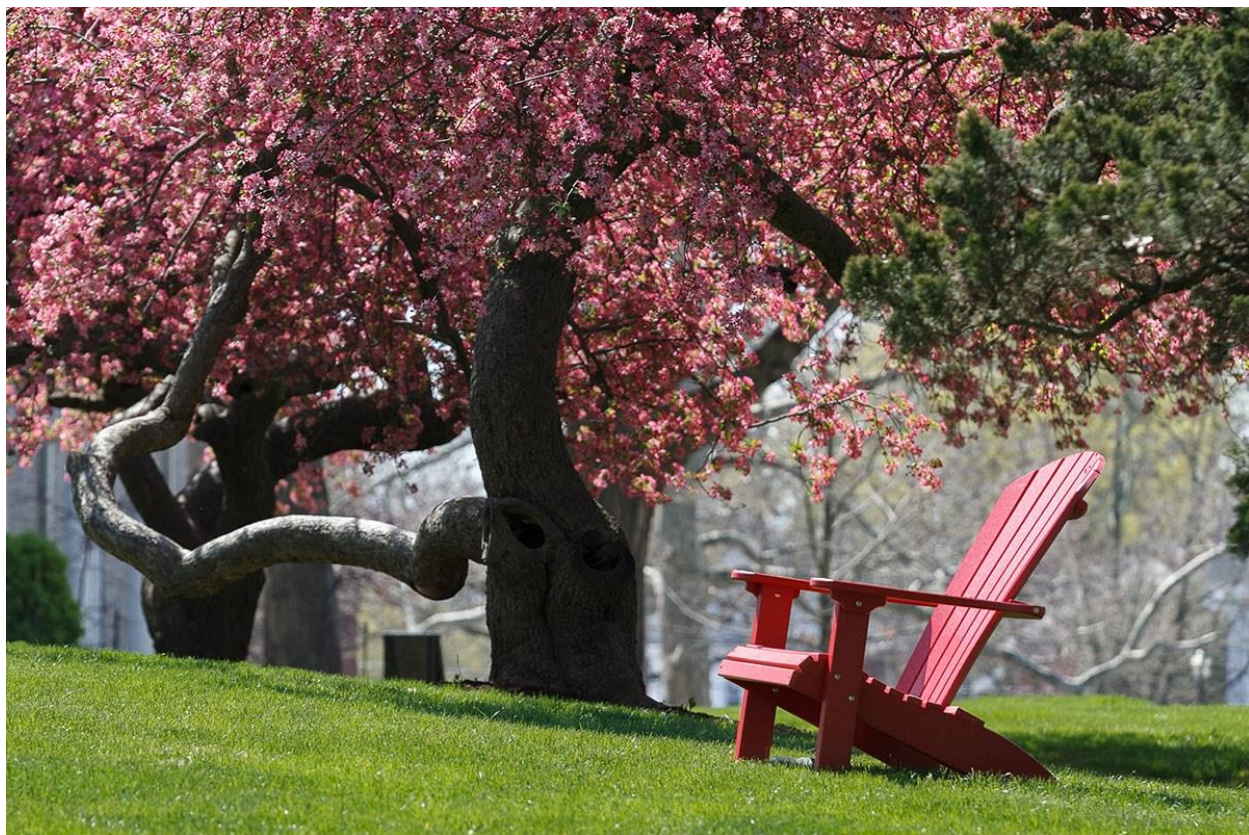




Vitality

Dickinson

HUMAN RESOURCE SERVICES

1 - April 2022

Volume XVI | Issue 8

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

April is Sexual Assault Awareness Month



Take Back the Night

Wednesday, April 20 | 7:30 - 8:30 p.m. | Allison Great Hall

Take Back the Night honors all who are impacted by sexual, relationship, and gender-based violence and is an opportunity for our entire community to recommit to building a culture where sexual and interpersonal violence no longer exists. Student speakers will share their stories and experiences and Llami Gutierrez '09 will be our keynote speaker. For many years, Llami was the executive director of The Amara Legal Center, which provides free legal

representation to sex trafficking survivors in the DC metropolitan area. She currently prosecutes sex crimes with the Maryland District Attorney's office.

After the speakers, student members of the planning committee will lead a short march to end at Britton Plaza where Rabbi Marley Weiner will lead a candlelight vigil. Advocates from the YWCA of Carlisle and Cumberland Counties and Domestic Violence Services of Cumberland and Perry Counties will be present to provide support, if needed.

Sexual Assault Awareness - Denim Day: Wednesday, April 27



For the past 22 years, Peace Over Violence has run its Denim Day campaign on a Wednesday in April in honor of Sexual Violence Awareness Month. The campaign was originally triggered by a ruling by the Italian Supreme Court where a rape conviction was overturned because the justices felt that since the victim was wearing tight jeans she must have helped her rapist remove her jeans, thereby implying consent. The following day, the women in the Italian Parliament came to work wearing jeans in solidarity with the victim. To learn more, visit <https://www.peaceoverviolence.org/denim-day>.

On Wednesday, April 27, join people from across the world and wear jeans with a purpose to support survivors. To support Denim Day 2022, go to: <https://app.mobilecause.com/vf/JOINDD22>.

Alcohol Awareness Month



2 - Missy Taylor¹, Ph.D.

Staff Psychologist and Coordinator of Alcohol and Other Drug (AOD) Services

Facts and Tips for Responsible Drinking

¹<mailto:taylome1@dickinson.edu>

The **Wellness Center** encourages you to avoid misusing substances and instead utilize the on-line resources listed on the Wellness Center resource webpage².

Here are just a few tips for low-risk drinking and/or alcohol facts:

- Alcohol interferes with the brain's communication pathways and can affect the way the brain looks and works. These disruptions can change mood and behavior, and make it harder to think clearly and move with coordination³.
- Drinking may make you feel good for a short time, but generally, the pleasant short-term effects disappear, and the negative effects increase if you keep drinking past the "buzzed" stage. This is called the Biphasic Response.
- Alcohol is a physical depressant on the body and mind and can cause depressive symptoms after use. Also, it can worsen existing depressive symptoms.
- Generally, heavy drinking is more than three drinks per day (seven in a week) for women and four drinks per day (fourteen in a week) for men.
- Peak blood alcohol concentration levels could be as much as three times higher in someone with an empty stomach than in someone who has eaten a meal before drinking. Eating regular meals and having snacks while drinking could help you from getting too drunk too quickly.

²https://www.dickinson.edu/info/20243/wellness_center/3974/resources

³<https://www.niaaa.nih.gov/publications/brochures-and-fact-sheets/hangovers>

2022 Spring Into Fitness Challenge



Put on your walking shoes and enjoy the fresh, warmer air outside after spring break during the Spring Into Fitness Challenge. The challenge began on Sunday, March 20 and continues through Saturday, April 30 – Dickinson College faculty and staff, as a community, will be in a campus

exercise/walking challenge with students, staff and faculty! Challenge winners will be determined by two criteria – the greatest percentage of cumulative participation, and also the highest average number of minutes per participant! See the special events and programs in Totara⁴ and sign-up and get started for this year's Spring Into Fitness Challenge!

SIFC Week # 2: Focus on a Healthy Planet



Join Dickinson's Center for Sustainability Education (CSE)⁵ in an ONLINE sustainability-focused behavior change challenge April 1-21, 2022.

SIGN UP NOW⁶

The 2022 Campus EcoChallenge⁷ 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,

⁴<https://totara.dickinson.edu/course/view.php?id=109>

⁵<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>

⁶<http://www.dickinson.edu/ecochallenge>

⁷<http://www.dickinson.edu/ecochallenge>

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 2022"⁸ TEAM
- 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.edu⁹.



The Northside Ride¹⁰ | 8:30 a.m. – 1:00 p.m. | Saturday, April 2 (Rain Date: April 9)

⁸<https://campus2022.ecochallenge.org/teams/dson-greendevils>

⁹<mailto:sustainability@dickinson.edu>

¹⁰<http://www.dickinson.edu/NorthsideRide>

More info: www.dickinson.edu/NorthsideRide¹¹

Sign up: Facebook Event to RSVP¹²

Contact to Volunteer: lyonsli@dickinson.edu¹³

*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.

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: Focus on Active Fitness

¹¹<http://www.dickinson.edu/NorthsideRide>

¹²<https://fb.me/e/24rBxphF5>

¹³<mailto:lyonsli@dickinson.edu>



National Walking Day - Mid-Day Stroll

Wednesday, April 6 | 11:55 a.m. | Meet in at Britton Plaza

Walking Tour starts promptly at noon!

In remembering our founder, Dr. Benjamin Rush, this mid-day stroll is a fitting activity for National Walking Day! According to historical records, Dr. Rush encouraged patients "to sew, garden, listen to music or ***exercise during the day.***"*

For National Walking Day, we encourage you to join this tour and take 30 minutes (or more) to stretch your legs and fill your lungs with some fresh air and sunshine!

Enroll and sign-up in Totara¹⁴!



Art Around Campus

Monday, April 4 | noon-1 p.m. | Meet at the Weiss Center Plaza Steps

Dickinson's Art Walk is sponsored by The Trout Gallery. This is your chance to learn about all of the cool art on Dickinson's campus, and get at least 3,200 steps. The route makes a large loop,

¹⁴<https://totara.dickinson.edu/course/view.php?id=109>

beginning and ending with bronze outdoor sculptures that are part of The Trout Gallery permanent collection.

Click here¹⁵ to sign-up and join this self-guided walk that begins on the Weiss Center Plaza.

More Self-Guided Walking Tours

Dickinson & Slavery Walking Tour

Explore some of Dickinson's history through the self-guided Dickinson & Slavery Tour. Click on the link provided in the Spring Into Fitness page in Totara¹⁶ to download the walking tour map.

Historical Book Self-Guided Walking Tour

Carlisle and the college campus are rich in history - and what better way to explore history than through books and the local resources that we have available to us?! One aspect of Dickinson's progression includes an actual Book Walk from Bosler Hall (previous library) to the our current Waidner Spahr Library. Students, faculty and staff of the college literally carried the books from Bosler to the new library, walking them across campus from one location to another. This historical book walk will not require anyone to carry books all around town or across campus, but will allow participants to visit local places that connect us to the community and our own library, while being reminiscent of the Book Walk that is part of the college's history. Enjoy learning a bit about Carlisle by following this self-guided walking tour, while stretching your legs and getting some fresh air too!

If you are unable to join us, click on the link below to complete this walk independently:

Estimated Distance: 1.5 miles; 3000-3600 steps with 14 flights of stairs included¹⁷

This walking tour event highlights historical and book-focused places on campus but will also include some community spaces on West High Street and East Pomfret Street. The walking tour will be approximately 3000 steps and should take 45-60 minutes overall.

¹⁵<https://totara.dickinson.edu/mod/facetoface/view.php?id=350>

¹⁶<https://totara.dickinson.edu/course/view.php?id=109>

¹⁷https://www.dickinson.edu/download/downloads/id/9174/historical_book_walking_tour.pdf

SIFC Week # 4: Focus on Socialization



Thursday, April 14 | 2 - 4 p.m. | Morgan Field

Join the campus community for an afternoon break and escape from your office/area! On Thursday, April 14 come to Morgan Field for a Meet & Greet on the GREEN - and enjoy the fresh air, sunshine and some yard games. Say hello to spring and your colleagues!



Wayside Markers Walk - Self-Guided Walking Tour¹⁸

The town of Carlisle is rich in history dating back to the 1700s. Discover this charming town's history by browsing the historic markers throughout the walkable downtown. Highlights include the Old County Prison, the Carlisle Theatre and the Old Public Graveyard. Curious about all of the history found within Carlisle? This tour includes 31 different stops - so completing this may require a bit more time than usual! Click the separate URL below to access a map of the walking tour. The "read more" link takes you to additional information about this tour.

¹⁸<https://totara.dickinson.edu/mod/url/view.php?id=1319>

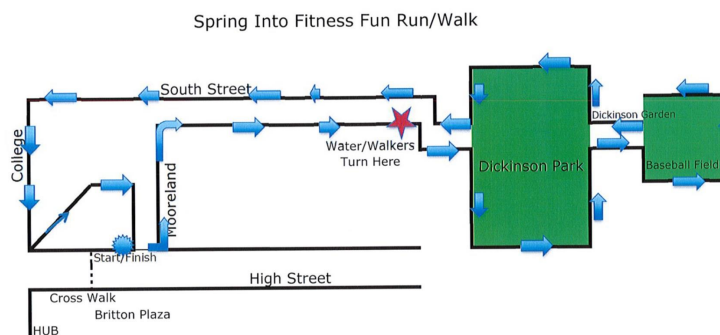
Read more on the Visit Cumberland Valley website!¹⁹

SIFC Week # 5: Focus on Resiliency

Sleep, Water & Mindfulness go along with keeping FIT! Sleep - It does a body good! *Rejuvenate, Heal, Dream...strive to sleep 7-8 hours each night to be at your best! Treat yourself to some fruit-flavored water - and aim for drinking 8 cups of water each day. Try the CALM free app challenge - enjoy a few moments of peace in your busy week.*

SPECIAL CHALLENGES:

1. Take a few moments to watch this TED Talk...***Sleep is your SuperPower*** | TED talk by **Matt Walker**
https://www.ted.com/talks/matt_walker_sleep_is_your_superpower?language=en
2. Take a break from your technology - and turn off or leave your smart phone devices by 7 p.m. to help get a good night's sleep!



Annual Wellness Fun Run Walk (Self-Guided)

Thursday, April 21 [Raindate: Friday, April 22] | 11:30 a.m. – 1:30 p.m. | Begins at Britton Plaza

Please mark your calendars for the annual Wellness Fun Run Walk!

Complete this mid-day walk to refresh and rejuvenate your mind and body ***with fresh air and sunshine!*** The Walk/Run event begins at Britton Plaza. Since this is self-guided for 2022, a walk leader is not available at this time. The walking event will begin at Britton Plaza, progress to Dickinson Park and back. The event route can be completed as a 1.5 mile walk or a longer route.

¹⁹<https://www.visitcumberlandvalley.com/listing/walking-tour-of-carlisle-wayside-markers/2536/#ixzz5hJdg9HZ6>

if desired by completing the track route that runs throughout Dickinson Park. Complete the course at your own pace - and plan for 30-minutes to one hour depending on your desired pace.

Enjoy the fresh air and sunshine with your mini-team (socially distanced of course) or individually if you wish, Click the file link below to view the walking route.

- Annual Fun Run Walk | Self-Guided Map²⁰

SIFC Week # 6: Focus on Fun

The end of the spring semester draws near - and with that some FUN events happen during week #6! Faculty and staff are invited to enjoy the following social events hosted by the Class of 2022 and MOB.

Check out the ***Fresh Air and Self Care event*** on Saturday, April 30 & Sunday May 1. ***A place-based retreat*** at the College Farm offering free local foods, activities, and workshops. This event is co-sponsored by the College Farm, the Office of LGBTQ Services, the Center for Spirituality and Social Justice & the Center for Sustainability Education.

Faculty, Student, & Staff Events



Pints with Profs

²⁰<https://totara.dickinson.edu/mod/resource/view.php?id=1320>

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

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**²¹!



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 EngageD²²!

²¹<https://dickinson.campuslabs.com/engage/event/7105420>

²²<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 EngageD²³!

FRESH AIR & SELF CARE - A place-based retreat at the College Farm

Saturday, April 30 & Sunday, May 1

Free Local Foods, Activities and Workshops

²³<https://dickinson.campuslabs.com/engage/event/7909258>

Sessions all day | Come & go as able | Overnight camping option available | Transportation provided to/from campus

Dickinsonians and members of the community are invited to join in free workshop sessions ranging from creative strategies for staying grounded during stressful times, connecting to place, exploring the ecology of place, using movement, art and food production to connect with others, plus opportunities for guided yoga and meditation. Together, we will work to build inclusive and accessible spaces that connect to caring for ourselves, others and the places we inhabit. Hands-on sessions, time for reflection, and locally sourced meals aim to build community and bring us closer to those around us.

This event is co-sponsored by the College Farm, the Office of LGBTQ Services, the Center for Spirituality and Social Justice & the Center for Sustainability Education.

RSVP's encouraged for planning and meals: [RSVP HERE](#)²⁴

²⁴<https://forms.gle/3CvzFULf8NpKD6Eu6>



SAT., APRIL 30 AND SUN., MAY 1
COLLEGE FARM

FREE LOCAL FOODS, ACTIVITIES AND WORKSHOPS

- Sessions all day
- Overnight camping option available
- Come and go as able
- Transportation provided to/from campus

Dickinsonians and members of the community are invited to join in free hands-on workshop sessions, locally sourced meals, and time for reflection aimed at building community and bringing us closer to what's around us.



◀ Scan here for schedule, session details,
registration, and more information

Dickinson

This event is co-sponsored by the College Farm, the Office of LGBTQ Services, the Center for Spirituality & Social Justice, and the Center for Sustainability Education.

Employee Highlights



²⁵<https://forms.gle/3CvzFULf8NpKD6Eu6>

New Hires



March 2022

Nicholis Cordes, *Dining Services*

Elias Cuadro, *Public Safety*

Rachel Echevarria, *Office of Marketing & Communications*

Angela Elkerton, *Psychology*

Janet Gravestine, *Facilities Management*

Annette Mares-Duran, *Forum on Education Abroad*

Ahmad Popal, *Dining Services*

Charlie Sandusky, *Environmental Studies*

Ava Sonnett, *College Farm*

Jan Wagner, *German*

Retirements



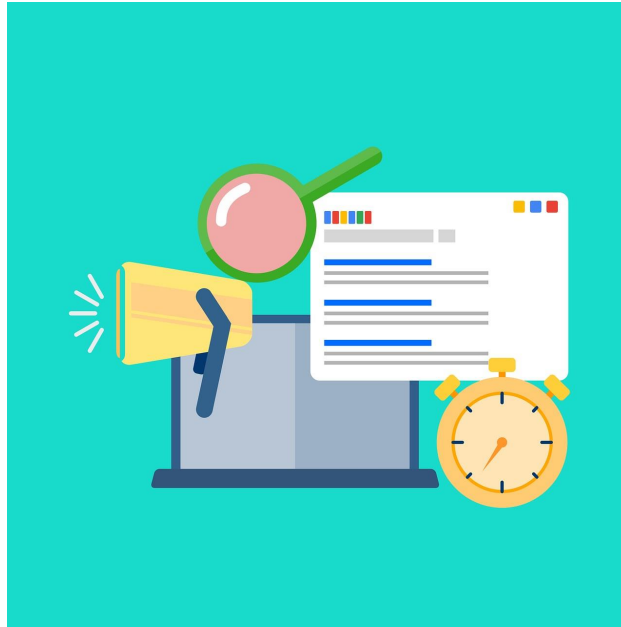
We wish a fond farewell to following, as they transition to retirement:

- Cathy Lippert, *Bookstore (April)*
- Keith Rieg, *Athletics (March)*

Employee Announcements



Virtual Employee Benefits & Wellness Fair - Coming Soon!



The annual **Benefits & Wellness Fair** happens each spring to provide benefits and wellness information to employees in support of the 2022 annual open enrollment period in mid-May.

Vendors will provide information and updates on their services and fees, along with products offered (if applicable), which will be shared virtually in Totara! More details will be shared in the May issue of Vitality.

2021 Employee Appraisals



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 Moul²⁶ or Carol Shaffer²⁷.

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

²⁶<mailto:mould@dickinson.edu>

²⁷<mailto:shaffeca@dickinson.edu>

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.

Beginning immediately, we are offering \$35 per 2-hour shift and \$50 per 3-hour shift (to be paid mid June) for exempt staff and faculty who work in the evenings and on the weekends. If you choose to decline the incentive, please indicate this by entering "decline" in the Requests for Session Organizer box upon signing up.

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.

Sign-up in Totara²⁸.

Please check-in at the Dining Services Office prior to the beginning of any shift for which you sign-up to volunteer.

Dickinson COVID-19 Resource: Spring 2022 Semester Information²⁹

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

²⁸<https://totara.dickinson.edu/course/view.php?id=398>

²⁹https://www.dickinson.edu/homepage/1539/spring_2022_semester_information



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 form³⁰ link.

Get the Most Out of Your Benefits



³⁰<https://www.dickinson.edu/xfp/form/376>

Aetna 1:1 Consultations (Phone Appointment)



Thursday, April 21 | 11 a.m. - 12:30 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 Totara ³¹to 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.

Medicare 101 - Presented by Aetna



Wednesday, April 20 | 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

³¹<https://totara.dickinson.edu/course/view.php?id=60>

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 Totara³² for the webinar meeting link.

Health Advocate makes healthcare easier³³!

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 here³⁴ for a quick overview.

Complete information about the service is available at Health Advocate's website³⁵.

All full time employees have access to Health Advocate³⁶, 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

³²<https://totara.dickinson.edu/course/view.php?id=60>

³³https://www.dickinson.edu/download/downloads/id/12897/health_advocate_highlights_overview_2021.pdf

³⁴https://www.dickinson.edu/download/downloads/id/12896/health_advocate_brochure_2021.pdf

³⁵<http://www.healthadvocate.com/>

³⁶<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

4 - HealthAdvocate.com/members³⁷

³⁷<https://HealthAdvocate.com/members>



Health Advocate, a benefit offered to you by your employer or plan sponsor at no cost to you, can explain Medicare so you can choose the plan that is right for you, your budget and your health situation. You can call as often as you like to get help from a Medicare specialist.

Our experts will:

-  **Review Medicare parts**, what each covers, and what they cost
-  **Inform you about enrollment deadlines** and when to sign up to avoid paying late enrollment penalties
-  **Explain how Medicare works** with your employer's/ spouse's plan; do a side-by-side comparison
-  **Let you know if your doctors participate** in the Medicare plan, and if your medications are in the plan's formulary
-  **Find Medicare-participating physicians**, schedule appointments
-  **Help with the application process**
-  **Answer any questions** you may have



Call us if you are...

- **Nearing age 65 and becoming eligible for Medicare.** To make sure you get Medicare coverage when you turn 65, sign up during the 3 months before you turn 65.
- **On an employer's or spouse's health plan and are retiring** and want to transition to Medicare
- **Age 65 or over**, still working and confused about the Medicare mail you're receiving
- **Currently on a Medicare plan** and are considering choosing a new Medicare plan during the annual enrollment period

Health Advocate is available to employees, spouses, dependents, parents and parents-in-law. It's completely confidential.



866-695-8622

Email: answers@HealthAdvocate.com



Web: HealthAdvocate.com/members

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HealthAdvocate™

Budgeting for Your Financial Future - Free HealthAdvocate Webinar for Employees



Thursday, April 21/ 10:15 a.m. and 4:15 p.m. | Webinar

Creating and sticking to a budget is the foundation for great personal finances. Why? It gets you in the habit of reviewing and adjusting your spending so that the most important goals in your life get funded.

Join us for this brief webinar from our financial partner My Secure Advantage® (MSA) to learn more about strategies for creating a spending plan and practical tips for sticking to it.

Presenters:

Dave Jiru, Certified Financial Educator

My Secure Advantage, Inc.

Vivian Perez, Money Coach

My Secure Advantage, Inc.

Click to choose the session that best fits your schedule:

³⁸<https://HealthAdvocate.com/members>

10:15 a.m. (ET)³⁹

4:15 p.m. (ET)⁴⁰

TIAA Retirement Consultations



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*:

- **Tuesday, April 19**

To connect with a TIAA financial consultant, sign up online⁴¹ 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.

³⁹<http://cl.s7.exct.net/?qs=79529d8567dc16d18a749d62da3fb1e55f21aec8e3401cbe907e87effd166d3b4352ce881321c6622f7dd426b7a0a7ca>

⁴⁰<http://cl.s7.exct.net/?qs=79529d8567dc16d118727f1621c710a7f37c5fce3070fa129867d842151b839470ad47ba9280b8fbd21c2e0590d66cc5>

⁴¹<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

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.

April 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)⁴². If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

- Tuesday, April 12 at noon - Money at Work 2: Sharpening Investment Skills
 - Tuesday, April 12 at 3 p.m. - Looking to Turn Your Retirement Savings Into a "Paycheck" for Life
 - Wednesday, April 13 at noon - Quarterly Economic and Market Update
 - Thursday, April 14 at noon - Inside Money: Managing Income and Debt
 - Thursday, April 14 at 3 p.m. - Retirement Income Diversification - What, Why, & How
 - Wednesday, April 20 at noon - An Introduction to Alternative Investment: Real Estate
-

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**

⁴²<https://www.tiaa.org/webinars>

Daniel McCarthy, Retirement Planner / Personal and Workplace Investing, at
daniel.mccarthy@fmr.com⁴³ or call (603) 213-3523.

Visit Fidelity.com⁴⁴ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

upwise From MetLife

**Get a front row seat
to our webinar with
Jean Chatzky**

April 7 | 12pm ET



Join us live on Thursday, April 7th at 12:00pm ET for our first *Money Wise* webinar where we'll discuss how to maximize every dollar you earn and build healthy financial habits.

Register now⁴⁵

Look who's talking:

Jean Chatzky, former NBC Today financial editor and CEO of Her Money

As an expert on everyday money issues, Jean will share actionable tips for developing positive money habits you can stick with.

Heidi Johnson, Director of Behavioral Economics from Financial Health Network

⁴³<mailto:daniel.mccarthy@fmr.com>

⁴⁴<https://www.fidelity.com/>

⁴⁵<https://events.upwise.com/673177>

Focusing on the topic of behavioral change and emotions around money, Heidi Johnson and Meredith Ryan-Reid, Head of Financial Wellness & Innovation at MetLife, will talk about accessible tactics you can maintain long-term.

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 Toolkit⁴⁶ 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 them, rather than directly with the insurance company. Click the link to watch this short video on **HTA Medicare Services**⁴⁷ – 4 min.

⁴⁶http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula8S6fFw1r98ZdNkk4VOXCq0BrHp-2BczFXRL-2FQYLrcucm9IEwBxWbrsds3U8mYp2MYxqZRlyaNsJ7T-2FXidg023PT3Nkl-2Bv9rfHXEHqv8aFzLTHEbG-2BuEQHyZPi27NJYwwsLVQ1Cm1DVjcFovZoYcHfz9yHtJwv4EsVdHCr50G2-2Fpmjw-3D-3D1WUp_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAkVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwb0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46ciZJt57tkfpr0fC08TDCulrIdIPkKjgKqf6EoECHCdpW7DML2Plv-2B6gvBwDQ8sBqWk00XLFpKQ282HF1T-2F-2Ff6ThCgrty5DjGv9Bqx3oCmKCsU0cMQP7wwB1FNBEngszABs-2BmN-2F0bzrekAgcb8hHCh4-3D

⁴⁷http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2BwiawjqIBpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGGeidCv-2Fs2EHipf9EMEVhTWev4fwU63leQ2JrJX5tdT0DUYZgBDuHYKrwX-2B4y7dlpzdFHeafDCIJKL-2FpKqajJNtQKy8n-2FVTi5qgbvkDhD6HVPwNvy_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAkVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwb0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46UFnmRM-2FogQ01YIRhXfJoFDhKZp-2BRK7IGvwUKAS02MuXcgpRjnBWRUqEkKNP0H82oLBXktTXvrsqoPPN4D15ZkM5s5XIX2U8SHH-2BJhAKw67ni0IH4KaXcR441cCnl4Oukl6MWu9Oie48Exg0y78FKIRk-3D

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

- **Call:** 610-430-6650, Option 1
- **Email:** Medicare@HTA-insurance.com⁴⁸
- **Schedule Online**⁴⁹

Community | For the Greater Good



⁴⁸<mailto:Medicare@HTA-insurance.com>

⁴⁹http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2BwiawjqIBpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGDIukaTif5PxtPo8C7FLZimf73xCigKK3EBITFlrS76mZ0DvUTykj0OYEPH4QONMBAktlPrwqADKQLZ-2FWIQU5cmYfcJj3No69EnbQL6tEf5_977_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAkVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwb0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46V97FpMzcOnav1lI3UmZJFA1s1QixL-2BhxZBRqadqcgJetb4NNWtNfqEB0fVatNVbn1SwDK-2F5-2FJpjffv8mv5IReHgnz3Or-2BFVXqTfu609sb8IVtaFIbiPgGog4dDOTZ8AM5cfIVAWYQloLRLjV-2Bg8-2BAk-3D

[Click here⁵⁰](#) to register for the Downtown mile!



Register for the 11th Annual Carlisle Downtown Mile⁵¹, 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.org⁵²

⁵⁰<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

⁵¹<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

⁵²<mailto:RaceDIR@employmentskillscenter.org>

2022



MAY 14th

9AM - 1PM

@ Dickinson Park
1240 Ritner Highway,
Carlisle, PA 17013

eliminating racism
empowering women

ywca

carlisle and cumberland county

Volunteers Needed

Why We Race

We are excited to bring back our Race Against Racism, now in its 9th year at YWCA Carlisle & Cumberland County. This event follows our annual **Stand Against Racism Challenge** in April, a month of community-based learning around racial equity & community commitment. The race is an actionable way to further show your support for those who are underserved in our community. We have a new course this year, based on feedback from our runners, that was designed in cooperation with Dickinson College Athletic Department. Proceeds from the race will support our Community Impact Department, including educational programs for youth and adults.

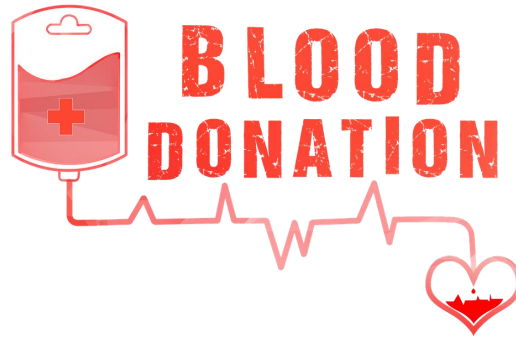
We Need Your Help!

- Volunteers will be needed for set up, registration, and along the route to direct participants
- You are welcome to join for the full day, or come for blocks of time:
 - 8am - 10am: Set-up/Registration
 - 9:30am-11:30am: Race route directors
 - 11am-1pm: After party/Teardown
- Interested volunteers should complete our volunteer form, located at the bottom of our race page on our website: <https://ywcacarlisle.org/ywca-carlisle-race-against-racism/>
- Reach out to Maria Petrilak at mpetrilak@ywcacarlisle.org or Frankie Laird at flaird@ywcacarlisle.org for volunteer-related questions

5K TIMED RUN, THAT INCLUDES
A PET-FRIENDLY, FUN-RUN &
WALK!

JOIN US AFTER THE RACE FOR OUR
COMMUNITY PARTY

Community Blood Drives



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 Drives⁵³**
- **Franklin County Blood Drives⁵⁴**
- **Lewistown Calvary Church⁵⁵**
- **Mifflintown Hose Company⁵⁶**
- **Perry County Blood Drives⁵⁷**

⁵³https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁵⁴https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁵⁵https://www.dickinson.edu/download/downloads/id/13364/central_pennsylvania_blood_bank_lewistown_alliance_church.pdf

⁵⁶https://www.dickinson.edu/download/downloads/id/12736/central_pennsylvania_blood_bank_mifflintown_hose_company.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 ⁵⁸for 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!

⁵⁷https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

⁵⁸<https://www.dickinson.edu/info/20052/sustainability/2288/transportation>

Down on the Farm



Farm Works



Spring has sprung and a new College Farm initiative is taking root. Farm Works is a proof-of-concept undertaking to better connect the campus community to the College Farm. Located at 169 West High Street, Farm Works is a retail space that features farm merchandise like canned goods, beef jerky, soap, and fiber items plus grab-n-go soups and salads crafted and tested by the Dickinson College Farm staff.

Farm Works is ***open weekdays through May 13, from 11 a.m. - 2 p.m.*** Please stop by!

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 blog⁵⁹ or contact Mary Silva at farm@dickinson.edu⁶⁰

⁵⁹<http://blogs.dickinson.edu/farm/csa/>

⁶⁰<mailto:farm@dickinson.edu>

Nutrition Corner - Health Recipe



This take on a classic carrot cake brings all the traditional flavors you love with a lighter twist. Carrots, applesauce, and a blend of warm spices make this dessert a perfect treat.

Carrot Cake



Total Time: 1 Hour **Preparation Time:** 20 Minutes **Cooking Time:** 40 Minutes **Recipe Serves:** 18 Servings

Ingredients

- 6 egg whites
- 1 $\frac{1}{3}$ cups white sugar
- 1 cup applesauce
- $\frac{1}{2}$ cup skim milk
- 1 $\frac{1}{2}$ teaspoons vanilla extract
- $\frac{1}{4}$ teaspoon ground cloves
- $\frac{1}{2}$ teaspoon ground nutmeg
- 1 tablespoon ground cinnamon
- 2 teaspoons baking soda
- 1 cup whole wheat flour
- 1 cup all-purpose flour
- 1 (8-ounce) can crushed pineapple with juice
- 2 cups shredded carrots
- $\frac{1}{2}$ cup chopped walnuts
- $\frac{1}{2}$ cup raisins

Directions

1. Preheat oven to 350F (175C). Lightly grease a 9X13 pan with nonfat cooking spray.

2. In large mixing bowl, beat egg whites. Slowly beat in sugar, then applesauce, skim milk, and vanilla. Stir in cloves, nutmeg, cinnamon, baking soda, and flour. Stir in, one ingredient at a time, pineapple (with juice), carrots, walnuts, and raisins. Pour into the prepared pan.
3. Bake for 35-40 minutes in the preheated oven. It is done when toothpick inserted in center comes out clean.

Nutritional Information

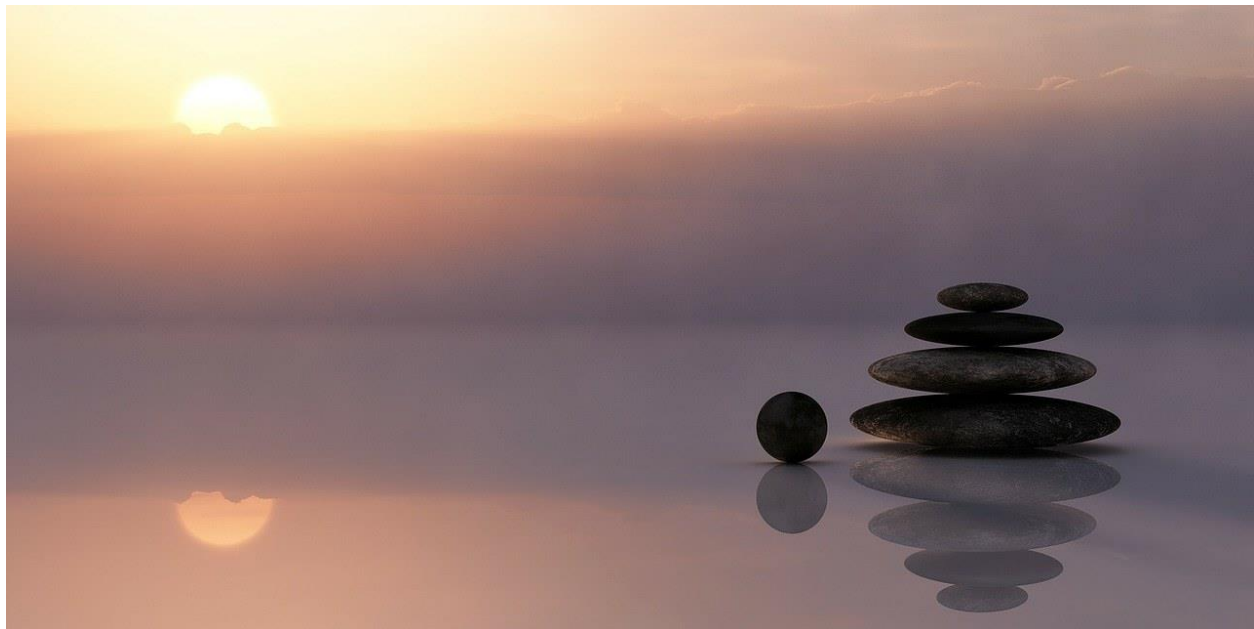
Calories (per serving): 167

Per Serving: protein 3.9g; carbohydrates 34.1g; fat 2.4g; cholesterol 0.1mg; sodium 171.1mg.

Source:

Video Recipe: Carrot Cake | UPMC HealthBeat⁶¹

Wellness Events



⁶¹https://share.upmc.com/2021/10/video-recipe-carrot-cake/?et_cid=1111526&et rid=1546396&utm_medium=email&utm_source=salesforce&utm_campaign=healthbeat-biweekly&utm_content=biweeklyhb&em_id=HealthBeat-BiweeklyNewsletter-030322_NEWS_Mar-22_e1

Avoiding the Trap | Metabolic Syndrome



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 Totara⁶².

Biometric Screenings

⁶²<https://totara.dickinson.edu/course/view.php?id=64>



Thursday, April 21 | 7-9 a.m | UPMC Carlisle Education Center

Enroll and sign-up to schedule your screening in Totara.⁶³

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. 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.edu⁶⁴ 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.

⁶³<https://totara.dickinson.edu/course/view.php?id=51>

⁶⁴<mailto:studentwellness@dickinson.edu>

- **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
-

Fresh Air | Keeping your Asthma Under Control



Wednesday, May 11 | noon - 1 p.m. | Althouse 106

Presented by UPMC by Dr. Joanna Sta. Cruz & Dr. Navitha Ramesh

Our body requires oxygen to function and thrive. When we breathe, the air content includes oxygen and other atmospheric gases. Once we inhale, oxygen moves throughout our body and lungs via the bloodstream. Without a healthy set of lungs, quite obviously our very existence is compromised. How does our body handle oxygenation and process this very important part of living? What happens when things go awry with breathing due to multiple causes? For someone who has asthma or other chronic lung health issues, air quality and lifestyle play a role in keeping your lungs happy and functioning well. Attend this presentation to learn more.

Joanna Sta. Cruz, MD

Dr. Cruz is a pulmonologist and critical care medicine physician with UPMC Pulmonary and Sleep Medicine. She is board-certified in internal medicine, pulmonary medicine and critical care medicine. She earned her medical degree at the University of Santo Tomas in the Philippines.

Dr. Cruz completed both her Postgraduate residency in Internal Medicine and her fellowship in Pulmonary and Critical Care Medicine at Einstein Medical Center in Philadelphia, where she also served as chief fellow in Pulmonary and Critical Care Medicine.

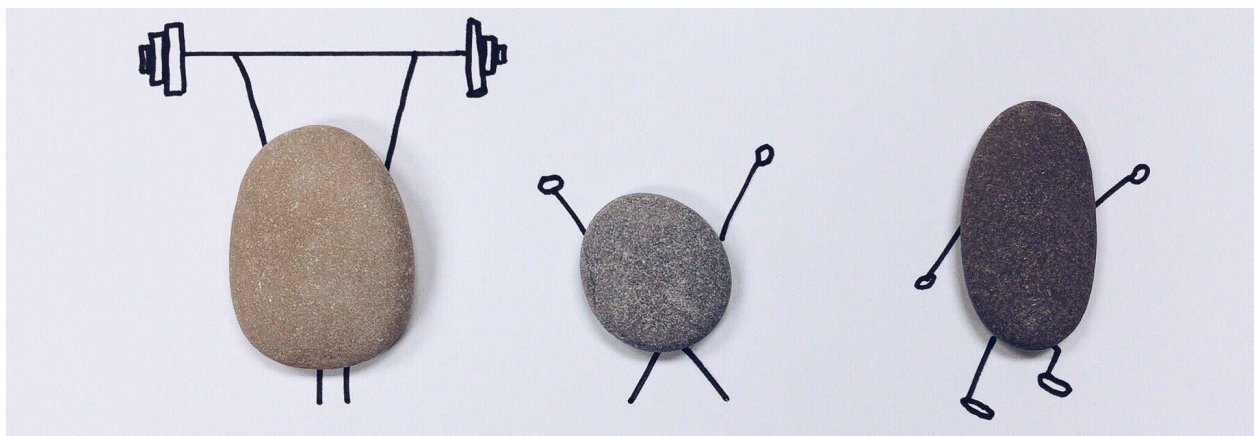
Navitha Ramesh, MD

Dr. Ramesh is a pulmonologist and critical care medicine physician with UPMC Pulmonary and Sleep Medicine. She is board-certified in internal medicine, pulmonary medicine and critical care medicine. She earned her medical degree at the Tamilnadu Dr. MGR Medical University in India.

Dr. Ramesh completed her residency in internal medicine at the Rochester Regional Health System in New York and fellowship in pulmonary and critical care medicine at Mount Sinai Beth Israel in New York.

Enroll and sign up for this **LIVE** Wellness Info session in Totara⁶⁵.

Physical Wellbeing



⁶⁵<https://totara.dickinson.edu/course/view.php?id=64>

Water Aerobics



Mondays 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 Totara⁶⁶.

Vinyasa Flow Yoga - Employees Only



⁶⁶<https://totara.dickinson.edu/course/view.php?id=21>

Wednesdays 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!

Enroll and sign-up in Totara⁶⁷.

Wellness Yoga Online with Julie Vastine, 200-hour RYT



Tuesdays through April 26 | 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!

⁶⁷<https://totara.dickinson.edu/course/view.php?id=88>

Enroll and sign-up via Totara⁶⁸ 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 the body, all while being down on a mat. This class is appropriate for all fitness levels. Sign-up is available through EngageD⁶⁹. Registration for each class is required.

Ethos Fitness - Camp Cardio

⁶⁸<https://totara.dickinson.edu/course/view.php?id=341>

⁶⁹<https://dickinson.campuslabs.com/engage/events?query=Pilates>



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

Join us ***virtually via ZOOM, or at the Ethos Fitness Studio*** located at 265 Penrose Plaza, Carlisle, PA 17013! Enroll and sign-up via Totara⁷⁰.

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.

⁷⁰<https://totara.dickinson.edu/course/view.php?id=379>

Professional Development



Apply to Become a Leadership Cumberland Fellow



Leadership Cumberland's mission is to develop, promote, and inspire community-based leadership skills. The organization strives to develop individuals to become effective leaders in the workplace and community. Fellows, as participants are called, represent a diverse group of emerging leaders from banking, the law, healthcare, government, production, education, and nonprofits. While differing in age, background, and profession they share one common trait—the motivation and desire to take on greater responsibilities in the community and at work.

Leadership Cumberland Fellows have demonstrated emerging leadership and vision through their career experience and community involvement. The personal and professional objectives of prospective Fellows are volunteerism, leadership, and an interest in shaping the future of workplaces and organizations that serve Cumberland County. Each year, Dickinson proudly sponsors a fellowship and is pleased to extend this professional development opportunity once again to interested faculty and staff. Leadership Cumberland is a cohort-based program and follows the academic year—begins in August and graduates in May.

All applicants must provide a ***completed application and letter of support*** from his or her direct supervisor. Please submit these and any questions regarding the fellowship to Dennette Moul at mould@dickinson.edu⁷¹ ***no later than Monday, May 9.***

Please contact Carol Shaffer at shaffeca@dickinson.edu⁷² for access to the application.

RAISE Training for FAS

Tuesday, April 12 | noon - 1:15 p.m. | HUB Social Hall, East

Have you had a student come out to you? Are you uncertain about how to ask your students for their pronouns? Perhaps you're hoping to make your departmental policies and procedures more inclusive! No matter your interest or reason, we encourage all aspiring allies and advocates to participate in a session of R.A.I.S.E. (Red Devils Advocating for Inclusive Spaces for Everyone)!

Enroll and sign-up for this session in Totara⁷³.

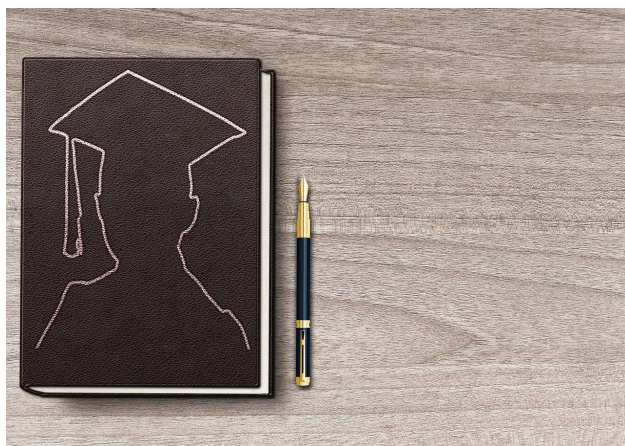


College Prep for Parents

⁷¹<mailto:mould@dickinson.edu>

⁷²<mailto:shaffeca@dickinson.edu>

⁷³<https://totara.dickinson.edu/course/view.php?id=65>



Session I

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

Session II

Financial Aid & 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, 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 Totara⁷⁴. Location will be determined soon.

⁷⁴<https://totara.dickinson.edu/course/view.php?id=42>

Contact Us



Physical Wellness Program Incentive Prize Winners

Congratulations to Lauren Davidson (Marketing & Communications) **for being randomly selected as the incentive winner for the month of February.** 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.edu⁷⁵ 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

⁷⁵<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 Gateway⁷⁶ 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 policy⁷⁷ 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 Guide⁷⁸

Dickinson Download⁷⁹

Dickinson/Biking⁸⁰

Dickinson/College Farm⁸¹

⁷⁶<https://gateway.dickinson.edu/>

⁷⁷http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁷⁸http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide

⁷⁹http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download

⁸⁰<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

Dickinson/Sustainability⁸²

Trout Gallery⁸³

Theatre & Dance⁸⁴

Campus Announcements⁸⁵

Campus Events Calendar⁸⁶



7 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁸⁷

Human Resource Services Website⁸⁸

⁸¹<http://www.dickinson.edu/collegefarm>

⁸²<http://www.dickinson.edu/sustainability>

⁸³<http://www.troutgallery.org/>

⁸⁴<https://www.dickinson.edu/theatreanddance>

⁸⁵<https://www.dickinson.edu/announcements>

⁸⁶<http://www.dickinson.edu/events>

⁸⁷<mailto:devwell@dickinson.edu>

⁸⁸https://www.dickinson.edu/homepage/122/human_resource_services