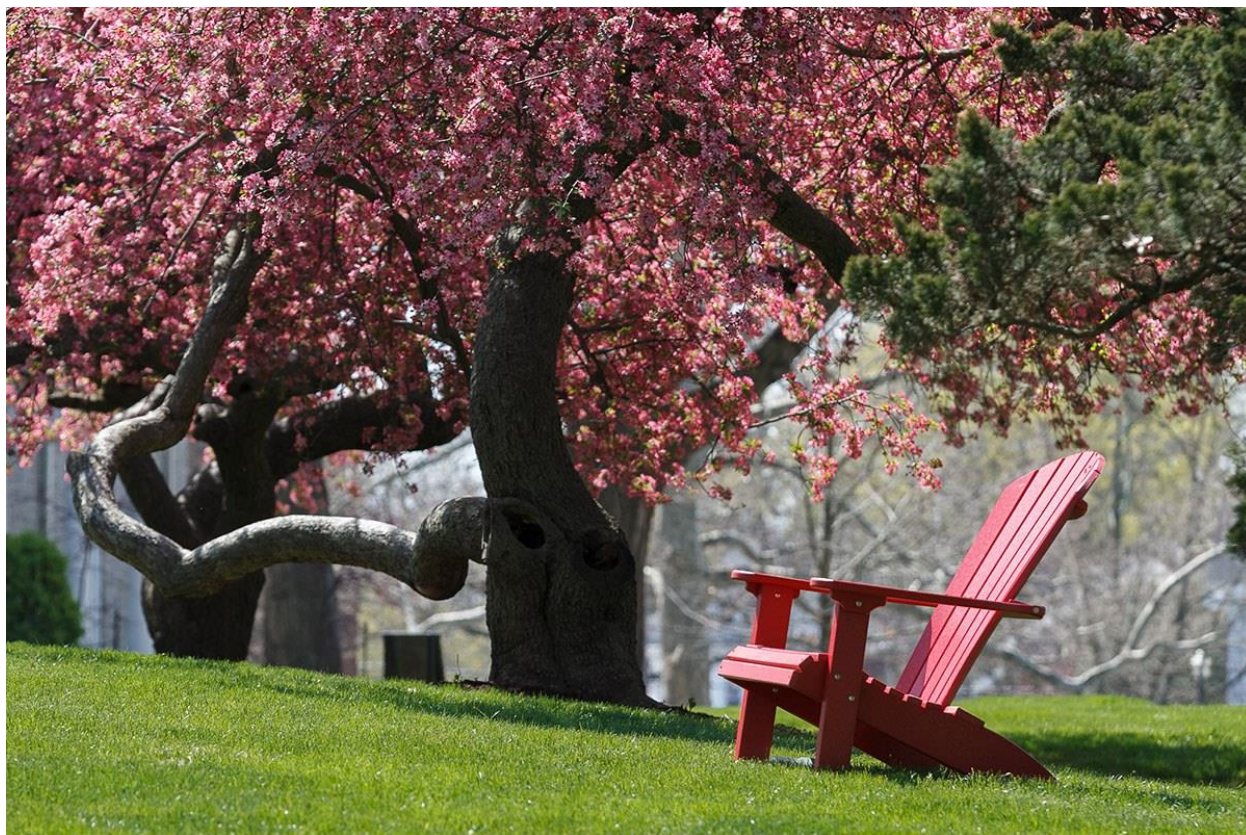




Vitality

Dickinson

HUMAN RESOURCE SERVICES

1 - May 2022

Volume XVI | Issue 9

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

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

Awareness Month



Co-Workers & Mental Health Issues: How to Help



Thursday, May 19/ 10:15 a.m. and 4:15 p.m. | Webinar

May is Mental Health Awareness Month, an important time to remember that everyone today is experiencing some level of distress—and everyone would benefit from some attention to their well-being. This is true of people in our personal lives, and in our co-workers, and it is not always clear who is struggling. As a colleague, how can you support those around you without overstepping personal or professional boundaries?

In this webinar, Tyler Arvig PsyD, LP, R3 Continuum Associate Medical Director, will share advice to help employees respectfully and effectively support the mental health of those around them.

Presenters:

Tyler Arvig, *PsyD, LP Associate Medical Director R3 Continuum*

Cynthia K. Persico, *CEAP, LMHC Regional Vice President EAP+Work/Life Services Health Advocate*

Click to choose the session that best fits your schedule:

10:15 a.m. (ET)¹

4:15 p.m. (ET)²

HealthAdvocate - Mental Health Support Articles

¹<https://register.gotowebinar.com/register/1341489270008127759>

²<https://register.gotowebinar.com/register/7068599048488740108>

All full time employees have access to Health Advocate³, 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.

Mental Health Matters: Make it a priority - The disruptions of the pandemic have left many people feeling anxious, depressed, or hopeless, and unable to function fully. These and other mental health issues can be treated with lifestyle changes, medication, counseling or all three—yet many people feel stuck, alone, and powerless to move forward. Read the full article at Health Advocate's blog: Mental Health Matters - Make it a Priority⁴

Exercise for Focus, Moods, and More - Want something to counter negative moods, anxiety, and depression, while also helping you sleep better, improve social interactions, and boost your energy, memory, and attention span? Physical activity's effects on your brain offer the right prescription! If you're feeling drained, down and stuck, these tips can help you overcome those hurdles and make physical activity a lifelong habit. Read the full article at Health Advocate's blog: Exercise for Focus, Moods and More⁵

How to Truly Help Someone - Life's challenges—whether the loss of a loved one or income, a health issue, relocation, birth of a baby, or some other change can make it hard for someone to handle even the minor details of their daily routine. You may want to offer to make their life easier. Here's how to make sure your offer is the most meaningful. Read the full article at: Health Advocate's blog: How to Truly Help Someone⁶

Benefits of Boundary Setting - Are you the go-to person for your loved ones when they need help? If so, you are probably well aware that this can be stressful and take up a lot of your time and energy! Learning when—and how—to establish boundaries is an important pillar of self-care and overall well-being. Consider these benefits of boundary setting. Read the full article at: Health Advocate's blog: Benefits of Boundary Setting⁷

³<https://healthadvocate.com>

⁴<https://blog.healthadvocate.com/2022/03/mental-health-matters-make-it-a-priority/>

⁵<https://blog.healthadvocate.com/2022/04/exercise-for-focus-moods-and-more/>

⁶<https://blog.healthadvocate.com/2022/04/how-to-truly-help-someone/>

⁷<https://blog.healthadvocate.com/2022/03/benefits-of-boundary-setting/>

Employee Assistance Program

What is an EAP?

The Employee Assistance Program offers you and your family individual assistance to help you resolve your problems and make your life happier, more productive, and more satisfying. It is voluntary.

Access to the EAP means that you will receive assistance in clarifying the problem, searching for alternatives to resolve the problem, and developing a constructive plan of action. It can help you with problems related to marital and family issues, problems with children at home or in school, depression, relocation, alcoholism or drug abuse, aging, health-related problems, eating disorders, or the death of a loved one.

Any personal problem which is troublesome to you is important enough to use the Employee Assistance Program.

Who can use the EAP?

Your Employee Assistance Program is available to all full-time and part-time employees and immediate family members who are eligible for medical benefits.

What does the EAP provide?

In many cases, problems can be resolved with only a few consultations. Dickinson College has prepaid for the EAP services. You may have up to three visits per fiscal year at no cost to you. If you and your psychologist believe you require more specialized assistance or longer-term service, he or she may suggest you seek help outside the EAP by suggesting appropriate and qualified providers. Services received from resources outside the EAP may be covered in full or in part by the College's medical coverage.

Will my EAP contact be confidential?

Yes. That is why the College uses outside professionals. Consultations are conducted in offices which are comfortable, convenient, and private. No one will know of your contact without your written permission unless you tell someone.

Who provides the EAP service?

Dickinson College contracts with a highly qualified group practice to provide you professional services in their offices. Their clinical staff offer a range of expertise including treatment of adults, couples, children, and families. The practice is:

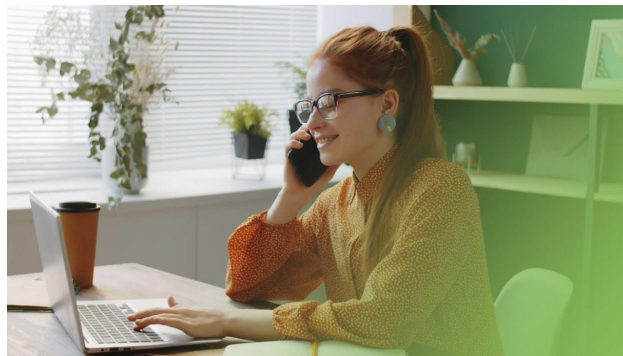
FRANCO PSYCHOLOGICAL ASSOCIATES, P.C.

26 State Avenue, Carlisle, PA | 717-243-1896

<http://www.francopsychological.com/>

Should you want to seek professional services outside of Carlisle, you can be referred to an appropriate EAP provider nearby. The Clinical Director of Franco Psychological Associates is available to respond to this need and to answer any other questions you might have related to the EAP.

Reliance Standard Assistance Program



<https://youtu.be/dZUb4HYq5LM>

2 - Assistance Program Orientation Video

An additional EAP program option is also available to all active, eligible full-time employees through ***Reliance Standard***. For more information and a list of comprehensive benefits under Reliance Standard's program, please visit <http://myassistanceprogram.com/rsl/>.

Live, Immediate Assistance: Call 24/7: **(855) 775-4357**. Schedule confidential, **face-to-face, phone, video, text or chat** assistance with professionals that's private, confidential.

Mental Health Counseling: When overwhelmed with personal, work or life stressors, mental health counseling can be a lifesaver. Our licensed master's level counselors support you and your household members through difficult times providing confidential assistance. **WE HELP WITH: Family Conflict, Couples/Relationships, Substance Abuse, Anxiety, Depression and more.**

Work/Life Resources: Navigating the practical challenges of life, while handling the demands of your job can be stressful. Work/Life resources and referral services are designed to provide knowledgeable consultation and customized guidance to assist with gaining resolution to everyday hurdles. **RESOURCES INCLUDE: Adoption, Elder/Adult Care, Parenting, Child Care, Medical Advocacy, Special Needs Support, Wellness and more.**

Legal/Financial Resources: Legal and Financial resources and referrals are available to connect you with experienced, vetted professionals in their topical area of legal and financial needs. **RESOURCES INCLUDE: Budgeting, Estate Planning/Wills, Divorce/Custody, Bankruptcy, Personal Injury/Malpractice, Major Life Event Planning, ID Theft and more.**

Member Portal & App: Access services through our **member portal** and **mobile app** with **phone, chat, text and video access**. Take advantage of thousands of up-to-date topic related articles, videos, webinars, checklists and more on subjects including Financial and Legal, Family, Education, Health, Wellness, Career, Military, Everyday Living and more. **New Members:** Use company code **RSLI859** to create your new account. **Click Here to create your account or login.**⁸

Life Coaching: Achieve your personal and professional goals by engaging life coaching. Our life coaches act as an accountability partner and can assist you in overcoming obstacles and achieving your goals. **COACHES HELP WITH: Life Transitions, Work/Life Balance, Goal Setting, Improving Relationships, and more.**

⁸<https://aci.mylifeexpert.com/login/rsli>

2022 Spring Into Fitness Challenge Highlights



Dickinson College faculty and staff, as a community, were in a campus exercise/walking challenge with students, staff and faculty, which began on Sunday, March 20 and continued through Saturday, April 30. **90 Dickinsonians** participated in this year's challenge.

Challenge winners will be determined by two criteria – the greatest percentage of cumulative participation, and also the highest average number of minutes per participant! These winners will be announced in the next issue of Vitality. Below are highlights from the weeks throughout the challenge! We hope you enjoyed it as much as we did!

Week # 1:

- The annual Kick-off Walk was hosted by President John Jones. Challenge participants met at the Benjamin Rush Statue and enjoyed a mid-afternoon stroll.
- The following mini-teams were recognized for their participation: ***A Lot's At Steak***, ***Ketchup If You Can***, and ***The High Fives***.

Week # 2:

- This week focused on sustainability and mental health well being. Participants were encouraged to participate in CSE's Teach-In sessions relating to Climate Justice. A Mental Health First Aid certification training was offered to employees as well.

Week # 3:

- An ArtWalk Tour was offered by Trout Gallery staff and interns. This is also a self-guided tour. If you would like more information and take the tour in the future, please visit <http://tgapp.dickinson.edu/artwalk/>
- ***Ketchup If You Can*** was recognized for the most cumulative total exercise minutes per team member

Week # 4:

- The focus for this week was socialization in our community. A Meet and Greet on the Green was offered on Morgan field. Yard games were available for participants to have fun and mix and mingle with colleagues.
- ***H2GO*** was a fan favorite and voted best mini-team name!

Week # 5:

- Mini-team, ***Risky Business***, kicked-off the Annual Fun Run/Walk on Thursday, April 21. Despite the rain that fell half way through the walking tour, smiles were still visible on their faces!

Week # 6:

- Participants were encouraged to get in at least 150 exercise minutes in for this week.



3 - Kick-off Walk

Front row from left to right: Beth Jones, President John Jones, Jeanette Diamond, Debra Hargrove

Back row from left to right: Morgan Nonnemacher, Kim Flinchbaugh, Beth Bachman, Charisse Niles, Shelley Hess



4 - Annual Fun-Run Walk

Risky Business mini-team from left to right: Bernadette Pham, Michelle Spencer, Dennette Moul, Jeanette Diamond, Carol Shaffer, Denise Eichelberger, and Debra Hargrove. (Missing mini-team members: Heather Dunn and Beth Bachman)

Employee Highlights



New Hires



April 2022

Faisal Ahmadzai, *Dining Services*

Mandy Brookins, *Forum on Education Abroad*

Sam Cramer, *Parents Program*

Richard Glanfield, *Athletics*

Arika Hunt, *Alumni Relations*

Hamida Jafari, *Dining Services*

Pamela Ko, *International Business & Management*

Reza Mohammadi, *Dining Services*

Mary Price, *Forum on Education Abroad*

Fatima Sarvari, *Dining Services*

Retirements



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

- Nancy Hoover, *Facilities Management*

Employee Announcements



Annual Open Enrollment



The annual open enrollment period will be held from **Monday, May 9 through Sunday, May 22**. Open enrollment will be conducted online via Self-Service Banner.

Flexible Spending Accounts for health and/or dependent care reimbursement ***MUST be re-established*** each fiscal year during open enrollment. *Funds from the current fiscal year need to be used by Thursday, September 15, 2022 and claimed by Monday, October 31, 2022.*

If you have any questions, please contact hrservices@dickinson.edu⁹.

Open Enrollment Benefit Information Sessions

Human Resource Services is pleased to announce our annual open enrollment period for the fiscal year 2022-2023. Benefit and retirement enrollment information is available via Self Service Banner from Monday, May 9 through Sunday, May 22.

Open Enrollment Benefit Information Sessions are being offered for employees to learn more about Dickinson's full-time health benefits including the July 1 transition of our third-party administrator from Aetna to Meritain (an Aetna company). There is no change to the plan itself – deductibles and co-pays remain the same – and the network of providers is still Aetna Choice POS II.

⁹<mailto:hrservices@dickinson.edu>

Please join us for one of the following information sessions where you will have the ability to hear from our insurance representative and ask questions:

- Thursday, May 12 | Stern 102 | 12:30-1:30 p.m. | 3:30-4:30 p.m.
- Friday, May 13 | Weis 235 | 10-11 a.m.
- Wednesday, May 18 | zoom virtual session | 10-11 a.m. | Meeting URL: <https://aleragroup.zoom.us/j/5857039445>; Meeting ID: 585 703 9445

Registration through Totara¹⁰ is preferred but not required. To sign up, please click on the more information link below.

2022-2023 Open Enrollment Benefits Overview¹¹

This PowerPoint Slide Show provides an overview of the benefits for the upcoming 2022-2023 fiscal and academic year to help share information about benefit options available to you as an employee. Click the link to view and hear about your benefit options for open enrollment!

Virtual Employee Benefits & Wellness Fair¹²



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.

¹⁰<https://totara.dickinson.edu/course/view.php?id=422>

¹¹<https://totara.dickinson.edu/mod/url/view.php?id=2055>

¹²<https://totara.dickinson.edu/course/view.php?id=351>

Vendors will provided information and updates on their services and fees, along with products offered (if applicable), which is now available in Totara¹³!

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.

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.

¹³<https://totara.dickinson.edu/course/view.php?id=351>

Sign-up in Totara¹⁴.

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 Information¹⁵

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 form¹⁶ link.

As a reminder, employees who requested an exemption from receiving the COVID-19 vaccination are still required to test weekly, this also includes those who are eligible but have

¹⁴<https://totara.dickinson.edu/course/view.php?id=398>

¹⁵https://www.dickinson.edu/homepage/1539/spring_2022_semester_information

¹⁶<https://www.dickinson.edu/xfp/form/376>

not yet received the booster. Testing is available in Allison Hall Monday through Friday from 8 a.m. to 1:30 p.m.

Sick Leave Bank



Do you have vacation time that you are not sure what to do with? If you are a full-time nonexempt employee, consider donating a day (or up to five days) to the Sick-leave Bank.

The college maintains a Paid Sick-leave Bank which is available to full-time nonexempt employees as follows:

- Nonexempt employees may donate up to five vacation days each fiscal year (in increments of one day or more, at any time during that year) to the college Sick-leave Bank.
- For every day or larger increment, the college will match the employee's donation with an identical amount of time.
- The maximum size of the college Sick-leave Bank will be 2,000 hours (1,000 donated by employees and 1,000 donated by the college).

Nonexempt staff may complete this form¹⁷ to participate in the Sick-leave Bank or may download the pdf form¹⁸ and return it via email attachment to Human Resource Services¹⁹.

¹⁷<https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-5iv2UbYuHBNUSSk7RQbQbFUNes2VINDUENQUhMNjJXRlhEUjFaUEhRNiQIQCN0PWcu>

¹⁸https://www.dickinson.edu/download/downloads/id/10542/sick_leave_bank_donation_form.pdf

¹⁹<mailto:hrservices@dickinson.edu>

For more information about the sick leave bank and eligibility, please refer to page 36 of the Employee Handbook²⁰.

College Holidays/Closures



As a reminder, the college will be closed on the following days:

- *Friday, May 27: Maintenance Day*
- *Monday, May 30: Memorial Day*
- *Monday, June 20: Juneteenth Holiday*

Minimal staffing during holidays/closures may be required. For more information, please consult your immediate supervisor.

References:

2021-22 Holiday Schedule²¹

2022-23 Holiday Schedule²²

²⁰https://www.dickinson.edu/download/downloads/id/6779/employee_handbook_october_2016.pdf

²¹https://www.dickinson.edu/download/downloads/id/12627/holiday_schedule_for_2021-2022.pdf

²²https://www.dickinson.edu/download/downloads/id/13683/holiday_schedule_for_2022-2023.pdf

Get the Most Out of Your Benefits



Aetna 1:1 Consultations (Phone Appointment)



Tuesday, May 17 | 3:30 - 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 ²³to 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.

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

Health Advocate makes healthcare easier²⁴!

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 here²⁵ for a quick overview.

Complete information about the service is available at Health Advocate's website²⁶.

All full time employees have access to Health Advocate²⁷, 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

TIAA IN-PERSON 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, they'll cover questions like:

1. Am I saving enough?
2. Am I invested appropriately?

²⁴https://www.dickinson.edu/download/downloads/id/12897/health_advocate_highlights_overview_2021.pdf

²⁵https://www.dickinson.edu/download/downloads/id/12896/health_advocate_brochure_2021.pdf

²⁶<http://www.healthadvocate.com/>

²⁷<https://healthadvocate.com>

3. Am I on track to meet my retirement goals?

Schedule time today for an IN-PERSON appointment with TIAA financial consultant, *Nigel Stearns*:

- **Thursday, May 19**

Appointments are available between **9 a.m. and 4 p.m. in the HUB, Mary Dickinson Room**. To schedule a personal meeting with TIAA, please sign up online²⁸ 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.

May & June 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)²⁹. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

May

- Wednesday, May 11 at noon - The Starting Line: *Beginning to save for retirement*
- Wednesday, May 11 at 3 p.m. - The Power of Savings
- Thursday, May 12 at noon - Estate Planning Considerations
- Thursday, May 12 at 3 p.m. - Lifetime Income: *Marketproof Your Retirement*
- Wednesday, May 18 at 3 p.m. - The New Nest Egg: *Why a HSA can be an important component to your retirement savings strategy*

²⁸<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

²⁹<https://www.tiaa.org/webinars>

- Tuesday, May 24 at noon - Opening Doors to the Future: *Save in a 529 college savings plan*

June

- Tuesday, June 14 at noon - Attention to Detail: *Financial finishing touches for women*
- Tuesday, June 14 at 3 p.m. - Demonstrating the Value of Responsible Investing
- Wednesday, June 15 at 3 p.m. - At Your Fingertips: *Manage your money from whenever you are*
- Thursday, June 16 at noon - Help Protect You, Your Family, and Your Money
- Thursday, June 16 at 4 p.m. - Tomorrow In Focus: *Saving for your ideal 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.com³⁰ or call (603) 213-3523.**

Visit [Fidelity.com](https://www.fidelity.com/)³¹ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

Medicare Help Team

³⁰<mailto:daniel.mccarthy@fmr.com>

³¹<https://www.fidelity.com/>



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 Toolkit³² 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**³³ – 4 min.

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

- **Call: 610-430-6650, Option 1**
- **Email: Medicare@HTA-insurance.com**³⁴
- **Schedule Online**³⁵

³²http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula8S6fW1r98ZdNkK4VOXCq0BrHp-2BczFXRL-2FQYLrucum9IEwBxWbrsds3U8mYp2MYxqZRlyaNs7T-2FXidg023PT3Nkl-2Bv9rfHXEHqv8aFzLTHEbG-2BuEQHyZPi27NJYwvsLVQ1Cm1DVjcFovZoYcHfz9yHtJwv4EsVdHCr50G2-2Fpmjw-3D-3D1WUp_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwb0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46ciZJt57tkfpr0fC08TDCulrdIPkKjgKqf6EoECHCdpW7DML2Plv-2B6gvBwDQ8sBqWk00XLFpKQ282HF1T-2F-2Ff6ThCgrty5DjGv9Bqx3oCmKCsU0cMQP7wwB1FNBEngszABs-2BmN-2F0bzrekAgcb8hHCh4-3D

³³http://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-2FqQ01YIRhXfJoFDhKZp-2BRK7IGvwUKAS02MuXcgpRjnBWRUqEkKNP0H82oLBXktTXvrsqoPPN4D15Zkm5s5XIX2U8SHH-2BJhAKw67ni0IH4KaXcR441cCnl4Oukl6MWu9Oie48Exg0y78FKIRk-3D

³⁴<mailto:Medicare@HTA-insurance.com>

³⁵http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2Bwiawjqibpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGDLukaTif5PxtPo8C7FLZimf73xCigKK3EBITfIrS76mZ0DvUTykj0OYEPH4QONMBAktlPrwgADKQLZ-2FWIQUlu5cmYfcJ3No69EnbQL6tEf5_977_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-



Dickinson Faculty & Staff U-Turn Collection

Do you have unwanted items at home, in your office, or in your department? You don't have your own yard sale! You can donate your "stuff" to support United Way through the U-Turn Program partnership with Dickinson.

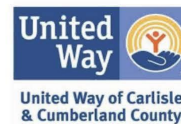
[2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwb0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46V97FpMzcOnav1lI3UmZJFA1s1QixL-2BhxZBRqadqcgJetb4NNWtNfqEB0fVatNVbn1SwDK-2F5-2FJpjffv8mv5IReHgnz3Or-2BFVXqTfu609sb8lVtaFIbiPgGog4dDOTZ8AM5cfIVAWYQloLRLjV-2Bg8-2BAk-3D](#)

United Way of Carlisle and Cumberland County will have HUGE YARD SALE³⁶ at the Carlisle Fairgrounds on June 11, 2022 from 7:30 a.m. until noon. Faculty and staff can drop off their unwanted items at the designated U-Turn trailers during drop off windows. These items will be sold to benefits nonprofits in the area!

Sustainable reuse! Raise money! Help the community! WIN! WIN! WIN!



Dickinson



U-Turn 2022

Donate your unwanted items to support sustainability and the Carlisle community!

Don't have your own yard sale- just donate to support United Way through the U-Turn Program partnership with Dickinson. Faculty and staff must drop off your items at the designated U-Turn trailers when staff is there to accept items. No pickups available.

Accepted items: clothing, children's toys, shoes, kitchen/bed/bath items, rugs, lamps, fans, furniture, sporting goods, small appliances (working) etc. Clean and usable items that could be resold at a yard sale.

Dickinson Faculty & Staff Collection Days

- o Saturday, 5/14, 12:30-3 pm @ Allison Lot
- o Thursday, 5/19, 12:30-3 pm @ Allison Lot
- o Friday, 5/20, 12:30-3 pm @ Allison Lot
- o Wednesday, 6/8, 9-2 pm @ Carlisle Fairgrounds
- o Thursday, 6/9, 9-2 pm @ Carlisle Fairgrounds

³⁶<https://uwcarlisle.org/u-turn-community-yard-sale/>



Click here³⁷ to register for the Downtown mile!

Register for the 11th Annual Carlisle Downtown Mile³⁸, 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.org³⁹

³⁷<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

³⁸<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>

³⁹<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.

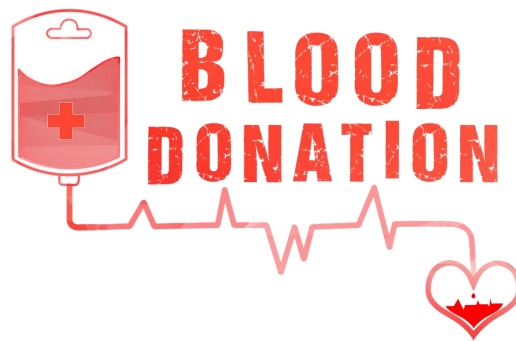
We Need Your Help!

- 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 May:

- **Cumberland County Blood Drives⁴¹**
- **Dauphin County Blood Drives⁴²**
- **Franklin County Blood Drives⁴³**

⁴⁰<https://ywcaCarlisle.org/ywca-carlisle-race-against-racism/>

⁴¹https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁴²https://www.dickinson.edu/download/downloads/id/12738/central_pennsylvania_blood_bank_dauphin_county_blood_drives.pdf

⁴³https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

- Perry County Blood Drives⁴⁴

Down on the Farm



Please view the slide show below to check out the products Dickinson College students produced and are available on a rotating basis at the Farm Works store, as well as other store photos.

⁴⁴https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf



Farm Works is located at 169 West High Street, and 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 Store closed for the semester on May 6.

Farm Works will be open weekdays during Commencement Weekend and Alumni Weekend as follows:

- **Commencement Weekend:** Open Saturday, May 21, noon - 4 p.m.
- **Alumni Weekend:** Open Friday, June 10, and Saturday, June 11, 11 a.m. - 4 p.m.



Student Creator:

ANNA BURKE '23 (environmental studies; Boston, Mass.) started making jewelry during the pandemic. She finds that working with beads allows her a care-free means of creative expression and to decompress after a long day on Zoom. Anna creates casual jewelry pieces that allow the wearer to easily add extra color to their outfit.

Beaded bracelet **\$2.50**

Beaded necklace. **\$5**



Student Creator:

J.D. DICARLO '25 (biology; New Canaan, Conn.) loves making string art inspired by nature and jewelry from things they've found on the beach over the years.

Prices as marked. **\$9-18**



Student Creator:

Emily Pikturna '22 (environmental studies and food studies; Cleveland, Ohio) combined her love for plushies and crochet to make these fluffy bees!

Crocheted bee **\$25**



Student Creator:

**ABI STEARN '22 (anthropology,
food studies certificate; Hudson, N.Y.)**
enjoys making art in many mediums
including zines, sewing, knitting and
print making!

Prices as marked





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 blog⁴⁵ or contact Mary Silva at farm@dickinson.edu⁴⁶

⁴⁵<http://blogs.dickinson.edu/farm/csa/>

⁴⁶<mailto:farm@dickinson.edu>

Nutrition Corner



Online grocery shopping has grown in popularity. Check out this short video highlighting the benefits of online shopping and healthy eating.

Source: American Heart Association⁴⁷

Embed://<iframe width="705" height="397"

src="https://www.youtube.com/embed/X9EdpkvaDaw" title="YouTube video player"

frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;

gyroscope; picture-in-picture" allowfullscreen></iframe>

⁴⁷<https://www.heart.org/en/healthy-living/healthy-eating>

Vietnamese-Style Lettuce Wraps with Grilled Shrimp, Avocados, and Mango

Embed://<iframe width="705" height="397" src="https://www.youtube.com/embed/4AgOOG-JErg" title="YouTube video player" frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media; gyroscope; picture-in-picture" allowfullscreen></iframe>

Servings: 6 **Serving Size:** 4 wraps

Sauce Ingredients

- 1/4 cup lime juice (from 2 to 3 medium limes)
- 1 tablespoon honey
- 1 tablespoon water
- 2 teaspoons soy sauce (lowest sodium available)
- 2 teaspoons fish sauce (lowest sodium available)

Lettuce Wrap Ingredients

- 72 raw medium shrimp, peeled (about 1 1/2 pounds)
- 1 tablespoon plus 1 teaspoon canola or corn oil
- 24 whole large Bibb lettuce leaves (about 2 medium heads)
- 1/2 cup chopped green onions
- 1 cup thinly sliced radishes
- 1 cup chopped fresh mint
- 2 medium fresh jalapeños, cut into 24 slices each
- 2 small avocados, cut into 24 pieces each
- 2 medium mangoes, cut into 24 pieces each

Sauce Directions

1. In a small bowl, whisk together the lime juice, honey, water, soy sauce, and fish sauce. Set aside.

Lettuce Wrap Directions

1. Soak (18) 8-to-10-inch wooden skewers in cold water for at least 10 minutes to prevent charring, or use metal skewers.
2. Preheat the grill on medium high.
3. Thread four shrimp on each skewer. Transfer to a large baking sheet. Using a basting brush, lightly coat both sides of the shrimp with the oil.
4. Put the lettuce leaves, green onions, radishes, mint, jalapeños, avocado, and mango on a large platter.
5. Grill the shrimp for 2 to 3 minutes, or until the shrimp are pink on the outside. Transfer to a separate large platter.
6. Place three shrimp on each lettuce leaf. Top each with 1 teaspoon green onions, 2 teaspoons radish slices, 2 teaspoons chopped mint, 2 jalapeño slices, 2 avocado pieces, and 2 mango pieces. Drizzle each with 1 scant teaspoon sauce.

Cooking Tip: For a more smoky flavor, grill the jalapeños, avocados, and mangoes. Cut each into half, discarding the seeds and ribs of the jalapeños and the pits of the avocados and mangoes. Lightly coat the jalapeños, avocados, and mangoes with cooking spray. Grill for 10 minutes, or until slightly charred, turning occasionally. When cool enough to handle, cut into slices or pieces as directed.

Nutritional Information

Calories (per serving): 313

Per Serving: protein 27g; total carbohydrates 29g; Dietary Fiber 7g; Sugars 20g; total fat 12g; saturated fat 1.5g; trans fat 0g; polyunsaturated fat 2.5g; monounsaturated fat 7g; cholesterol 183mg; sodium 331mg.

Dietary Exchanges: 2 1/2 fruit, 2 vegetable, 5 lean meat, 1/2 fat

Source:

<https://www.heart.org/en/recipes/vietnamese-style-lettuce-wraps-with-grilled-shrimp-avocados-and-mango>

Wellness Events



How to Talk to Your Provider about Endometriosis



Tuesday, May 10, 2022 | 7 -8 p.m. | Online

Presented by UPMC

The first step in treating endometriosis is talking to your provider about it. What is it? What are the symptoms? How can it be treated? Talk with the experts.

Presenters:

- Gerald Harkins, MD, minimally invasive gynecological surgery
- Kara Nguyen, MD, MPH, reproductive endocrinology & infertility
- Lindsey Surace, MD, gastroenterology

Please register for this Wellness Info session in Totara⁴⁸, a URL link is available in Totara to register directly through UPMC. You will receive a confirmation email with additional information about this event after completing the registration form.

Stroke Awareness: What's your risk?



Wednesday May 11, 2022 | 6:30 -7:30 p.m. | Online

Presented by UPMC

More than 795,000 people experience a stroke each year in the United States. 80% of those could be prevented. Join our team of experts to learn how you can reduce your risk of stroke.

Presenters:

- Steven Zanders, DO, FCCP, stroke director

⁴⁸<https://totara.dickinson.edu/course/view.php?id=64>

- Atul Mangla, MD, neurologist
- Gabrielle Trayer, BSN, RN, stroke coordinator

Please register for this Wellness Info session in Totara⁴⁹, a URL link is available in Totara to register directly through UPMC. You will receive a confirmation email with additional information about this event after completing the registration form.

Why Can't I Get Enough Sleep?



Did you snooze on the opportunity to participate in this information session last month? A recording of the April session is now available.

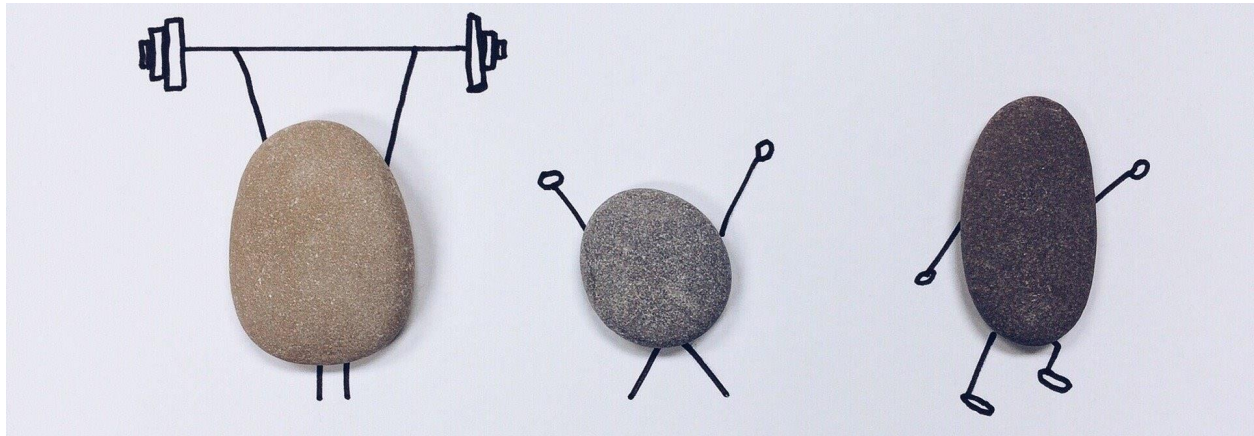
Consistently getting the rest your body needs plays a vital role in so many aspects of good health! UPMC's Medical Director of Sleep Medicine, John Levri, DO, discusses the importance of a good night's sleep, the common causes of restlessness/disturbed sleep, and ways to improve sleep quantity and quality.

This Wellness Info session⁵⁰ is available in Totara.

⁴⁹<https://totara.dickinson.edu/course/view.php?id=64>

⁵⁰<https://totara.dickinson.edu/course/view.php?id=64>

Physical Wellbeing



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 Totara⁵¹.

⁵¹<https://totara.dickinson.edu/course/view.php?id=21>

Vinyasa Flow Yoga - Employees Only



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 Totara⁵².

Pilates - Hosted by Student Leadership and Campus Engagement

⁵²<https://totara.dickinson.edu/course/view.php?id=88>



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

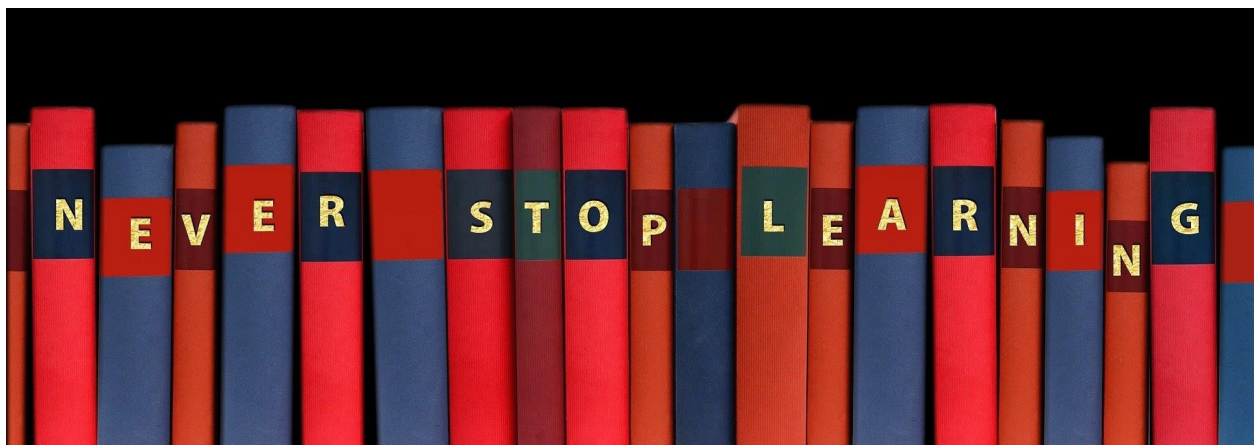
Tuesdays | noon - 1 p.m.

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 EngageD⁵³. Registration for each class is required.

Professional Development



⁵³<https://dickinson.campuslabs.com/engage/events?query=Pilates>

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 Mould at mould@dickinson.edu⁵⁴ **no later than Monday, May 9.**

Please contact Carol Shaffer at shaffeca@dickinson.edu⁵⁵ for access to the application.

**For more information or questions about Leadership Cumberland⁵⁶, consider attending the LC Circle Recruitment Event on Wednesday, May 11 from 8-9 a.m. Register now to attend!⁵⁷*

⁵⁴<mailto:mould@dickinson.edu>

⁵⁵<mailto:shaffeca@dickinson.edu>

⁵⁶<https://www.leadershipcumberland.org/>

⁵⁷https://u9485851.ct.sendgrid.net/ls/click?upn=sYiH20jPJ-2BG6hv7RJSTkMPNe9VYlhiF14wVQeoL7XIFOp0cHlcfv0FKxkuFgHTssoPny8Ksec-2BubYY690f-2FhaAnL6lCPbz32PiDlxaCnsaPFqb3gmFpU8-2FTWwArEyX1t6CKp5YvOJnCB65jZ-2FCUkC-2FRTz-2F9m-2BUuKRyhpZ31qc0WWQDi2x6F5ddhf4h1-2BfQmDdw6q_qtLTTfiHECvtWDv3qB5kqv-2FH9kNP1-

Contact Us



Physical Wellness Program Incentive Prize Winners

Congratulations to Carly Snider (Children's Center) **for being randomly selected as the incentive winner for the month of March.** 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.edu⁵⁸ or call ext. 8084.

[2F1ihcocCu6YAkXK0yKsolU3OhxLbk1PIYRlhBLN1s-2BWF6PekQtW3zO8Fi00dOLgtrpeO-2BH1-2FoJVYimE0-2FzzvIBWu5xZZ7A4Dr0znc2mQurES6BFRUzZ0isWgqXlyXfQIF4Mi3YsWRXkom98SU2ZXVF2r4LwVrRCm7q8pxqMaz0JQezTwFnVxGhJzz-2FCQNXRACYZr3HwJZqJlO8H2WOTQieEmqkEVLHjvoTVSq4gQ6lHtn5diUHF6PZ-2BqrRkazhwsIUqV2037jcXnQ1QaRpQ3YSyXTAzS5oZqos-2ByLEETxq9mF4TspGPf-2FSg2yWpR77h8ELQnstBlML7GrX4rgaC7K71dsNJ3VjZ0KeC](https://www.dickinson.edu/physical-wellness-program-incentive-prize-winners)

⁵⁸<mailto:devwell@dickinson.edu>

Wellness Incentive Taxability Notification

We thank you for being an active participant in the wellness programs at Dickinson College. We value all employees and offer a variety of programs throughout the year to encourage wellbeing while offering educational, fun opportunities to engage the mind and body while creating a positive inclusive social environment for the campus community. We hope you enjoy participating in these programs and events throughout the academic/fiscal year.

In recognition and appreciation of your participation in the wellness programs, we offer healthy reward incentives. As a reminder, in accordance with IRS regulations, awards and gifts to employees from the college are considered taxable income and the college is required to withhold taxes.

The value of your incentive(s) will be added to your income through payroll, which could result in a decrease in your net pay because of additional tax withholdings on the value or dollar amount. The tax withholding will coincide with the payroll period closest to the date that you receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

Professional Development & Wellness Program Registrations and Attendance

The college offers many opportunities for professional development and wellness programs throughout the year, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the Gateway⁵⁹ 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 policy⁶⁰ 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 Guide⁶¹

⁵⁹<https://gateway.dickinson.edu/>

⁶⁰http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁶¹[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

Dickinson Download⁶²

Dickinson/Biking⁶³

Dickinson/College Farm⁶⁴

Dickinson/Sustainability⁶⁵

Trout Gallery⁶⁶

Theatre & Dance⁶⁷

Campus Announcements⁶⁸

Campus Events Calendar⁶⁹



6 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁷⁰

Human Resource Services Website⁷¹

⁶²http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download

⁶³<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁶⁴<http://www.dickinson.edu/collegefarm>

⁶⁵<http://www.dickinson.edu/sustainability>

⁶⁶<http://www.troutgallery.org/>

⁶⁷<https://www.dickinson.edu/theatreanddance>

⁶⁸<https://www.dickinson.edu/announcements>

⁶⁹<http://www.dickinson.edu/events>

⁷⁰<mailto:devwell@dickinson.edu>

⁷¹https://www.dickinson.edu/homepage/122/human_resource_services