



Summer Vitality

Dickinson

HUMAN RESOURCE SERVICES

1 - Summer 2022

Volume XVI | Issue 10

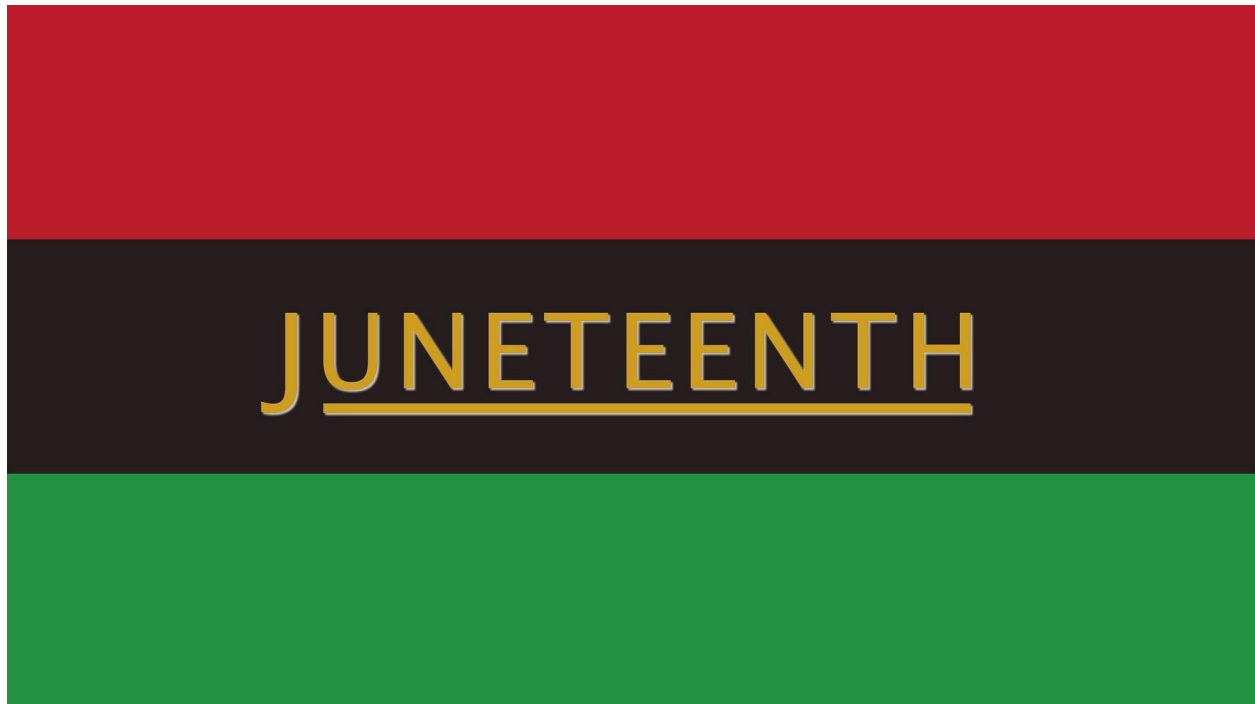
In This Issue



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



Juneteenth (short for June 19), also known as Emancipation Day or Black Independence Day, commemorates the ending of slavery in the U.S. It is recognized in many states as a state holiday and special day of observance to celebrate African-American freedom, culture and achievement, while encouraging continuous self-development and respect for all cultures.

Here are a few ways you can honor ***Juneteenth***:

Learn about—and support—policies, new ventures, and organizations that promote and protect the freedom and civil rights of everyone. For example, volunteer for an organization or donate to groups dedicated to this mission.

Participate in Juneteenth events in your community. Attend Juneteenth free lectures and discussions sponsored by your local library or university. ***See the Hope Station Flyer below!***

Seek to understand the culture and history of slavery and emancipation. Tour historical sites that honor the abolishment of slavery and cultural institutions dedicated to creating awareness

for racial equity. The National Park Service website offers information on the origins of Juneteenth¹!

Deepen understanding and show support. Read historic and contemporary books written by Black authors and poets, listen to Black artists, and watch Black shows and movies.

Frequent Black-owned businesses: www.blackbusinessgreenbook.com/²

Click the link to find books to help your kids celebrate Juneteenth³.

For more information about the history of Juneteenth and ways to celebrate, visit:

<https://juneteenth.com/>

Source: HealthAdvocate Blog⁴

¹<https://www.nps.gov/articles/juneteenth-origins.htm>

²<http://www.blackbusinessgreenbook.com/>

³<https://www.nypl.org/blog/2019/06/18/juneteenth-kids-books>

⁴<https://blog.healthadvocate.com/2022/05/juneteenth-ways-to-celebrate/>

HOPE Station



JUNETEENTH CELEBRATION

JUNE
18TH
2022
1-3PM

AT MEMORIAL
PARK

COME
HAVE
FUN!

AVAILABLE:

- FOOD TRUCKS
- VENDORS
- MUSIC
- ENTERTAINMENT

Employee Highlights



New Hires



May

Heather Champion, *Individual Giving*

Thomas Keeron, *Public Safety*

Kristine Pizur, *Dining Services*

June

Caroline Freese, *Dining Services*

Elizabeth Mihmet, *Planned Giving*

Retirements



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

- Teresa Barber, *Psychology*

- Brenda Bretz, *Institutional Effectiveness*
- Miriam Dickey, *Dining Services*
- Susan Feldman, *Philosophy*
- Tammy Heberlig, *Career Center*
- Anna Hudson, *French*
- Pat Pehlman, *Academic Technology*
- Anthony Pires, *Biology*
- David Sarcone, *International Business & Management*

Employee Announcements



2022-2023 Benefits Overview⁵

This video 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.

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CONCORDIA FLEX PLAN		
Benefit Category ¹	Low Option Plan Pays	High Option Plan Pays
Class I - Diagnostic/Preventive Services		
Exams		
Biting X-rays	100%	100%
All Other X-rays		
Cleanings & Fluoride Treatments		
Sealants		
Palliative Treatment		80% ²
Storo Monitors		
Class II - Basic Services		
Basic Restorative (includes Posterior Composite Fillings)		
Simple Extractions	80%	80%
Endodontics		
Non-surgical Periodontics		
Complex Oral Surgery		
General Anesthesia		
Surgical Periodontics	50%	
Class III - Major Services		
Repairs of Crowns, Inlays, Onlays, Bridges & Dentures		50%
Inlays, Onlays, Crowns	50%	50%
Prosthetics (Bridges, Dentures)		
Orthodontics for dependent children to age 18		
Diagnostic, Active, Retention Treatment	Not Covered	50%
Maximums & Deductibles (applies to the combination of services received from network and non-network dentists)		
Contract Year Program Deductible (per person/per family) (July 1 - June 30)	\$50/\$150 Excludes Class I	\$75/\$225 Excludes Class I & Orthodontics
Contract Year Program Maximum (per person) (July 1 - June 30)	\$1,000	\$1,500 Excludes Orthodontics
Lifetime Orthodontic Maximum (per person)	N/A	\$1,000
In-Network Reimbursement ³	Elite Plan	Elite Plus
Non-Network Reimbursement ³	Advantage ⁴ /Pinnacle ⁴	80% Permissible

<https://sway.cloud.microsoft/KkotqsJCneraGwgt#content=Y7TExDkJGIKut0>

Meritain Health (an Aetna company)



On July 1 we will transition to our third-party administrator, Meritain Health (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.

⁵<https://vimeo.com/707943277/a7d5546cde>

NEW CARDS will be issued during the month of June. This will replace your current Aetna card.
Please be on the look out for your updated cards, which may arrive in a plain, white envelope.

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NEW Meritain ID Cards

Members will receive Meritain ID Cards prior to July 1, 2022

Covered dependents are now included on all cards

CVS RX information will now be included on the Meritain ID Card



Please update all providers with new ID Card information for July 1, 2022

Additional Health Plan Coverage Information

Health Plan Coverage

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Medical Plan Overview

- ✓ Introducing Meritain effective July 1, 2022
 - ✓ Independent company of Aetna
 - ✓ Members will continue to use the Aetna Choice POS II Network
- ✓ No Change in Plan Design
- ✓ Insurance premium changed due to increase in market
- ✓ Visit providers without referral & PCPs are not required (but recommended)
- ✓ Preventative Services Covered by the Plan
 - ✓ Well-Child Visits, Adult Physical (One/Contract Year)
 - ✓ Screening Mammography, Pap Tests,
 - ✓ Immunizations
- ✓ Teledoc telemedicine program - \$20 Copay for Acute Illnesses & Mental Health
- ✓ Dependents Covered to Age 26



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JULY 1, 2022 - JUNE 30, 2023 INSURANCE RATES

MEDICAL: Meritain Health (An Aetna Company)				
Annual Salary ↓	Employee	Employee + Child(ren)	Employee + Spouse	Employee + Spouse + Child(ren)
Employee Per Pay Premium - Bi-weekly 26 Pay Cycle				
< \$30,000	\$27.71	\$73.52	\$102.85	\$137.23
\$30,000 - \$34,999	\$30.35	\$80.53	\$112.65	\$150.30
\$35,000 - \$39,999	\$33.65	\$89.28	\$124.89	\$166.64
\$40,000 - \$44,999	\$37.60	\$99.78	\$139.58	\$186.24
\$45,000 - \$49,999	\$41.56	\$110.29	\$154.28	\$205.85
\$50,000 - \$59,999	\$49.48	\$131.29	\$183.66	\$245.05
\$60,000 - \$69,999	\$57.40	\$152.30	\$213.05	\$284.27
\$70,000 - \$89,999	\$65.31	\$173.31	\$242.44	\$323.47
\$90,000 - \$109,999	\$69.27	\$183.81	\$257.13	\$343.08
>= \$110,000	\$73.23	\$194.31	\$271.82	\$362.68
Employee Per Pay Premium - Semi-monthly 24 Pay Cycle				
< \$30,000	\$30.02	\$79.65	\$111.42	\$148.67
\$30,000 - \$34,999	\$32.88	\$87.24	\$122.03	\$162.83
\$35,000 - \$39,999	\$36.45	\$96.72	\$135.30	\$180.53
\$40,000 - \$44,999	\$40.74	\$108.10	\$151.22	\$201.76
\$45,000 - \$49,999	\$45.03	\$119.48	\$167.14	\$223.00
\$50,000 - \$59,999	\$53.60	\$142.23	\$198.97	\$265.48
\$60,000 - \$69,999	\$62.18	\$164.99	\$230.81	\$307.96
\$70,000 - \$89,999	\$70.76	\$187.75	\$262.64	\$350.43
\$90,000 - \$109,999	\$75.04	\$199.13	\$278.56	\$371.67
>= \$110,000	\$79.33	\$210.51	\$294.47	\$392.91
Employee Per Pay Premium - Non-12 month 17 Pays				
< \$30,000	\$42.38	\$112.45	\$157.30	\$209.88
\$30,000 - \$34,999	\$46.41	\$123.16	\$172.28	\$229.87
\$35,000 - \$39,999	\$51.46	\$136.55	\$191.01	\$254.86
\$40,000 - \$44,999	\$57.51	\$152.61	\$213.48	\$284.84
\$45,000 - \$49,999	\$63.57	\$168.68	\$235.96	\$314.83
\$50,000 - \$59,999	\$75.67	\$200.80	\$280.89	\$374.79
\$60,000 - \$69,999	\$87.78	\$232.93	\$325.84	\$434.76
\$70,000 - \$89,999	\$99.89	\$265.06	\$370.78	\$494.72
\$90,000 - \$109,999	\$105.95	\$281.12	\$393.26	\$524.71
>= \$110,000	\$112.00	\$297.19	\$415.73	\$554.69



Aetna Choice POS II No Plan Changes for July 1, 2022

Service	In-Network	Out-of-Network
Deductible	\$350 Single \$1,050 Family Tiers	\$800 Single \$2,400 Family Tiers
Coinsurance	Member pays 10%, after deductible	Member pays 30%, after deductible
Medical Out-of-Pocket Max	\$1,300 Single / \$3,900 Family Tiers	\$1,950 Single / \$5,850 Family Tiers
Primary Care	\$20 copay, deductible waived	Deductible & Coinsurance
Specialist	\$25 copay, deductible waived	Deductible & Coinsurance
Mental Health Office Visit	\$25 copay, deductible waived	Deductible & Coinsurance
Diagnostic Labs	Deductible & Coinsurance	Deductible & Coinsurance
Inpatient Hospital	\$200 copay, then 10% coinsurance after deductible	Deductible & Coinsurance
Urgent Care	\$40 copay, deductible waived	Deductible & Coinsurance
Emergency Room	\$125 copay, deductible waived	\$125 copay, deductible waived

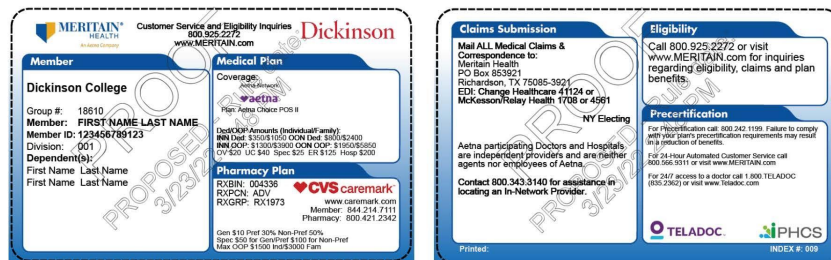


NEW Meritain ID Cards

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Please update all providers with new ID Card information for July 1, 2022

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Meritain Member Portal

Website available to all enrolled members – Register once Meritain ID card is received!

- Review benefits and coverage
- View and download claims
- View Explanation of Benefits (EOBs)
- Access benefit plan documents
- Find a doctor
- Access member ID cards

Register or log in at
www.meritain.com



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How to Register

Access is as easy as 1–2–3

Step 1

Go to www.meritain.com and click *Register*.

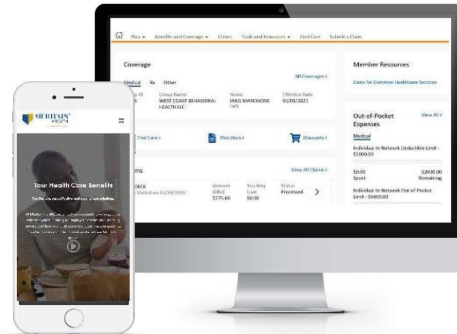
Step 2

Select *Member* under *I am a* and enter your group ID. Then, click *Continue*.

Step 3

You'll need to enter the following information, then select *Submit*:

- Member ID (located on your member ID card)
- Group ID (located on your member ID card)
- First name (employee, spouse or adult dependent)
- Last name (employee, spouse or adult dependent)
- ZIP code
- Email (personal address)
- Date of birth (mm/dd/yyyy)



You can access the portal by computer, tablet or via the Meritain Health mobile app on your iPhone® or Android™.





DocFind Provider Directory

Find Aetna providers online in just a few quick steps

You can use the DocFind directory anywhere you have internet access. Just:

- 1** Visit <http://www.aetna.com/docfind/custom/mymeritain/>.
- 2** Key in the ZIP code, city, county or state of the desired geographical area in the *Enter location here* field. Click *Search*.
- 3** Key in *Aetna Choice® POS II (Open Access)* under *Select a Plan*. Or you can select *Aetna Choice® POS II (Open Access)* from the list of plans. Click *Continue*.
- 4** There are two options available to search for providers. The guided flow search uses some of our most commonly searched terms and easily organizes them for our users to find. To use the guided search flow, choose and click on one of the categories under *Find what you need by category*. Or see **step five**.
- 5** Use the search box, which includes type-ahead suggestions and will present provider, facility, specialty and condition search options based on what is entered. These suggested options will present an exact match or relevant providers. *What do you want to search for near* (will display your chosen location).
- 6** Choose your provider from the list of providers displayed on the results screen. You can learn more about each by clicking on the provider's name.
- 7** Narrow your search results by using the *Filter & Sort* option. Choices include Gender, Languages, Hospital Affiliations, Office Detail, Individual Practice Association Affiliations, Group Affiliations and Provider Type.

***No Change to current provider network**



Teledoc Telemedicine Program

Alternative to receive care by visiting a certified medical doctor right from your home, office or on the go for non-emergency medical conditions. Available 24/7/365

Physicians will diagnose your symptoms, prescribe medications (when appropriate) and send the prescription to your nearest pharmacy.

When to Use:

- Primary care doctor is not available
- Instead of going to the ER or Urgent Care (for a non-emergency)
- Traveling and in need of medical care

Treatable Common Conditions:

Allergies, Asthma, Bronchitis, Cold/Flu, Diarrhea, Ear Infections, Fever, Headache, Infections, Insect Bites, Joint Aches, Rashes, Sinus Infections, Skin Infections, Sore Throat



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Behavioral Health on Teledoc “Confidential therapy on your terms”

Speak with a licensed therapist from anywhere

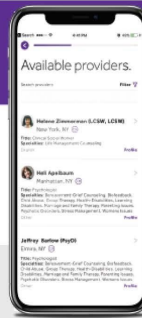
Taking care of your mental health is an important part of your overall well-being. With Teladoc's Mental Health, adults 18 and older can get care for anxiety, depression, grief, family issues, and more. Choose to see a psychiatrist, psychologist, social worker, or therapist and establish an ongoing relationship.

“As a working mom with two small children, finding ‘me time’ is almost impossible. So having easy access to an amazing psychologist through Teladoc has been an invaluable benefit.”
Ade O., Teladoc member

Teladoc doesn't offer a crisis hotline. Appointments must be scheduled.

Why use Teladoc's Mental Health service

- ✓ Confidential treatment
- ✓ Convenience to speak with a therapist from anywhere
- ✓ Flexible scheduling
- ✓ Quick access to the right provider for you



How to schedule a visit

- 1 Register your Teladoc account via web or app or log in to your account if you're already registered
- 2 Request a visit
- 3 Answer a few questions
- 4 Select your therapist
- 5 Request a time for your appointment



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Meritain Precertification

Meritain medical management team will help you get the most appropriate care, when and where you need it.

Precertify before the following:

- Hospital admissions
- Inpatient or outpatient surgery
- IV home infusion therapy or chemotherapy
- Inpatient substance abuse treatment
- Home health care
- Admission to an extended care or rehab care facility



Call before you get care

You or your doctor can call Meritain Health Medical Management to verify which procedures need to be precertified.



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Additional Meritain Member Resources

Pre-Admission and Post-Discharge Counseling

- Provides educations to members receiving inpatient procedures

Maternity Management

- Connecting members with maternity nurse specialist (RN's) for the duration of pregnancy

Institutes of Quality

- Aetna network includes special network of hospitals and facilities known for providing quality care

Product Discounts

- Meritain provides health discounts for healthcare products including blood pressure monitor, electrotherapy,



The annual Benefits and Wellness Fair⁶ is still available. Go to Totara⁷ via the Gateway to learn more about core benefit solutions or to find special discounts and promotional offerings with local vendors. Search for key word: Benefits.

Alumni Weekend: Dining Services Volunteer Sign-Up



Volunteers are needed to assist with Alumni weekend for shifts in a variety of capacities, including serving food and helping in the dish room.

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.

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.

We are also offering \$35 per 2-hour shift and \$50 per 3-hour shift (to be paid the end of 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.

⁶<https://totara.dickinson.edu/course/view.php?id=351>

⁷<https://totara.dickinson.edu/>

Sign-up in Totara⁸ for any of the following:

Saturday, June 11

- Set-Up: 1-5 p.m.
- Serving Dinners: 5-10 p.m.
- Dessert & Dancing: 7-11:30 p.m.
- Dish Room & Pot Sink: 6-11 p.m.

Sunday, June 12

- Brunch: 7 a.m. - 2 p.m.

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

COVID-19



⁸<https://totara.dickinson.edu/course/view.php?id=398>

Testing:

During the summer months, if you are **symptomatic** and cannot obtain a test otherwise, you are welcome to email Human Resource Services⁹ to pick up a test or call 717-245-1503.

Asymptomatic testing will not be required during this period. Please contact us at devwell@dickinson.edu¹⁰ if you have any questions.

At-Home Test Kits - USPS & CVS

Individuals can order an additional antigen tests through the USPS website¹¹.

Most insurance plans cover the cost of at-home test kits. If you have insurance through the college, tests kits are available at no cost **using your CVS prescription card**. Test kits may be ordered online for pick-up or delivery. You can also pick up a test kit at your pharmacy. For more information, please visit CVS Caremark¹². *Please be aware that if you order test kits through an online pharmacy, you may have up-front charges. You can submit a claim to CVS CareMark for reimbursement.*

Booster 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 form¹³ link.

Sick Leave Bank

⁹<mailto:devwell@dickinson.edu>

¹⁰<mailto:devwell@dickinson.edu>

¹¹https://email.mg2.substack.com/c/eJwIUmtuxCAM_JrIGAUCCTlw6KW_EfHwZq0IEIFplb8v6UqWD7ZnxjPeEuy5XObMIjdNrpOMAl-awQiKKxVKBsGs3AhJz1yFowMXCvNsG7PAnBYjIZKA3Y2F9FbwpxuhNBc8JW9DDjP3eK8cMtzdgCCD0-5KGHDulot3EfYtoCQPBj4gXLlBMzn44BENxeL5kV01sf09RDfveoJHm0cWj3r0A_7iKDSG6kyNGIUYIRcczUtUg3TMldpVc4r6YWf3Lw-5HjsYqjNVbL-ftOwYl627CX_QN8G9G9MnacBQrudbfc3LSFdGyTrIoSPafpk9x_DtkOC0jMNmyXDZyW01tOo-TJ_PHYnSnltxbywrh1yRyVz5VZi9jbCiQEOzDHvWOkP2a6OWQ

¹²<https://www.cvs.com/shop/merch/at-home-covid-tests-education?widgetID=oJdg5nje>

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



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 form¹⁴ to participate in the Sick-leave Bank or may download the pdf form¹⁵ and return it via email attachment to Human Resource Services¹⁶.

For more information about the sick leave bank and eligibility, please refer to page 36 of the Employee Handbook¹⁷.

¹⁴<https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-5iv2UbYuHBnuSSk7RQbQbFUNes2VINDUENQUhMNjXRlhEUjFaUEhRNiQIQCN0PWcu>

¹⁵https://www.dickinson.edu/download/downloads/id/10542/sick_leave_bank_donation_form.pdf

¹⁶<mailto:hrservices@dickinson.edu>

¹⁷https://www.dickinson.edu/download/downloads/id/6779/employee_handbook_october_2016.pdf



As a reminder, the college will be closed:

- *Monday, June 20: Juneteenth (Observed) Holiday*
- *Monday, July 4: Independence Day*

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

References:

2021-22 Holiday Schedule¹⁸

2022-23 Holiday Schedule¹⁹

¹⁸https://www.dickinson.edu/download/downloads/id/12627/holiday_schedule_for_2021-2022.pdf

¹⁹https://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)



Thursday, June 16 | 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 ²⁰to 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.

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

Health Advocate makes healthcare easier²¹!

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 here²² for a quick overview.

Complete information about the service is available at Health Advocate's website²³.

All full time employees have access to Health Advocate²⁴, 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

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)²⁵. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

- 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

²¹https://www.dickinson.edu/download/downloads/id/12897/health_advocate_highlights_overview_2021.pdf

²²https://www.dickinson.edu/download/downloads/id/12896/health_advocate_brochure_2021.pdf

²³<http://www.healthadvocate.com/>

²⁴<https://healthadvocate.com>

²⁵<https://www.tiaa.org/webinars>

- 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.com²⁶ or call (603) 213-3523.**

Visit [Fidelity.com](https://www.fidelity.com/)²⁷ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

Medicare Help Team

²⁶<mailto:daniel.mccarthy@fmr.com>

²⁷<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 Toolkit²⁸ 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**²⁹ – 4 min.

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

- **Call: 610-430-6650, Option 1**
- **Email: Medicare@HTA-insurance.com**³⁰
- **Schedule Online**³¹

²⁸http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula8S6fFw1r98ZdNkK4VOXCq0BrHp-2BczFXRL-2FQYLrucum9IEwBxWbrsds3U8mYp2MYxqZRlyaNs7T-2FXidg023PT3Nkl-2Bv9rfHXEHqv8aFzLTHEbG-2BuEQHyZPi27NJYwwsLVQ1Cm1DVjcFovZoYcHfz9yHtJwv4EsVdHCr50G2-2Fpmjw-3D-3D1WUp_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46ciZJt57tkfpr0fC08TDCulrdIPkKjgKqf6EoECHCdpW7DML2Plv-2B6gvBwDQ8sBqWk00XLFpKQ282HF1T-2F-2Ff6ThCgrty5DjGv9Bqx3oCmKCsU0cMQP7wwB1FNBEngszABs-2BmN-2F0bzrekAgcb8hHCh4-3D

²⁹http://url3874.send.agencybloc.com/ls/click?upn=vAGS6NgdMoyHr87OfPNgYpwYzajhFtgAc-2FcSkMRula-2BwiawjqIBpke9eLW15ECV0-2FjKb-2FUCXokEScEtGZnYsGGeidCv-2Fs2EHipf9EMEVhTWev4fwU63leQ2JrJX5tdT0DUYZgBDuHYKrwX-2B4y7dlpzdFHeafDCIJKL-2FpKqajJNtQKy8n-2FVTi5qbkvDhD6HVPwNvy_qtLTTfIHECvtWDv3qB5kqv-2FH9kNP1-2F1ihcocCu6YAKVqhWk-2Bh2A-2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwbt0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46UFnmRM-2FqQ01YIRhXfJoFDhKZp-2BRK7IGvwUKAS02MuXcgpRjnBWRUqEkKNP0H82oLBXktTXvrsqoPPN4D15ZkM5s5XIX2U8SHH-2BJhAKw67ni0IH4KaXcR441cCnl4Oukl6MWu9Oie48Exg0y78FKIRk-3D

³⁰<mailto:Medicare@HTA-insurance.com>

³¹http://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.

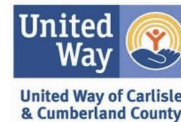
[2F-2F-2Blry-2FpN4QpX95sVy0AZFUW-2Bucwb0WS-2F7v6-2FODEOaMi8sbk2KrDoncyPrGarHqPxHVQC4guX5FPZpjVt3iobrSjXQgd5ml46V97FpMzcOnav1lI3UmZJFA1s1QixL-2BhxZBRqadqcgJetb4NNWtNfqEB0fVatNVbn1SwDK-2F5-2FJpjffv8mv5IReHgnz3Or-2BFVXqTfu609sb8lVtaFIbiPgGog4dDOTZ8AM5cfIVAWYQloLRLjV-2Bg8-2BAk-3D](#)

United Way of Carlisle and Cumberland County will have HUGE YARD SALE³² at the Carlisle Fairgrounds on Saturday, June 11 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.

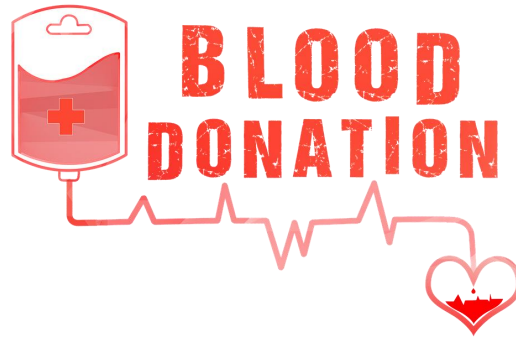
Accepted items: clothing, children's toys, shoes, kitchen/bed/bath items, rugs, lamps, fans, furniture, sporting goods, small appliances (working) etc. Clean and usable items that could be resold at a yard sale.

Dickinson Faculty & Staff Collection Days

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

³²<https://uwcarlisle.org/u-turn-community-yard-sale/>

Community Blood Drives



Central Pennsylvania Blood Bank

Click on the link below to see a schedule of the following area blood drives during the month of July:

https://www.dickinson.edu/info/20083/human_resource_services/1755/worklife_balance/3

- **Cumberland County Blood Drives**
- **Franklin County Blood Drives**
- **Lewistown Calvary Church**
- **Mifflintown Hose Company**
- **Perry County Blood Drives**

Down on the Farm



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 will be open Alumni Weekend as follows:

- Friday, June 10, and Saturday, June 11, 11 a.m. - 4 p.m.

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 blog³³ or contact Mary Silva at farm@dickinson.edu³⁴

³³<http://blogs.dickinson.edu/farm/csa/>

³⁴<mailto:farm@dickinson.edu>

Nutrition Corner



If you're looking to improve your eating habits, you're not alone. Here are some tips for heart-healthy eating.

Source: American Heart Association³⁵

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

src="https://www.youtube.com/embed/sRFcyh9AFYg" title="YouTube video player"

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

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

³⁵<https://www.heart.org/en/healthy-living/healthy-eating/eat-smart>

Homemade Frozen Yogurt Pops with Peaches

Embed://<iframe width="705" height="397" src="https://www.youtube.com/embed/U-k_V7jDiQU" title="YouTube video player" frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media; gyroscope; picture-in-picture" allowfullscreen></iframe>

Tuesday, June 21 is National Peaches 'N' Cream Day. Try this refreshing, healthy alternative -- a perfect way to begin the first day of summer!

Servings: 6

Ingredients

- 1 16-ounce package frozen unsweetened peach slices, thawed, divided use
- 1 cup fat-free, plain yogurt
- 1 tablespoon honey

Directions

Put 1½ cups peaches, the yogurt and honey in the bowl of a food processor. Process for about 1 minute, or until the mixture is pureed. (You can also put the ingredients in a large bowl and use an immersion blender to puree.)

Transfer the puree to a bowl or large liquid measuring cup with a spout. Chop the remaining peaches into bite-size pieces. Stir into the puree, along with any liquid from the package.

Pour the mixture into popsicle molds, filling each one almost to the top. Freeze overnight.

At serving time, hold the popsicle molds under warm running water to loosen the popsicles.

Quick Tips

Cooking Tip: This recipe yields about 3 cups. The size of your popsicles may vary depending on the size of your mold.

Keep it Healthy: Reduce the amount of fruit by ½ cup and stir in ½ cup low-fat granola to make breakfast popsicles!

Tip: Don't have popsicle molds or sticks? Pour the mixture into an ice cube tray. Cover it with plastic wrap. Push a toothpick through the wrap and into the center of each cube. When the cubes are frozen, pull off the plastic wrap, and you'll have bite-size popsicles.

Tip: You can replace the package of frozen peach slices with one 15-ounce can of peach slices, packed in their own juice.

Nutritional Information

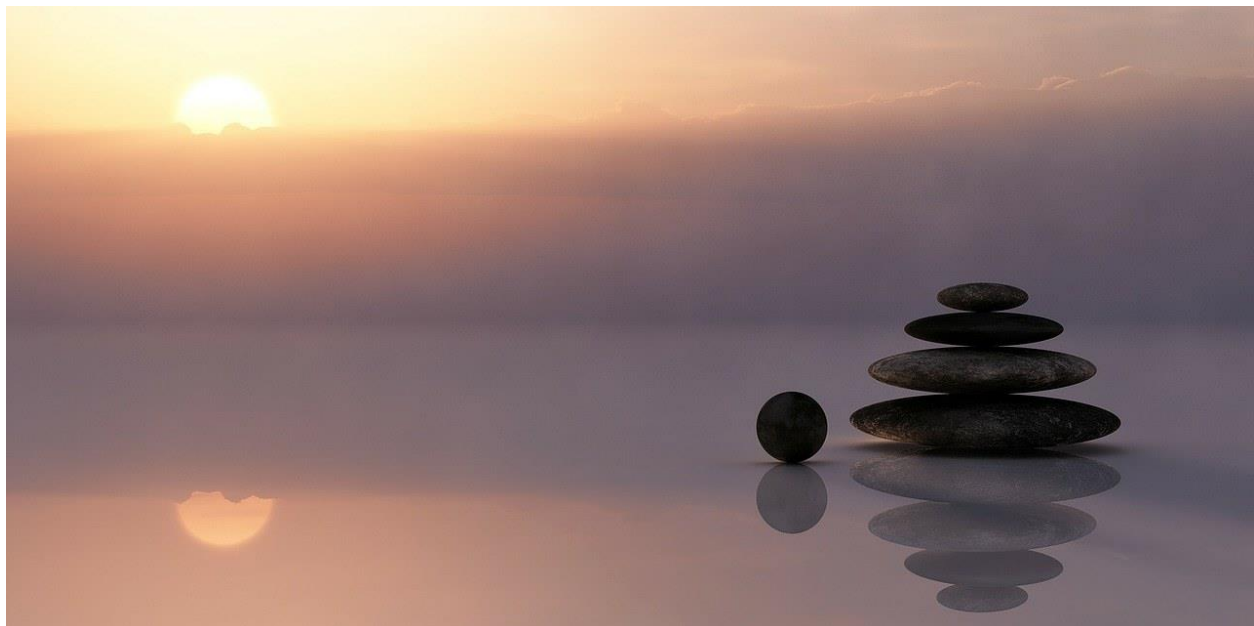
Calories (per serving): 66

Per Serving: protein 3g; total carbohydrates 13g; Dietary Fiber 2g; Sugars 9g; total fat 0.5g; saturated fat 0g; trans fat 0g; polyunsaturated fat 0.2g; monounsaturated fat 0.2g; cholesterol 1mg; sodium 32mg.

Dietary Exchanges: 1/2 other carbohydrate, 1/2 fruit

Source: American Heart Association³⁶

Wellness Events



³⁶<https://recipes.heart.org/en/recipes/homemade-frozen-yogurt-pops-with-peaches>

NEW Mental Health First Aid Training



Rescheduled: Tuesday, July 19 | 8 a.m. – 4 p.m. | Stern 102

Dickinson College has been offered the opportunity to hold *FREE* Mental Health First Aid training (MHFA pilot program) for a three-year certification.

This *NEW* pilot program has been specially *adapted* for the mental wellbeing of college students and higher education institutions, and includes the traditional materials and information from the original Mental Health First Aid training³⁷ offered up until this time to the general public. Dickinson has offered the traditional training program over the past several years, and was selected for the *FREE* higher education pilot program for this reason.

- Mental Health First Aid is a 8 hour training course designed to give members of the public key skills to help someone who is developing a mental health problem or experiencing a mental health crisis. Just as CPR training helps a layperson assist an individual following a heart attack, Mental Health First Aid training³⁸ helps a layperson assist someone experiencing a mental health crisis. Attendees who complete the 8-hour program become certified Mental Health First Aiders.

³⁷<https://totara.dickinson.edu/mod/facetoface/view.php?id=2074>

³⁸<https://totara.dickinson.edu/mod/facetoface/view.php?id=2074>

Enroll and sign-up for this training session in Totara³⁹. Please remember to bring your own lunch!

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.

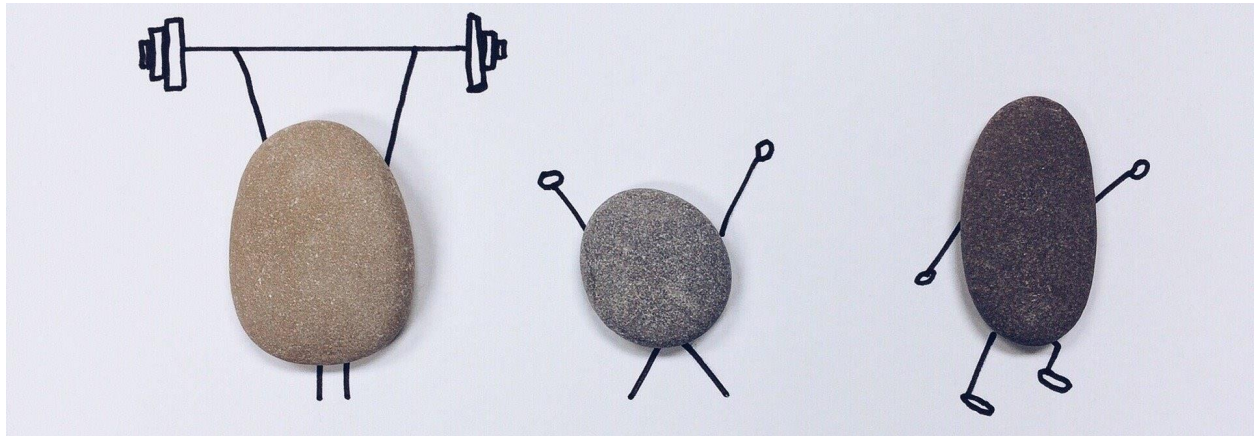
Consistently getting the rest your body needs plays a vital role in so many aspects of good health! UPMC's Medical Director of Sleep Medicine, John Levri, DO, discusses the importance of a good night's sleep, the common causes of restlessness/disturbed sleep, and ways to improve sleep quantity and quality.

This Wellness Info session⁴⁰ is available in Totara.

³⁹<https://totara.dickinson.edu/course/view.php?id=299>

⁴⁰<https://totara.dickinson.edu/course/view.php?id=64>

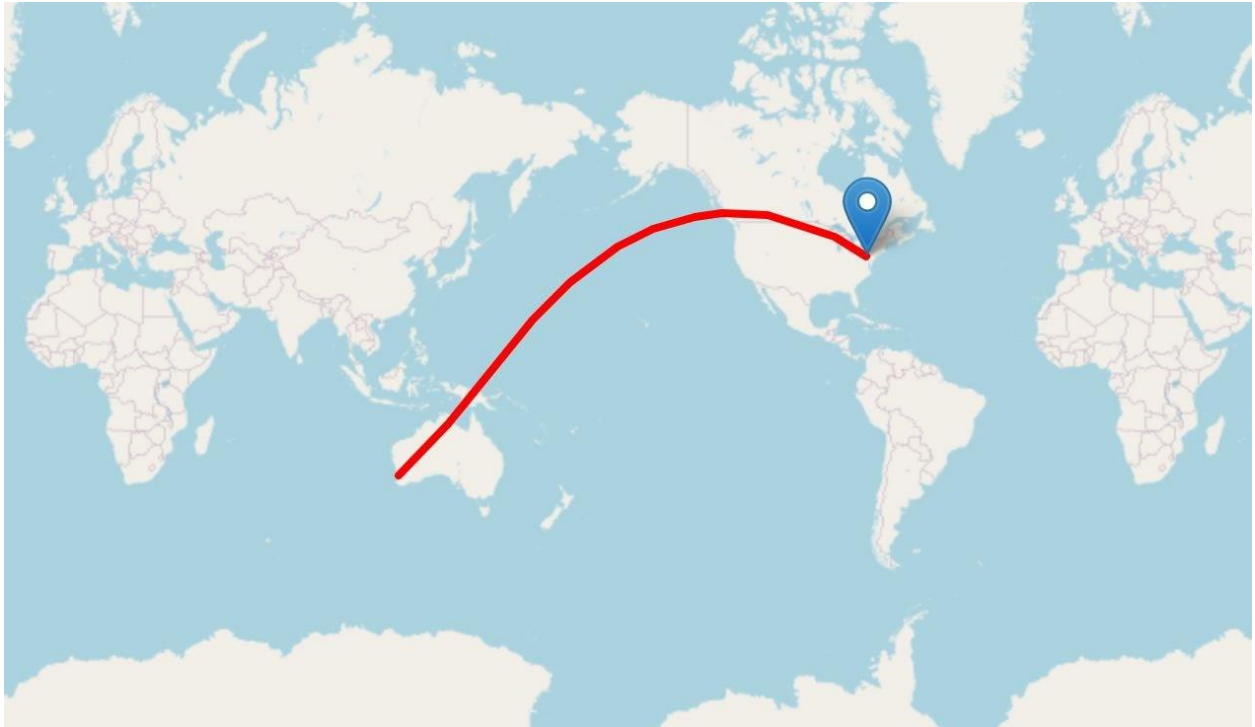
Physical Wellbeing



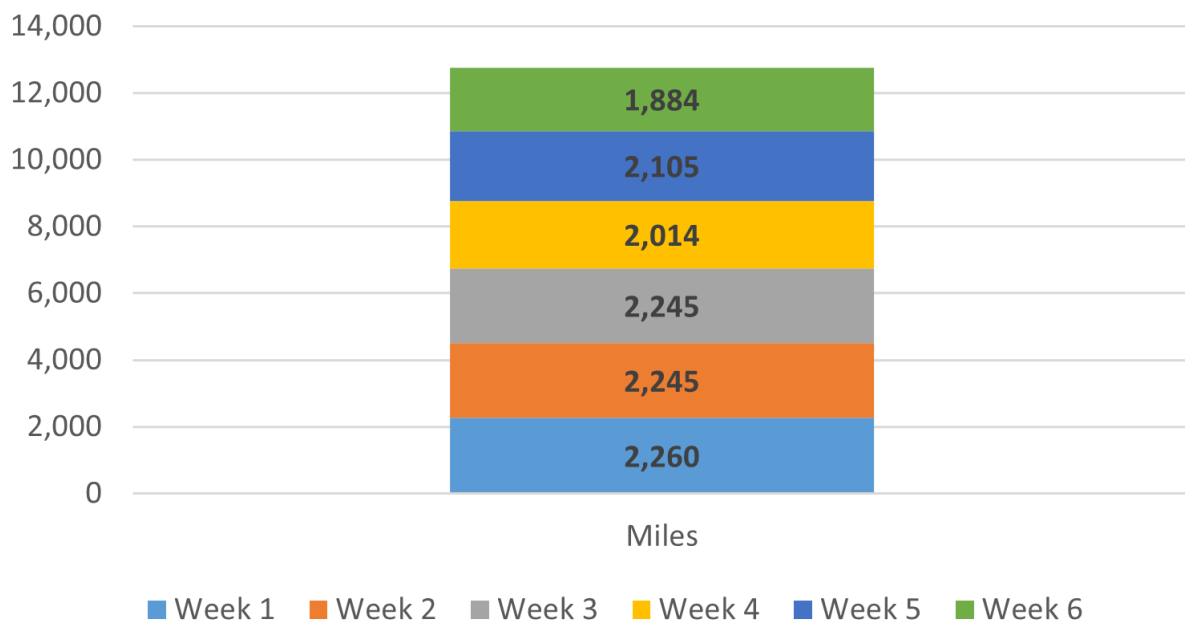
Spring Into Fitness Challenge Highlights



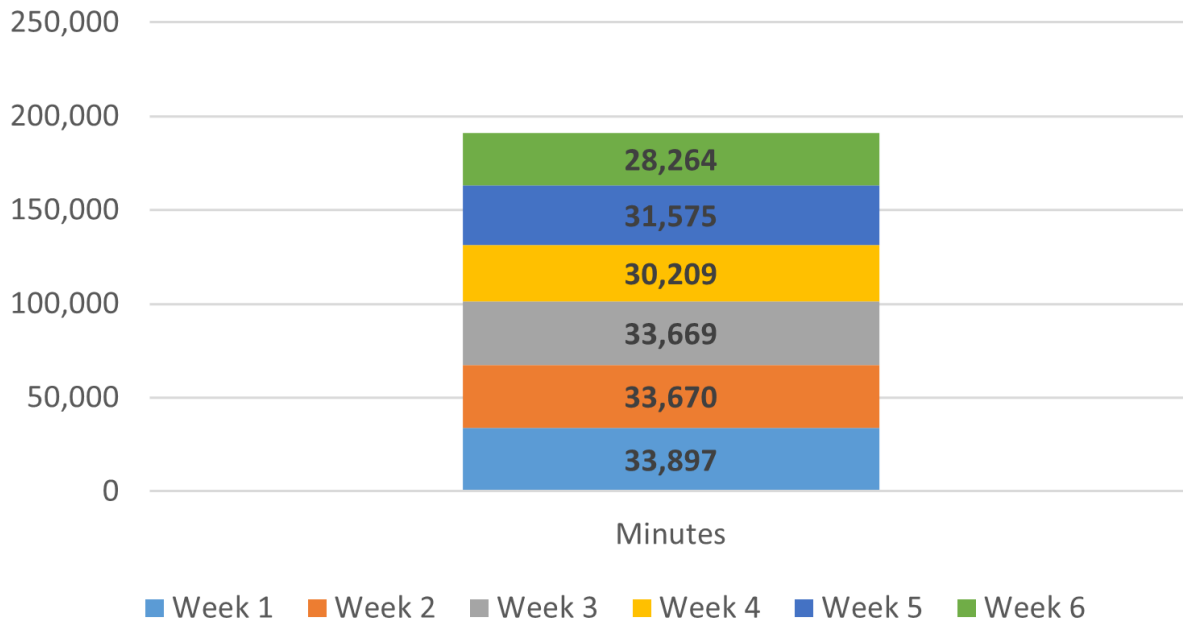
The 2022 Spring Into Fitness Challenge "ROCKED" our world with some outstanding participation results! We plan to have a special celebration - date to be announced soon - to formally announce details of the winners for this spring. As a campus, we virtually walked 12,752 miles - far enough to visit *Perth, Australia and some of the outback areas*! Our cumulative exercise minutes totaled over 191,283 minutes as a group. This is simply AMAZING and demonstrates our dedication to wellbeing as a community! The winners of the special challenges for 10K-a-day and Marathon in a Month will be announced at the celebration, and prizes will also be awarded at that time to the mini-team winners.



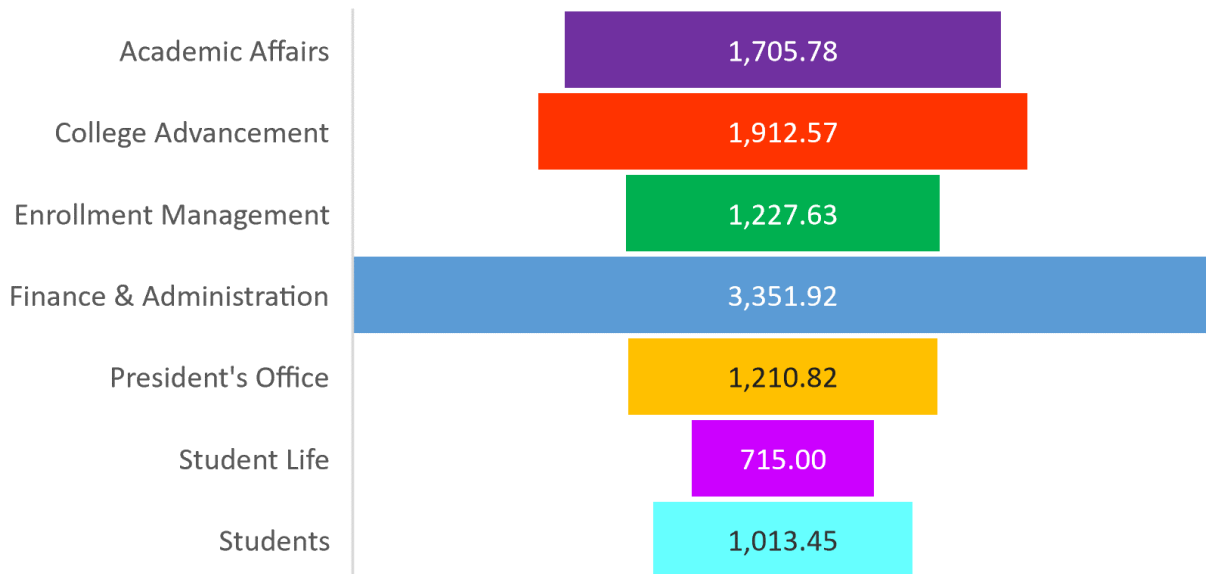
2022 Spring Into Fitness Challenge Miles Traveled



2022 Spring Into Fitness Challenge Total Cumulative Minutes



2022 Spring Into Fitness Challenge by Division Cumulative Average Minutes per Participant



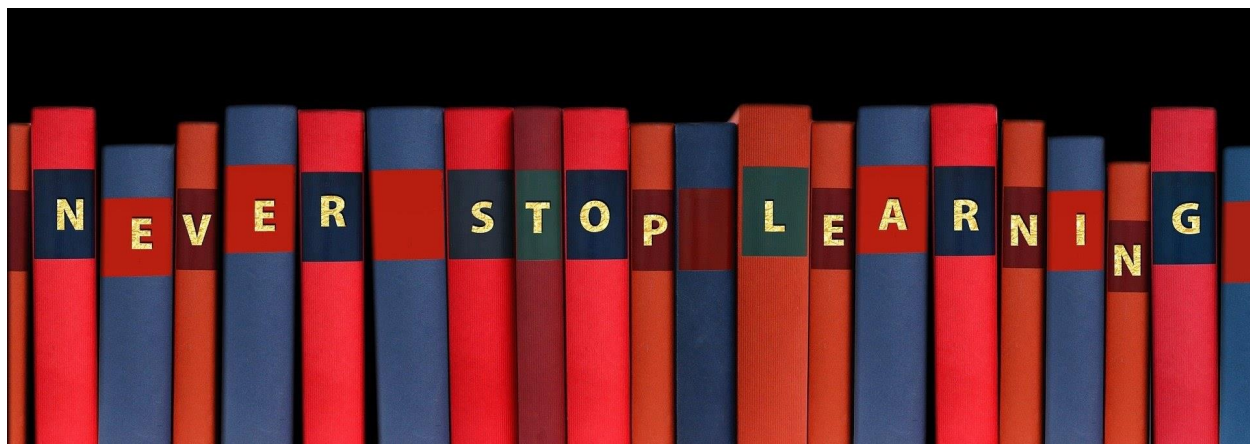
Simply Moving Guide



Art and Beauty are found in all aspects of life, and most assuredly in NATURE!

Take a moment to explore some natural beauty in our local parks, trails and outdoor areas. Review the Simply Moving Guide⁴¹ that lists a multitude of parks and resources to learn more about activities and recreation available in your own backyard. Enjoy the fresh air and sunshine with family and friends! Get outside this summer and enjoy a hike, canoeing, biking and more in the great outdoors.

Professional Development



⁴¹<https://www.ccpa.net/DocumentCenter/View/17628/SimplyMovingLowRes2?bidId=>

Success Strategies for Hybrid Workers - HealthAdvocate



Thursday, June 16 | 10:15 a.m. and 4:15 p.m. | Webinar

For many, having a split schedule of working from home and going to the worksite is a new, yet positive experience. However, staying connected and collaborating effectively with managers and peers can be challenging, and finding ways to stay productive and avoid burnout are important.

Join HealthAdvocate for this webinar to explore strategies to manage the demands of a hybrid schedule while maintaining a healthy work/life balance.

Click on a link below to register and receive an invitation to this online event.

1. Thursday, June 16 | 10:15 a.m.⁴²
2. Thursday, June 16 | 4:15 p.m.⁴³

Presenters: Karen Rech, MSW; EAP Program Manager; Senior Trainer Health Advocate

⁴²<https://register.gotowebinar.com/register/8737606022406251277>

⁴³<https://register.gotowebinar.com/register/204648122957615631>

Contact Us



Physical Wellness Program Incentive Prize Winners

Congratulations to Stephanie Freedman (*Dining Services*) for being randomly selected as the incentive winner for the month of April. 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.edu⁴⁴ 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

⁴⁴<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 Gateway⁴⁵ 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 policy⁴⁶ 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 Guide⁴⁷

Dickinson Download⁴⁸

Dickinson/Biking⁴⁹

⁴⁵<https://gateway.dickinson.edu/>

⁴⁶http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁴⁷http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide

⁴⁸http://www.dickinson.edu/info/20198/technology_services/3261/the_dickinson_download

⁴⁹<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

Dickinson/College Farm⁵⁰

Dickinson/Sustainability⁵¹

Trout Gallery⁵²

Theatre & Dance⁵³

Campus Announcements⁵⁴

Campus Events Calendar⁵⁵



HUMAN RESOURCE SERVICES

2 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁵⁶

Human Resource Services Website⁵⁷

⁵⁰<http://www.dickinson.edu/collegefarm>

⁵¹<http://www.dickinson.edu/sustainability>

⁵²<http://www.troutgallery.org/>

⁵³<https://www.dickinson.edu/theatreanddance>

⁵⁴<https://www.dickinson.edu/announcements>

⁵⁵<http://www.dickinson.edu/events>

⁵⁶<mailto:devwell@dickinson.edu>

⁵⁷https://www.dickinson.edu/homepage/122/human_resource_services