE, Dickinson's Center for Sustainability Education, Dickinson's Center for Civic Learning and Action, New Life Community Church, Harrisburg Bicycle Club, Carlisle Victory Circle and Westside Neighbors Association*** have come together to launch this initiative, which aims to make bicycling more available as an affordable and safe form of transportation.



SIFC Week # 3 Activity:

2022 Campus EcoChallenge



Join Dickinson's Center for Sustainability Education (CSE)²³ in an ONLINE sustainability-focused behavior change challenge April 1-21, 2022.

SIGN UP NOW²⁴

The 2022 Campus EcoChallenge²⁵ provides a unique opportunity to put your sustainability skills into practice and will include a competition within Dickinson as well as a friendly competition amongst other colleges, universities, and Carlisle community partners. The challenge is behavior-based and focuses on individual and collective action. Any Dickinson student, faculty, staff, or alumni is invited to join our team! EcoChallenge is a fun and social way to take measurable action on the sustainability-related issues you care about. With three weeks of commitment, learning and action can add up to a lifetime of positive change for you, others, and the planet! It's fun, it builds community, and it's not just focused on the environment! With 10 different categories ranging from food to community building, the EcoChallenge has something for everyone. You get to decide what commitments you want to challenge yourself to while competing against others!

JOIN OUR TEAM:

- Sign Up: REGISTER FOR THE "DICKINSON GREEN DEVILS 2022²⁶" TEAM

²³<https://nam01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.dickinson.edu%2Fcse&data=02|01|t|s24%40PSU.EDU|f413437f193b484f5aef08d7ab240831|7cf48d453ddb4389a9c1c115526eb52e|0|0|637166043570034846&sdata=mEamXDR41S6A%2BPYNZX9Jz6tR1IJQtuSfmqPwsA9crRk%3D&reserved=0>

²⁴<http://www.dickinson.edu/ecochallenge>

²⁵<http://www.dickinson.edu/ecochallenge>

²⁶<https://campus2022.ecochallenge.org/teams/dson-greendevils>

- BONUS: Obtain points when others sign up using your unique referral link! On the "Team" Page, click "Invite Teammates" and copy the link to send to your friends, faculty, and favorite staff members!
- Make your personal commitments (now through April 1).
- Check-in daily when you complete commitments April 1-21.
- Comment, engage, & encourage others!
- Join us on Earth Day, April 22, to celebrate the winners and our planet & community. Details to come.

If you have questions, please contact sustainability@dickinson.edu²⁷.

SIFC Week #6: Faculty, Student, & Staff Events

The ***Spring Into Fitness Challenge*** doesn't mean just physical activities. ***Your mental health and overall well being is important too!*** Faculty and staff are invited to enjoy the following social events hosted by the Class of 2022 and MOB.



Pints with Profs

Friday, April 29 | 4:30 - 6:30 p.m. | HUB Social Hall

²⁷<mailto:sustainability@dickinson.edu>

Join faculty, staff members, and your peers for this Dickinson senior-class tradition featuring fun food and great company! This is a chance to mingle with peers and professors outside of the classroom before seniors graduate.

Sign-up via **EngageD**²⁸!



Springfest

Saturday, April 30 | 11 a.m. - 2 p.m. | Britton Plaza & Morgan Field

Join MOB for one of Dickinson's oldest student event traditions on Morgan Field and Britton Plaza. Celebrate the end of the semester with food trucks, inflatables, games, live music, and a complimentary picnic for Dickinson faculty, staff, and their families.

Sign-up via EngageD²⁹!

²⁸<https://dickinson.campuslabs.com/engage/event/7105420>

²⁹<https://dickinson.campuslabs.com/engage/event/7957482>



All College Formal

Saturday, April 30 | 9 - 10 p.m. | HUB Social Hall

Join MOB for a night of dancing and fun at our annual formal 🥳👯🌟

In the Social Hall, we will have a dance floor and DJ and right across in the main area of the HUB, there will photo booths, a pool and air hockey table, as well as two available card game tables. We hope that everyone can attend and share this amazing experience with MOB!

Sign-up via EngageD³⁰!

³⁰<https://dickinson.campuslabs.com/engage/event/7909258>

Employee Highlights



New Hires



February 2022

Eddie Brown, *CASE*

Tim Brunner, *Facilities Management*

Ana Franjicic, *Dining Services*

Raymond Hoy, *College Farm*

Amir Mundy, *Academic Advising*

April Schneider, *Wellness Center*

David Smyers, *Advancement Services*

Christine Walker, *President's House*

Blake Woodward, *Public Safety*

Retirements



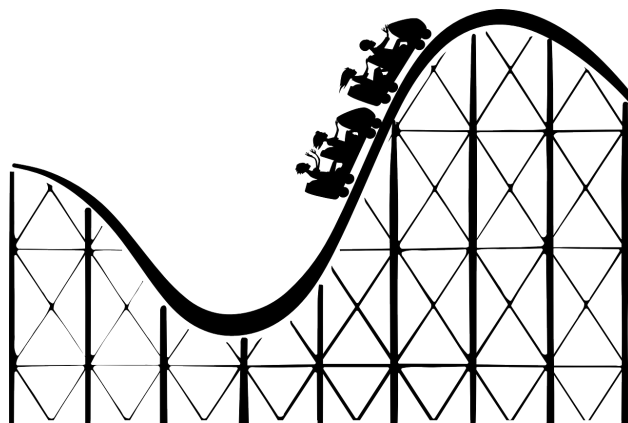
We wish a fond farewell to following, as they transition to retirement:

- Amy Holl, *Bookstore*

Employee Announcements



Discount Hersheypark Tickets



4 Experiences for the Price of 1!

- ***Hersheypark***
- ***The Boardwalk at Hersheypark***
- ***ZooAmerica***
- ***Hershey's Chocolate World***

Over 65 rides and attractions

FREE Admission to ZooAmerica when entered from Hersheypark.

Hershey's Chocolate World - the #1 visited corporate visitor center in the world Award-winning live entertainment.

Discounted Hersheypark tickets are available for advance purchase to Dickinson students and employees at the special rates listed below.

Special ticket pricing!

Tickets valid any day during 2022 regular operating season from April 2, 2022 through January 1, 2023

\$39.95 all ages over 3 years (ages 2 and under are free)

Tickets must be requested and paid for by March 31, 2022.

Ticket orders can be placed with the Student Leadership & Campus Engagement, located at the Information Desk in the HUB, or with Office of Human Resource Services, located at 55 N. West

Street. Checks should be made payable to Dickinson College. When the ticket orders arrive, purchasers will be notified of availability for pick-up at Human Resource Services. For details, call ext. 8084 or send an email to hrservices@dickinson.edu³¹.

Retirement Plans Investment Committee



Dickinson College takes its responsibility to oversee the College's retirement program seriously.

Changes in ERISA laws a few years ago increased the fiduciary responsibilities of the College in its oversight of the retirement program. At that time, an all-campus retirement investment committee was established to review our retirement investments and ensure that we were complying with these complex government regulations.

We've come a long way in the past few years. After an extensive study with the help of an independent investment consultant, the committee recommended a streamlined investment lineup for the plan. This lineup eliminated many of the duplicative, high-fee investment products in favor of a diversified mix of best-in-class funds intended to meet the needs of the wide variety of participants.

Specifically, the plans went from having a list of over 160 investments to 26 purposeful and well-diversified options. While the changes were designed to satisfy all types of investors, those who wished to retain their current investments had the option to choose a brokerage account at that time. Most recently, with the recommendation of our independent investment consultant, we

³¹<mailto:hrservices@dickinson.edu>

replaced a small handful of funds that were under performing with new investments not tied specifically to TIAA or Fidelity.

This committee continues to meet regularly with an independent outside consultant to ensure that the retirement program's investments remain competitive. Our consultant benchmarks our investment options for performance, the fee structure, and management expertise and will come forward with recommendations to the committee when appropriate.

The 2021-2022 committee membership is as follows:

- Dennette Moul, Director of H.R. Services (Chair)
- Qing Bai, Assistant Professor of INBM
- Catrina Hamilton-Drager, Sr. Associate Provost Academic Affairs
- Annette Parker, Interim VP for Finance and Administration
- Eddie Tu, Assistant Professor of Mathematics
- Michelle Spencer, HRIS Administrator
- Stephen Winn, Assistant Title IX Coordinator
- Sean Witte, Assoc VP Financial Operations & Controller
- Debra Hargrove, VP Human Resource Services (Advisor)
- Connie McNamara, VP Marketing and Communications (Advisor)
- Currently Vacant, General Counsel (Advisor)

2021 Employee Appraisals



2021 performance reviews will be activated within the coming weeks via Totara. Unlike previous years, this review is requiring an overall summary and review of goals, if applicable. Employees are encouraged to complete the self-evaluation prior to meeting with their supervisor. The appraisal process should be completed by Friday, April 8.

Questions should be directed to Dennette Moul³² or Carol Shaffer³³.

Performance Appraisal – Self-Evaluation Open Sessions

Wednesday, March 16 | 10-11 a.m. & 3-4 p.m. | Althouse 204

Human Resource Services will be holding open sessions to provide assistance with the self-evaluation process in Totara. If you feel that you could benefit from this, please make arrangements with your supervisor to participate on one of the sessions above. Please feel free to contact Carol Shaffer in Human Resource Services with any questions at 717-245-1152 or shaffeca@dickinson.edu³⁴.

³²<mailto:mould@dickinson.edu>

³³<mailto:shaffeca@dickinson.edu>

³⁴<mailto:shaffeca@dickinson.edu>

Dining Services Volunteer Sign-Up



We continue to seek 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 Totara³⁵.

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.

Dickinson COVID-19 Resource: Spring 2022 Semester Information³⁶

³⁵<https://totara.dickinson.edu/course/view.php?id=398>

³⁶https://www.dickinson.edu/homepage/1539/spring_2022_semester_information

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



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 form³⁷ link.

³⁷<https://www.dickinson.edu/xfp/form/376>

Compliance | Policies



Drug Free Workplace Campus Session



Tuesday, March 22 | 11 a.m. - noon | HUB Social Hall West

Presented by Kathy Strain, Drug Free Workplace

Would you see and understand what was happening if a loved one or friend was challenged with substance use (or abuse)? Participate in this 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-up³⁸ for this in-person session.

Get the Most Out of Your Benefits



Aetna 1:1 Consultations (Phone Appointment)



Thursday, March 10 | 3 - 5 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 Totara ³⁹to select your appointment for a 1:1 consultation. A phone number

³⁸<https://totara.dickinson.edu/course/view.php?id=300>

³⁹<https://totara.dickinson.edu/course/view.php?id=60>

to contact our Aetna representative will be provided upon enrollment and sign-up for the session.

Medicare 101



Wednesday, March 30 | 6-8 p.m. | Webinar

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 in Totara⁴⁰ for the webinar meeting link.

Health Advocate makes healthcare easier⁴¹!

⁴⁰<https://totara.dickinson.edu/course/view.php?id=60>

⁴¹https://www.dickinson.edu/download/downloads/id/12897/health_advocate_highlights_overview_2021.pdf

HealthAdvocateSM

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 here⁴² for a quick overview.

Complete information about the service is available at Health Advocate's website⁴³.

All full time employees have access to Health Advocate⁴⁴, 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

⁴²https://www.dickinson.edu/download/downloads/id/12896/health_advocate_brochure_2021.pdf

⁴³<http://www.healthadvocate.com/>

⁴⁴<https://healthadvocate.com>



Health Advocate offers a unique level of healthcare, insurance and well-being support to help you reach your best health. Our experts will do the work to ensure that you get the right information and assistance at the right time. Our services are completely confidential and available to you, your spouse, dependents, parents and parents-in-law at no cost.

Take the hassle out of healthcare

- Find the right in-network doctors and make appointments
- Facilitate any necessary pre-authorizations and coordinate benefits

Support to navigate your medical, dental and vision insurance

- Address a variety of insurance-related issues to save you time
- Understand how your benefits work and clarify copays and deductibles

Sort through billing and claims issues

- Review medical bills to uncover possible duplicate charges or other errors
- Do the research and make the calls to resolve claims and billing issues

Connect online or through our app

- One-touch calling and quick email contact to talk to a Personal Health Advocate
- Instantly upload relevant documents and forms; view case status



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. ©2021 Health Advocate HA-ACM-2105008-24FLY



Healthcare, insurance and improving your well-being can be confusing for anyone. It can seem even more challenging if you've ever been stigmatized or discriminated against for sexual orientation, gender, race, ethnic or religious background, age or any other reason. With Health Advocate, know that you have a team of knowledgeable and compassionate experts that will support you every step of the way on your journey to good health.



Our Personal Health Advocates can:

-  **Locate doctors** and facilities matched to your preferences and needs
-  **Answer questions** about your unique health needs
-  **Schedule appointments**, transfer medical records
-  **Clarify your coverage** including deductibles, co-pays and coinsurance
-  **Coordinate care** to ensure your needs are understood
-  **Review your medical bills** to make sure that they are correct



866-695-8622

Email: answers@HealthAdvocate.com



Web: HealthAdvocate.com/members

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. ©2021 Health Advocate HA-M-2006025-1.3FLY

HealthAdvocate™



Knowing what you'll need to fund your post-working years and how to start growing your nest egg now can help you **take control of your financial future and ease your stress.**

Estimate what you will need.

Aim for at least 70 to 90 percent of your pre-retirement income to maintain your standard of living once you no longer work. Visit: <https://bit.ly/32CpoGy>

See how much Social Security will contribute.

Social Security will provide about 40 percent of your post-retirement budget. Find an estimate of your Social Security benefit in the year you plan to retire. Visit: <https://bit.ly/3fX73af>

Contribute to your workplace retirement savings plan.

Your employer may contribute up to a certain match in a 401(k) plan and the compound interest can add up!

Look into savings and investment options.

Learn about IRAs (individual retirement accounts) and more. Visit: <https://bit.ly/3o0Tqv1>

Pay off your debts!

Eliminate high-interest debt on credit cards, for example. Visit: <https://bit.ly/3H3kMrV>

Plan to work beyond the normal retirement age.

Each year you delay taking your Social Security benefit qualifies you for an 8 percent higher amount in your monthly Social Security check. Visit: <https://bit.ly/3KWnJNo>

Supercharge your savings.

Examples include: increasing your 401(k) contributions when you get a raise; downsizing to a more affordable house, car, or cable plan; limiting dining out, and taking on a side job.

Need help understanding Medicare? We can help.

-  Explain Medicare parts, costs
-  Review enrollment dates to avoid penalties
-  Compare options

If you are retiring and not yet eligible for Medicare, we can help you look for independent health plans.

Call us anytime.



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HealthAdvocate™

Caring for the Caregiver - Free HealthAdvocate Webinar for Employees



Thursday, March 10 | 10:15 a.m. and 4:15 p.m. | Webinar

Caring for loved ones for extended periods of time can take a toll on your health and well-being. While especially difficult in our current environment, it is important to take care of yourself in order to prevent burnout and stay energized for the long-term.

During this webinar, we will discuss coping mechanisms and other strategies designed to promote optimal well-being while engaged in caregiving.

Topics to be covered:

- Repercussions of stress and burnout
- How to find resources and ask for help
- Strategies for effective self-care

PRESENTERS:

Cynthia K. Persico, CEAP, LMHC

Regional Vice President

EAP+Work/Life Division

Health Advocate

Karen Rech, MSW

EAP Program Manager

Senior Trainer

Health Advocate

Click to choose the session that best fits your schedule:

10:15 a.m. (ET)⁴⁵

4:15 p.m. (ET)⁴⁶

Coming up in the weeks ahead are the following webinars:

- March 24: Handling Highly Emotional Callers, Customers & Co-workers

Registration Links: 10:15 am (ET)⁴⁷ | 4:15 pm (ET)⁴⁸

- April 21: Budgeting for Your Financial Future

Registration Links: 10:15 am (ET)⁴⁹ | 4:15 pm (ET)⁵⁰

TIAA Retirement Consultations

⁴⁵<https://attendee.gotowebinar.com/register/1517560662640160270>

⁴⁶<https://attendee.gotowebinar.com/register/7363199993618243343>

⁴⁷<http://cl.S7.exct.net/?qs=79529d8567dc16d16710f0da5cee196ae6b7ae5db45065ed96fe8bb35c209f357c204b36c06c476a7d2cc06e9caea045>

⁴⁸<http://cl.S7.exct.net/?qs=79529d8567dc16d101d9856043905357911796a0d1c59210935988fbadde433e57986975e66325290ecc233d7f653f80>

⁴⁹<http://cl.S7.exct.net/?qs=79529d8567dc16d18a749d62da3fb1e55f21aec8e3401cbe907e87effd166d3b4352ce881321c6622f7dd426b7a0a7ca>

⁵⁰<http://cl.S7.exct.net/?qs=79529d8567dc16d118727f1621c710a7f37c5fce3070fa129867d842151b839470ad47ba9280b8fbd21c2e0590d66cc5>



Questions about retirement? Your financial consultant has answers.

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?

Schedule time today for a virtual meeting or phone appointment with TIAA financial representative, *Fahad Jethwa*:

- **Wednesday, March 16**
- **Tuesday, April 19**

To connect with a TIAA financial consultant, sign up online⁵¹ or call 800-732-8353 (remember to ask for the Dickinson College schedule), weekdays, 8 a.m. to 8 p.m. (ET).

All appointments must be scheduled through TIAA.

Please have your investment, retirement plan, bank, savings and other financial statements available to help your TIAA financial consultant identify areas where they can assist you.

March TIAA Educational Webinars

⁵¹<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

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)⁵². If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

- Tuesday, March 8 at noon - Opening the Doors to the Future - Save in 529 College Savings
- Wednesday, March 9 at noon - Halfway There: A Retirement Checkup
- Thursday, March 10 at 2.p.m. - Beneficiary Designation Considerations
- Thursday, March 17 at 4 p.m. - Money At Work 1: Foundations of Investing
- Tuesday, March 22 at 1 p.m. - Help Protect You, Your Family, and Your Money
- Thursday, March 24 at 3 p.m. - Charting Your Course: A Financial Guide for Women
- Tuesday, March 29 at 3 p.m. - Financial Housekeeping for Now and Later
- Wednesday, March 30 at 4 p.m. - Pagarse a uno mismo: Opciones de ingresos en retiro (Paying Yourself: Income Options in Retirement)

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.com⁵³ or call (603) 213-3523.**

⁵²<https://www.tiaa.org/webinars>

⁵³<mailto:daniel.mccarthy@fmr.com>

Visit [Fidelity.com](https://www.fidelity.com)⁵⁴ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.



Register Now⁵⁵ for real talk and helpful tips

Join Fidelity for Invest Like a Woman: Money Moves for Today's World - exclusive virtual events in March.

Throughout the month, guest speakers such as **Farnoosh Torabi** (*Editor at Large, CNET, So Money*), **Erin Lowry** (*Broke Millennial*), **Tori Dunlap** (*Her First \$100K*), **Cate Luzio** (*Luminary*), and **Claire Wasserman** (*Ladies Get Paid*) will join conversations that can help you turn smart money habits into savvy investing.

Live events don't work with your schedule? No problem. You can access all events on demand, whenever you like.

Choose the Women Talk Money events that speak to you:

Money Moves to Supercharge Financial Wellness:⁵⁶ **Tuesday, March 8 | 1 p.m.**

Real talk: Explore what it means to invest like a woman.

Money Moves and Healthy Habits to Raise Your Investing Game:⁵⁷ **Wednesday, March 16th | 1 p.m.**

Find out what you actually need to know about investing.

⁵⁴<https://www.fidelity.com/>

⁵⁵<https://web.cvent.com/event/56b5ceec-9cfb-4161-8600-f25ea6a0bd4d/summary?RefId=WI+TEM+Email>

⁵⁶<https://click.fidelityinvestments.com/u/?qs=9ba8663a7de5146a92196ef8ac13bee0589279a119310099ea6f6bc3b8fd87c20b1451073af67d467711b5352a4aad6e8352a8395518d364>

⁵⁷<https://click.fidelityinvestments.com/u/?qs=9ba8663a7de5146a190decbf776e963ebd4f3c736305778826218bf2c425c764c83134c6993db0cb407f9f8e5a9e23b048ca5d7f502350f5>

Building Your Financial Planning Playbook:⁵⁸ **Wednesday, March 23 | noon and 4 p.m.**

Learn steps for building and managing a plan.

Money Moves to Maximize Your Career:⁵⁹ **Thursday, March 31 | 1 p.m.**

Realize your professional and financial power.

Medicare Help Team



Dickinson employees have access to a **Medicare Help Team** at HTA. The team looks forward to talking with you to provide education, guidance and to answer any questions.

HTA offers a Client Toolkit⁶⁰ with details on services provided to guide you through the Medicare process. There is no cost to use HTA and you do not pay a higher premium if you enroll through

⁵⁸<https://click.fidelityinvestments.com/u/?qs=9ba8663a7de5146add6f94fa8ff985d720ae3900f670943b0c3e50662355e21cb48e65bcd5e89de7c3f5ed71117f2bc6b392d7e91ba75530>

⁵⁹<https://click.fidelityinvestments.com/u/?qs=9ba8663a7de5146a06fe79aaaa0dac98e1ce2dafb2b8c97b0add06347643c7c2e3b16c2de3900093c6c4da5843be17e074f49017c75a9cbc>

⁶⁰http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula8S6fFw1r98ZdNkK4VOXCq0BrHp-2BczFXRL-2FQYLrcucm9IEwBxWbrsds3U8mYp2MYxqZRlyaNs7T-2FXidg023PT3Nkl-2Bv9rfHXEHqv8aFzLTHEbG-2BuEQHyZPi27NJYwwsLVQ1Cm1DVjcFovZoYcHfz9yHtJwv4EsVdHCr50G2-2Fpmjw-3D-3D1WUp_qtLTTfiHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAkVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46ciZjt57tkfprOfC08TDCulrdIPkKjgKqf6EoECHCdpW7DML2Plv-2B6gvBwDQ8sBqWk00XLFpKQ282HF1T-2F-2Ff6ThCgrty5DjGv9Bqx3oCmKCsU0cMQP7wwB1FNBEengszABs-2BmN-2F0bzrekAgcb8hHCh4-3D

them, rather than directly with the insurance company. Click the link to watch this short video on **HTA Medicare Services**⁶¹ – 4 min.

Scheduling an appointment is easy via phone, email or shown below:

- **Call: 610-430-6650, Option 1**
- **Email: Medicare@HTA-insurance.com**⁶²
- **Schedule Online**⁶³

⁶¹<http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2BwiawjqjBpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGGeidCv-2Fs2EHipf9EMEVhTWev4fwU63leQ2JrJX5tdT0DUYZgBDuHYKrwX-2B4y7dlpzdFHeafDCIJKL-2FPKqajJNtQKy8n-2FVTi5qbkvDhD6HVPwNvy qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46UFnmRM-2FogQ1YIRhXfJoFDhKZp-2BRK7IGvwUKAS02MuXcgpRjnBWRUqEkKNP0H82oLBXktTXvrsqoPPN4D15ZkM5s5XIX2U8SHH-2BJhAKw67ni0IH4KaXcR441cCnl4Oukl6MWu9Oie48Exg0y78FKIRk-3D>

⁶²<mailto:Medicare@HTA-insurance.com>

⁶³<http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2BwiawjqjBpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGDLukaTif5PxtPo8C7FLZimf73xCigKK3EBITFlrS76mZ0DvUTykj0OYEPH4QONMBAktlPrwqADKQLZ-2FWIQUlu5cmYfcJj3No69EnbQL6tEf5 977 qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46V97FpMzcOnav1lI3UmZJFA1s1QixL-2BhxZBRqadqcgJetb4NNWtNfqEB0fVatNVbn1SwDK-2F5-2Fjpjffv8mv5IReHgnz3Or-2BFVXqTfu609sb8lVtaFibiPgGog4dDOTZ8AM5cfIVAWYQloLRLjV-2Bg8-2BAk-3D>

Community | For the Greater Good



Free Tax Program

MONEY \$
IN Your
POCKET

Dickinson College will be partnering with the United Way of the Capital Region "Money in Your Pocket" free tax program. Please view the online flyer⁶⁴ for more information including required documentation and other information.

Dickinson is scheduled to provide remote tax preparation for the Carlisle area this tax season due to COVID safety concerns. Our students will, however, prepare a limited number of basic returns on campus for Dickinson employees who qualify for the program. (We will not be able to prepare returns needing international or multistate assistance.) If you are a Dickinson employee with family income of \$58,000 or less and would like free tax assistance from our IRS certified student volunteers, please stop by Althouse:

- **Last Date Available:** Monday, March 7
- **Location:** Althouse 204
- **Short interview and document drop off:** 5:30 p.m. *(a limited number will be accepted each Monday on a first come basis)*
- **Completed returns and document pick-up (same night as drop off):** 7:15 p.m.



Save Money, Register Early⁶⁵!

Early Bird Registration ends at midnight on March 27th!

Click here⁶⁶ to register!

⁶⁴https://www.uwcr.org/wp-content/uploads/miyp_site_flyer.pdf

⁶⁵<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

⁶⁶<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

Early bird registration is NOW OPEN for the 11th Annual Carlisle Downtown Mile⁶⁷, sponsored by UPMC!

Join us for this one mile run/walk along High Street in downtown Carlisle on **Thursday, May 19, 2022.**

For the 11th consecutive year, the Employment Skills Center will host the Carlisle Downtown Mile to raise money for the center and its programs. All proceeds will benefit adult learners in our community.

Children, adults, and groups are encouraged to participate. There will be prizes and a post-race celebration. Race competitively or walk/run just for fun!

Brian Emert, Race Director

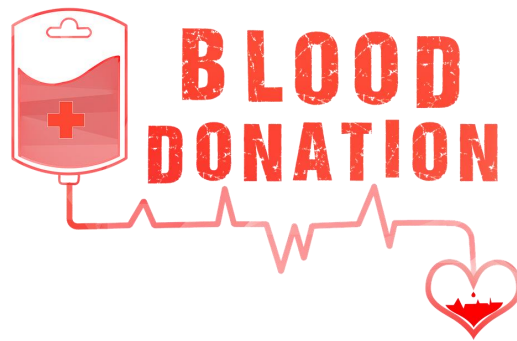
717-243-6040 x4430

RaceDIR@employmentskillscenter.org⁶⁸

Community Blood Drives

⁶⁷<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

⁶⁸<mailto:RaceDIR@employmentskillscenter.org>



Central Pennsylvania Blood Bank

Click on the link below to see a listing of area blood drives during the month of March:

- **Cumberland County Blood Drives⁶⁹**
- **Dauphin County Blood Drives⁷⁰**
- **Franklin County Blood Drives⁷¹**
- **Lewistown Calvary Church⁷²**
- **Mifflintown Hose Company⁷³**
- **Perry County Blood Drives⁷⁴**

⁶⁹https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁷⁰https://www.dickinson.edu/download/downloads/id/12738/central_pennsylvania_blood_bank_dauphin_county_blood_drives.pdf

⁷¹https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁷²https://www.dickinson.edu/download/downloads/id/13364/central_pennsylvania_blood_bank_lewistown_alliance_church.pdf

⁷³https://www.dickinson.edu/download/downloads/id/12736/central_pennsylvania_blood_bank_mifflintown_hose_company.pdf

⁷⁴https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

RIDESHARE



Looking for a way to commute to work more sustainably or just thinking of sharing the ride with others? Did you know that Dickinson has options already available? Check out the Sustainability webpage dedicated to Transportation ⁷⁵for Dickinsonians!

Check out this site for D-Pool Rideshare, Commuter Services of Pennsylvania, CAT Bus information and more for anyone interested in finding options or assistance with commuting to/from Dickinson!

⁷⁵<https://www.dickinson.edu/info/20052/sustainability/2288/transportation>

Down on the Farm



Campus Supported Agriculture



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 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 view the Farm blog⁷⁶ or contact Mary Silva at farm@dickinson.edu⁷⁷

⁷⁶<http://blogs.dickinson.edu/farm/csa/>

⁷⁷<mailto:farm@dickinson.edu>

Nutrition Corner - Healthy Recipe



March 10 is Pack Your Lunch Day! Try this heart-healthy jar salad as an easy meal prep for the week and save space in your lunch bag!



<https://youtu.be/jRbxDLA6odQ>

Mason Jar Taco Salad with Avocado-Cilantro Dressing

This taco salad, that fits snugly into four quart-sized, wide-mouth Mason jars, is ideal to make ahead and bring for lunch at work or to a picnic or barbecue.

Dressing Ingredients

- 1 1/2 cups fresh **cilantro** (leaves and stems)
- 2 medium green onions (coarsely chopped)
- 1 medium fresh jalapeño, seeds and ribs discarded, coarsely chopped (optional)
- 1 medium halved, pitted avocado
- 2 tablespoons fat-free sour cream
- 2 tablespoons fresh lime juice
- 1 tablespoon canola or corn oil
- 1 tablespoon **water**, plus more as needed
- 1/8 teaspoon salt
- 1/8 teaspoon black pepper

Salad Ingredients

- 1 15.5-ounce can no-salt-added kidney beans, rinsed and drained
- 1 15.5-ounce can no-salt-added black-eyed peas, rinsed and drained
- 1/2 medium English, or hothouse, **cucumber**, chopped
- 1 pint grape tomatoes or cherry tomatoes (halved)
- 1 1/2 cups cooked fresh corn or frozen whole-kernel **corn**, thawed and drained
- 1 cup sliced radishes
- 1 cup fat-free, shredded cheddar cheese
- 4 cups shredded romaine or any other **greens**, such as spinach or arugula, chopped if desired

Directions

1. In a food processor or blender, process the cilantro, green onions, and jalapeño until finely chopped. Process all the remaining dressing ingredients until smooth, adding more water if needed so the salad dressing is the desired consistency.
2. Put 4 Mason jars on a work surface. Remove the lids. Divide the salad ingredients among the jars in the following order: salad dressing, beans, black-eyed peas, cucumber, tomatoes, corn, radishes, and Cheddar. Top with the romaine.
3. Replace the lid on each jar and tighten it. Refrigerate the jars for up to four days.
4. Before serving, shake the jars to distribute the salad dressing. Serve the salad in the jars or pour into bowls.

Quick Tips

Cooking Tip: Be sure to drain the beans thoroughly before adding them to the Mason jars, otherwise the extra liquid will dilute the salad dressing.

Keep it Healthy: To bulk up salads so they're both healthy and filling, add beans or cooked whole grains, tofu, or chicken.

Tip: Make it kid-friendly and let the kids layer all the ingredients in the Mason jars.

Tip: The salad is layered in the Mason jar in a certain order so that the ingredients stay crisp in the fridge for a few days; the salad dressing is put in first so it stays on the bottom and doesn't make the other ingredients soggy.

Nutrition Facts

Calories: 448

Total Fat: 12.0 g

Saturated Fat: 1.5 g

Trans Fat: 0.0 g

Polyunsaturated Fat: 2.5 g

Monounsaturated Fat: 7.5 g

Cholesterol: 6 mg

Sodium: 406 mg

Total Carbohydrate: 63 g

Dietary Fiber: 17 g

Sugars: 13 g

Protein: 27 g

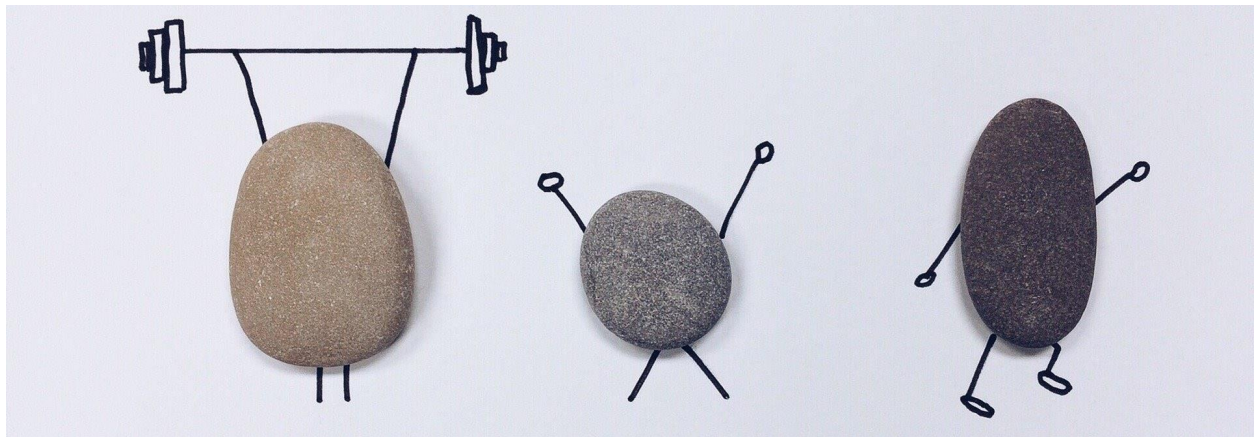
Dietary Exchanges

3 starch, 3 vegetable, 2 lean meat, 1/2 fat

Source: *American Heart Association*

- <https://recipes.heart.org/en/recipes/mason-jar-taco-salad-with-avocado-cilantro-dressing>

Wellness



Water Aerobics

Mondays starting March 21, through May 9 | 5 - 6 p.m. | Kline Center Pool

with Miriam McMechen

Water aerobic exercise burns calories, tone muscles and refreshes with a dip in the pool! Enjoy a great low-impact, aerobic workout to music in a stress-free environment. Great for all levels of fitness!

Enroll and sign-up in Totara⁷⁸.

Vinyasa Flow Yoga - Employees Only



Wednesdays beginning March 23, through May 11 | noon - 1 p.m. | HUB Dance Studio

Instructor: Claire Seiler

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

⁷⁸<https://totara.dickinson.edu/course/view.php?id=21>

Enroll and sign-up in Totara⁷⁹.

Biometric Screenings



Thursday, March 24 | 7-9 a.m | UPMC Carlisle Education Center

Enroll and sign-up to schedule your screening in Totara.⁸⁰

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. This is a collective review of your risk factors for developing heart disease, stroke and diabetes known as Metabolic Syndrome. The number of people with metabolic syndrome increases with age, affecting more than 40 percent of people in their 60s and 70s. Several factors increase your risk for developing the syndrome – high blood pressure, high cholesterol, diabetes or high blood sugar, a lack of physical activity, smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. 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 2021-2022, the free biometric screening is available to the first 100 registrants via UPMC, or complete this screening during your annual well visit for your physical exam with your healthcare provider.

⁷⁹<https://totara.dickinson.edu/course/view.php?id=88>

⁸⁰<https://totara.dickinson.edu/course/view.php?id=51>

Your Biometric screening must be completed on or before Friday, May 27, 2022 to meet the deadlines of the 2021-2022 Wellness Incentive Program Challenge!

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.edu⁸¹ or by phone at ext.1663.*

Some additional screening options are available with a small fee based on option selected. If you decide to opt for any of the screenings with fees, your fee payment will be 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

Avoiding the Trap | Metabolic Syndrome



⁸¹<mailto:studentwellness@dickinson.edu>

Wednesday, April 20 | noon - 1 p.m. | HUB Social Hall, West

Presented by UPMC | Dr. Renu Joshi, chief of endocrinology and vice president, chronic disease population health management

Ever feel trapped by the never-ending cycle of craving something sweet, snacking at odd moments, gaining weight and not feeling like you have eaten enough? Gaining weight uncontrollably and feeling hungry, along with excessive thirst could be signs of a more significant health issue than simple cravings of a sweet tooth.

Metabolic syndrome can be a sneaky trickster that leads to the development of diabetes, cardiovascular disease and obesity that insidiously comes upon you and is difficult to combat. Attend this live session to learn more about avoiding the trap of Metabolic Syndrome and tips to turn this vicious monster around!

Enroll and sign up for this **LIVE** Wellness Info session in Totara⁸².

Wellness Yoga Online with Julie Vastine, 200-hour RYT



Tuesdays through April 26 | 5-6 p.m. | Zoom Fitness Activity

No class March 15 and 22

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,

⁸²<https://totara.dickinson.edu/course/view.php?id=64>

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!

Enroll and sign-up via Totara⁸³ through the Gateway to obtain the Zoom link.

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.

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

⁸³<https://totara.dickinson.edu/course/view.php?id=341>

the body, all while being down on a mat. This class is appropriate for all fitness levels. Sign-up is available through EngageD⁸⁴. Registration for each class is required.

Ethos Fitness - Camp Cardio



Thursdays through April 28 | 4:30-5:30 p.m.

****No class on Thursday, March 17 during Spring Break***

Join us ***virtually via ZOOM, or at the Ethos Fitness Studio*** located at 265 Penrose Plaza, Carlisle, PA 17013! Enroll and sign-up via Totara⁸⁵.

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.

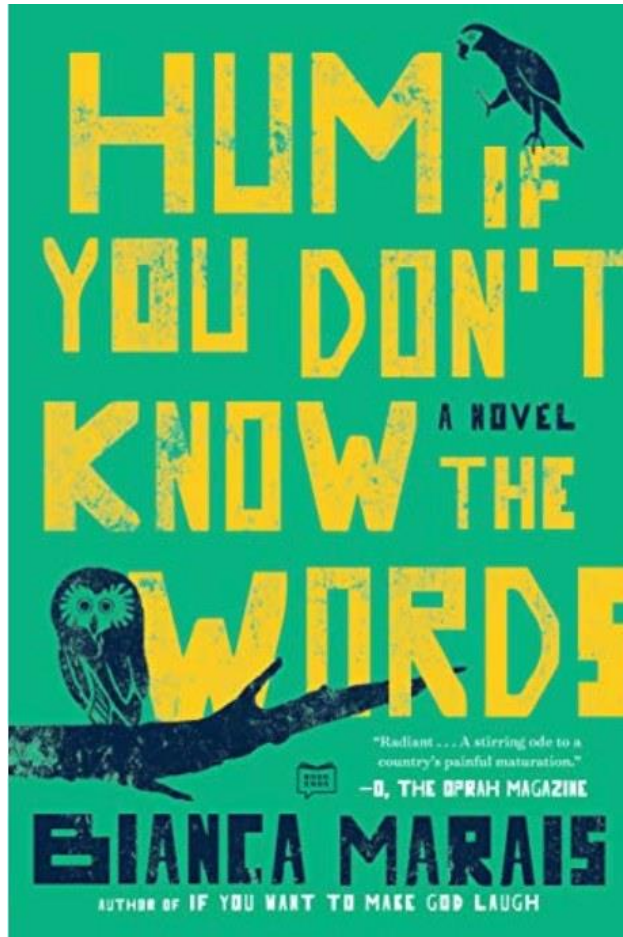
⁸⁴<https://dickinson.campuslabs.com/engage/events?query=Pilates>

⁸⁵<https://totara.dickinson.edu/course/view.php?id=379>

Professional Development



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



Wednesday, March 9 | 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.

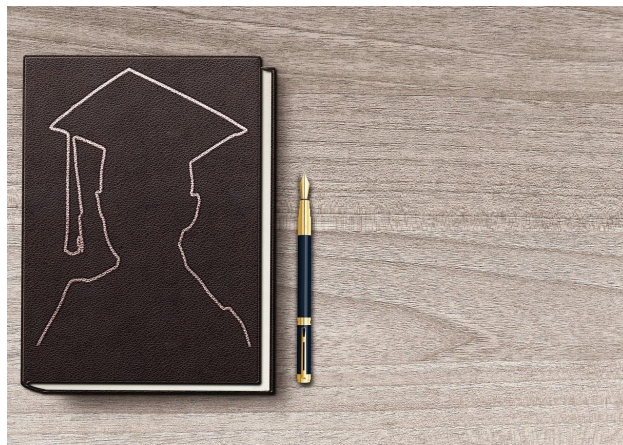
After Robin is sent to live with her loving but irresponsible aunt, Beauty is hired to care for Robin while continuing the search for her daughter. In Beauty, Robin finds the security and family that she craves, and the two forge an inextricable bond through their deep personal losses. But Robin knows 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-up⁸⁶ 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.)

College Prep for Parents



Session I - Admissions and Big Spring High School: Tuesday, April 5 | noon-1 p.m.

Session II - Financial Aid and Human Resource Services: Tuesday, April 12 | 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,

⁸⁶<https://totara.dickinson.edu/course/view.php?id=43>

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 workshops in Totara⁸⁷. Location will be determined soon.

Totara Course Catalogue



Through this valuable resource you have access to:

- Required certifications and programs such as *Protecting Our Community* and the student *START* program
- On-line learning modules
- Registration of face-to-face seminars
- Current and past performance evaluations
- Management of goals
- Your learning record

For a full course catalog listing click on the “Find Learning” tab on the top ribbon.

⁸⁷<https://totara.dickinson.edu/course/view.php?id=42>

After clicking on the "Find Learning" tab, you will be redirected to the course catalogue. From here you can find specific courses, certifications, and programs. You can use the search box by typing in a key word. You can also filter courses by using the following options:

- **Category:** Click on "All" and click on a specific category to see related courses
- **Filter:** Are you looking for a course, certification, or program? Click on one or more to narrow down the choices within the catalogue
- **Tags:** Many courses are "tagged" to fall under a specific grouping to allow users to easily find them. If you choose the Inclusivity tag, all related courses, certifications, and programs will appear.

Signing up for a course or activity:

To view the course activities such as dates and times of sessions, please click the "Enroll me" button. You can then select the "Unenroll me from..." on the left side of the screen if you find the dates and times do not work for your schedule. Enrolling in a course may not be your final step; for courses that have multiple sessions you will have to "sign-up" for the session dates you wish to attend.

OpenSesame:

Are you interested in personal or professional growth? Dickinson employees have access to on-line training programs through a subscription with OpenSesame, via Totara, which offers a wide variety of topics and courses. Click on the OpenSesame "tag" under "Find Learning" to view the course catalog.

Totara Dashboards



I'm required to complete a certification or program but I don't know where to go?

Have no fear! Dashboards are here!

Did you say, "What's a dashboard?"

Dashboards are a unique feature in Totara that allow you to see required certifications, programs, and/or courses. You can use the dashboard feature to easily find requirements and your completion status (a nifty bar that highlights the percentage of completion).

Do you want to see your dashboard? Log into Totara and select "Dashboard" from the top ribbon. Easy! Students have a dashboard. Employees have a dashboard. *Everyone with required courses has a dashboard!*

If you are an employee, who is considered a "Staff Manager", you will see your own dashboard as well as "Staff Manager's" dashboard. The staff manager's dashboard has additional information and reports available to you about your team.

Many employees may also have a "Required Health and Safety Education" dashboard that will include any required education such as the driving certification, Hazard Communications, Bloodborne Pathogens, etc.

You are still able to search for courses, certifications, and programs by typing in a key word. If you have any questions, please email devwell@dickinson.edu⁸⁸.

⁸⁸<mailto:devwell@dickinson.edu>

Contact Us



Physical Wellness Program Incentive Prize Winners

Congratulations to Kim Morgan (Individual Giving) **for being randomly selected as the incentive winner for the month of January.** 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.edu⁸⁹ 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

⁸⁹<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 Gateway⁹⁰ 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 policy⁹¹ 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 Guide⁹²

Dickinson Download⁹³

Dickinson/Biking⁹⁴

⁹⁰<https://gateway.dickinson.edu/>

⁹¹http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁹²http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide

⁹³http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download

⁹⁴<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

Dickinson/College Farm⁹⁵

Dickinson/Sustainability⁹⁶

Trout Gallery⁹⁷

Theatre & Dance⁹⁸

Campus Announcements⁹⁹

Campus Events Calendar¹⁰⁰



HUMAN RESOURCE SERVICES

3 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu¹⁰¹

Human Resource Services Website¹⁰²

⁹⁵<http://www.dickinson.edu/collegefarm>

⁹⁶<http://www.dickinson.edu/sustainability>

⁹⁷<http://www.troutgallery.org/>

⁹⁸<https://www.dickinson.edu/theatreanddance>

⁹⁹<https://www.dickinson.edu/announcements>

¹⁰⁰<http://www.dickinson.edu/events>

¹⁰¹<mailto:devwell@dickinson.edu>

¹⁰²https://www.dickinson.edu/homepage/122/human_resource_services