



Vitality- August 2023

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XVIII | Issue 1

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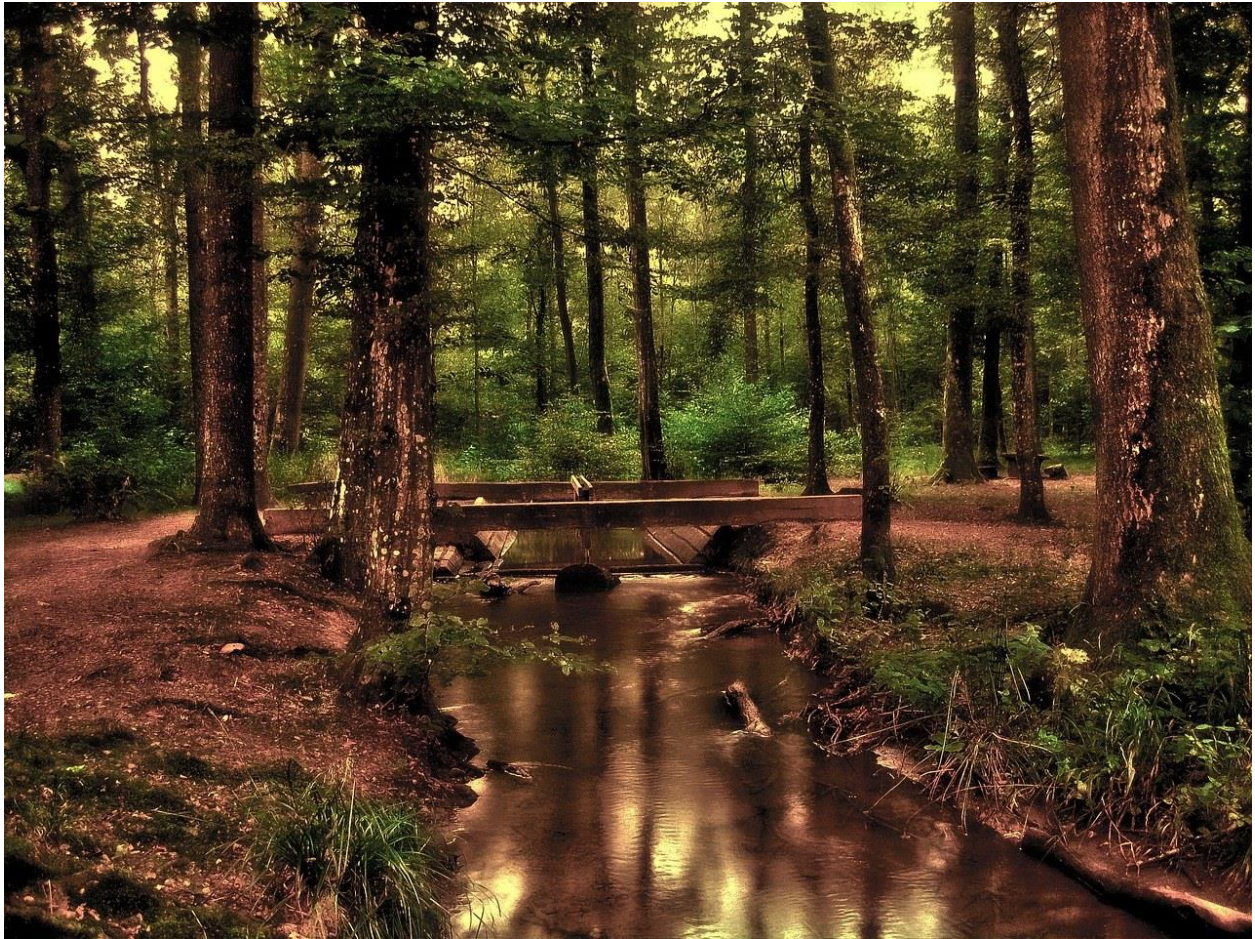


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National Wellness Month



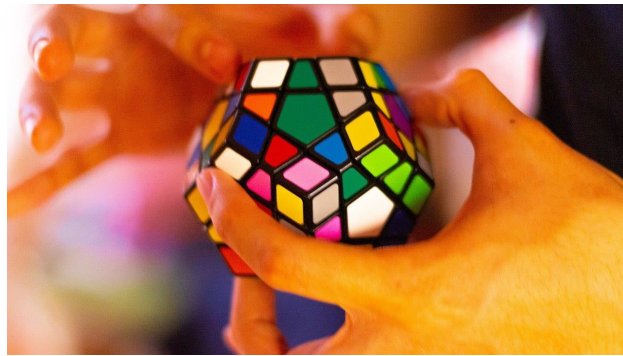
August is National Wellness Month...a time to focus on self-care, stress management and developing healthy behaviors. Challenge yourself to create healthy habits all month long and enjoy the result of feeling better!

Be kind to yourself: Research indicates that self-care helps with stress management, while also positively influencing your mood. Whether you challenge yourself to try a new fitness activity, explore mindfulness, or add meatless Monday to your meal planning --- these small changes impact your health in a multitude of positive ways.

Wellness Month Activities:

1. **Pledge to choose wellness!** Prioritize your wellness and self care this month. Take a "I choose wellness" photo and post to social media. #hrs_dickinsoncollege (Instagram)
2. **Try a 31-day Fitness or Wellness Challenge Calendar!** Searching "31-day fitness challenge" brings up a list of activities to choose from. You can also do a water intake challenge or challenge yourself to eat more fruits and vegetables during the month of August.
3. **Try new wellness activities.** Incorporate healthy habits into your every day life like walks, drinking lots of water, meditation, physical and mental activity (see ***What is Cognitive Reserve*** below).

Source: <https://nationaldaycalendar.com/national-wellness-month-august/>



What is cognitive reserve?

Agility and quick-witted responses seem to come naturally to some but not all of us. Where one may get frustrated and give up, another may access and switch gears to another option. Why is this? The answer just might be ***cognitive reserve***. *Our cognitive reserve permits resiliency in brain power to support adaptability allowing us to get things done.* According to **Harvard Health**, cognitive reserve is the brain's ability to cope, resolve issues and challenges through learned skills and experiences, resulting from living a life of curiosity, exploration and learning. Novel things or experiences fascinate and stimulate your brain, building neural connections and keeping your brain active and mind engaged. Crossword puzzles, reading books, writing, or playing a musical instrument all build connections within your brain. ***Lumosity***, a website that provides access to brain-training games, is an example of online fun to engage your mind. These activities support your cognitive reserve, which helps us to respond and adapt to the challenges of everyday life!

Try something new or different whenever you can. Wellbeing benefits and so do you – check out the upcoming programs for this fall – and build your cognitive reserve today for a better tomorrow. 🧠

Resources:

<https://www.charterresearch.com/news/puzzles-brain-games/>

<https://www.health.harvard.edu/mind-and-mood/what-is-cognitive-reserve>

<https://www.lumosity.com/en/>

**This health coaching tidbit was provided by Jeanette Diamond, wellness and staff development coordinator - and ACE-certified health coach!*

Employee Highlights



Welcome Renée Cramer, Provost and Dean of the College



Renée Cramer became provost and dean of the college at Dickinson in July 2023. Prior to arriving at Dickinson, Renée served as deputy provost for academic affairs at Drake University (Des Moines, Iowa) after having been faculty senate president (2017-2018) and department chair of Law, Politics, and Society for more than a decade.

An interdisciplinary sociolegal scholar, Renée earned her PhD in Politics from New York University in 2001. Her dissertation on federal acknowledgment of American Indian tribal governments won the American Political Science Association's "Best Dissertation in the Field of Race and Ethnicity" that year and was published by the University of Oklahoma Press (*Cash, Color, and Colonialism: The Politics of Tribal Acknowledgment*, 2005).

Renée's most recent teaching and scholarship has focused on reproductive justice, legal mobilization, and the governance of women's bodies, culminating in several articles and two book publications (*Pregnant With the Stars: Watching, and Wanting the Celebrity Baby Bump*, Stanford University Press 2015; *Birthing a Movement: Midwives, Law, and the Politics of Reproductive Care*, Stanford University Press 2021).

A proud graduate of Bard College ('94), Renée brings to Dickinson an unwavering commitment to the liberal arts; to interdisciplinary education; to diversity, equity, inclusion, and accessibility

– and to supporting faculty and staff to help our students accomplish their best and most meaningful work.

New Hires



June

Anne Bayley, Annual Giving

Mackenzi Brielmann, Office of Admissions

Destiny Eisenhour, Library Services

Lily Gage, Center for Civic Learning & Action

Donnell Harris, Dining Services

Sam Prisco, Organic Farm

Kyle Schuck, Athletics

Jeff Slanovec, Individual Giving

Lily Sweeney, Library Services

Ashley Trump, Office of Admissions

Odin Vollan, Dining Services

July

Ebben Berenstein, Parent and Family Engagement

Justin Brevik, Dining Services

Erin Coverdale, Athletics

Alyson Craine, Anthropology

Renee Cramer, Office of the Provost/Dean

Hadley D'Esopo, Trout Gallery

Jake DeCarli, Office of Admissions

Shannon Egan, Trout Gallery

William Goble, Mathematics and Computer Science

Dean Marker, Campus Life

James Messersmith, Dining Services

Stephen Munchel, Office of Marketing & Communication

Kennedy Odongo, Data Analytics

Ryan Patton, Campus Life

Breanna Portilla, Facilities Management

Sean Quirk, Athletics

Will Riihiluoma, Physics and Astronomy

Naaja Rogers, Africana Studies

Dana Rothermel, Dining Services

John Rufo, American Studies

Dale Ruhland, Dining Services

Daniel Schniedewind, Indigenous Studies

Keola Simpson, Theatre and Dance

Marian Strait, Athletics

John Truden, Indigenous Studies

Zhiyi Wei, Economics

Hunter Williams, Public Safety

Paula Yust, Psychology

Allen Zegarra, Spanish

Employee Recognition Event Photos

On Thursday, May 25, we recognized and congratulated employees of the college who have completed five or more years of service as of July 1, 2023. We thank all faculty and staff for your dedication and work in support of our mission.

Enjoy taking a look back at this fun event by viewing the slide show below!

Photo credits: Dan Loh, Office of Marketing and Communication



























Employee Announcements



Fall Semester Kickoff Picnic: This event is free and requires no tickets. Guests and families are welcome.

Please RSVP via the *online form*¹ by August 21.

¹<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-7TMKNSY7XtBgJyBejiLBFUQzRaNVk4WFBIM0JKTFFHREwUk1XR1JSQS4u>



Community Donut Socials | Tuesdays, through August 22

Enjoy the company of colleagues and some donuts!

Please come to Bosler Porch each Tuesday this summer from 9-10 a.m. to enjoy the company of colleagues and some donuts!

The first Community Donut Social was held on Tuesday, June 6. We had a wonderful turn-out of staff and students. Take a look back at our first donut social of this summer.

Photo Credits: Dan Loh, Office of Marketing and Communication









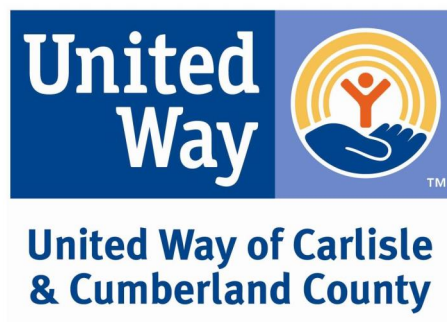












2023 United Way of Carlisle & Cumberland County Pacesetter Campaign

Dickinson College is a *Pacesetter* for the United Way² of Carlisle & Cumberland County's annual campaign³. Our campus campaign will begin in August and wrap up in early September—to help set the pace for the larger community's fall campaign. You will soon receive information about supporting the United Way of Carlisle & Cumberland Cumberland County.

²<http://carlisleunitedway.org/>

³<http://carlisleunitedway.org/campaign/>

United Way Day of Caring

Friday, October 13 | 8 a.m. to noon

Allison Hall | 99 Mooreland Avenue, Carlisle

The Day of Caring kick-off at Allison Hall begins at 8 a.m. During this time, volunteers can meet with their groups and collect their LIVE UNITED Day of Caring T-shirt. Projects will run from 8:30 a.m.-noon.

Are you looking to volunteer? Sign up here⁴!

The morning of Day of Caring, volunteers will head straight to their volunteer project sites immediately following the kick-off at Allison Hall!

Day of Caring is an opportunity for people to donate a morning to help local non-profit organizations complete needed work projects and to learn more about the needs of human service organizations in the greater Carlisle area.

Register within Totara⁵ to let us know of your intent to participate. Jason Maddux⁶ – community impact director, United Way of Carlisle and Cumberland County – will receive a list of volunteers and make the volunteer assignments. You can also sign up directly with United Way today for yourself, a group, or family at <https://uwcarlisle.org/day-of-caring/>⁷.

Reminder of Community Service Benefit: All employees must first receive approval from their supervisors before registering for the event. All exempt and nonexempt employees will be allowed to volunteer for up to eight (8) hours of paid time from July 1 to June 30. To indicate your interest in this community volunteer opportunity, please register for this program prior to Friday, September 15.

⁴<https://totara.dickinson.edu/course/view.php?id=59>

⁵<https://totara.dickinson.edu/course/view.php?id=59>

⁶<mailto:Jason@uwcarlisle.org>

⁷<https://carlisleunitedway.org/day-of-caring/>

For specific questions about the Day of Caring, please contact Jason Maddux:

Call 717-243-4805 or email Jason@uwcarlisle.org⁸

Get the Most Out of Your Benefits



2023-2024 Benefits Overview⁹

This video provides an overview of the benefits for the 2023-2024 fiscal and academic year to help share information about benefit options available to full-time employees.

A PowerPoint¹⁰ presentation is also available!

IMPORTANT: NEW HEALTH & PRESCRIPTION BENEFIT CARD

If you are enrolled in Meritain Health insurance, new cards were mailed to all members due to the change from CVS Caremark to OptumRx effective July 1, 2023.

HealthAdvocateSM

⁸<mailto:Jason@uwcarlisle.org>

⁹<https://www.brainshark.com/1/player/benefitadvisorsnetwork?pi=zHpzetUJ9zYi4uz0&r3f1=&fb=0>

¹⁰https://www.dickinson.edu/download/downloads/id/14661/2023_oe_presentation.pptx

Check out the webinar offering under the *Professional Development* section of this Sway:

- ***Purposefully Pursuing the Next Normal: The Psychologically Healthy Workplace***

Available Thursday, August 17, at 10 a.m. or 4 p.m.

HealthAdvocate is a service offered for 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. Complete information about the service is available at Health Advocate's website¹¹.



TIAA Retirement Consultations

Tuesday, September 5 | 9 a.m. - 5 p.m. | HUB Mary Dickinson Room

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

¹¹<http://www.healthadvocate.com/>

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

To schedule a personal meeting please sign up online¹² 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.

TIAA 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)¹³. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

¹²<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

¹³<https://www.tiaa.org/webinars>

Register for TIAA's live webinars

Learn how you can take action for a more secure future. Reserve your spot now or visit TIAA.org/webinars at any time to register. These webinars are part of your retirement plan benefits.

Aug. 9 Noon to 1 p.m. (ET) 11 a.m. to noon (CT) 10 to 11 a.m. (MT) 9 to 10 a.m. (PT) Live with confidence in retirement: 5 steps to creating your retirement income plan If you're thinking about retiring, this webinar is essential for you. You'll learn how different sources of income work, how to build your strategy for lifetime income and what to consider when planning withdrawals from your retirement assets.	Aug. 17 2 to 3 p.m. (ET) 1 to 2 p.m. (CT) Noon to 1 p.m. (MT) 11 a.m. to noon (PT) Charting your course: A financial guide for women When it comes to financial security, it's essential to have a plan that aligns with your long-term goals. This webinar is designed to help you evaluate where you are on your financial journey, figure out where you want to be, and consider strategies for getting there.	Aug. 23 3 to 4 p.m. (ET) 2 to 3 p.m. (CT) 1 to 2 p.m. (MT) Noon to 1 p.m. (PT) Basic Social Security strategies Social Security will likely play a significant role in building your retirement income. It's part of a critical safety net for most retirees. When you're formulating your retirement plans, it's helpful to understand how and when you can rely on Social Security income.	Aug. 29 1 to 2 p.m. (ET) Noon to 1 p.m. (CT) 11 a.m. to noon (MT) 10 to 11 a.m. (PT) Invest for success: Fine-tuning your retirement strategy If you're in or near your peak earning years and want to do all you can to build a secure retirement, this webinar is for you. We'll move beyond investing basics to help you fine-tune your saving and investing strategies for retirement.
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REGISTER NOW



Fidelity Investments Consultations

Thursday, August 17 | 9:30 a.m. - 5 p.m. | Mary Dickinson Room

Fidelity's investment representatives offer individual counseling for financial planning and retirement. *If you have questions or concerns regarding your Fidelity account, schedule an IN-PERSON appointment with Matthew Young, Workplace Financial Consultant / Personal and Workplace Investing:*

- **Step 1 go to [www.Fidelity.com/schedule](https://www.fidelity.com/schedule)**¹⁴
- **Step 2 select Schedule a time to meet**
- **Step 3 at the top of the screen where it says Enter your employer name type Dickinson and *WAIT* for Dickinson to appear as a choice and then click on Dickinson (if you type Dickinson and hit Enter is may not work)**
- **Step 4 next under Select Appointment Type select either Virtual/phone/In Person** once you have made your choice the dates will appear with available time slots.
- **Step 5 click on the plus button on the day you want to schedule** and you will see the available times
- **Step 6 If you want to see future available date click on the Next Available button in the upper Right hand side of the screen** to advance the dates

You can also, visit [Fidelity.com](https://www.fidelity.com)¹⁵ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

Fidelity Live Webinars

Fidelity understands that today's diverse workforce has a wide range of needs and that financial wellness is unique to every individual. They developed a series of educational programs to help get the most out of your benefits and meet your goals.

¹⁴<https://digital.fidelity.com/prgw/digital/wos/>

¹⁵<https://www.fidelity.com/>

Browse their extensive educational webinar offerings by clicking here¹⁶. From small classes and coaching sessions to large multi-session webinars they have something that can help you take your knowledge to the next level!

Medicare Transition Services



Get your Medicare questions answered!

Medicare Transition Services¹⁷

Visit Medicare Transition Services online to learn more about this free benefit as you plan your retirement and think about medicare.

Medicare Transition Services Guidebook¹⁸

Explore and review this guidebook provided by Medicare Transition Services as you begin to plan for your retirement.

¹⁶<https://fidelityevents.com/allevnts/special>

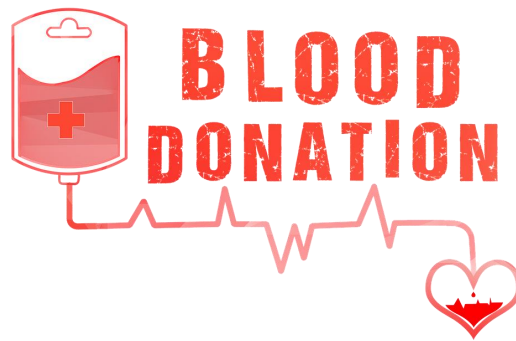
¹⁷<https://www.medicaretransitionservices.com/>

¹⁸https://www.dickinson.edu/download/downloads/id/12871/medicare_transition_services_guidebook.pdf

Community | For the Greater Good



Community Blood Drives



Central Pennsylvania Blood Bank

*Click on the links below to see a schedule of the following area blood drives **during the month of August:***

- **Cumberland County Blood Drives¹⁹**
- **Franklin County Blood Drives²⁰**
- **Juniata and Mifflin County Blood Drives²¹**
- **Perry County Blood Drives²²**

For other blood drives in the area, please visit the Central Pennsylvania Blood Bank's "Give Blood" website²³ to locate additional dates and locations!

¹⁹https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

²⁰https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

²¹https://www.dickinson.edu/download/downloads/id/14369/central_pennsylvania_blood_bank_juniata_and_mifflin_counties.pdf

²²https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

²³<https://donate.717giveblood.org/donor/schedules/zip>

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Down on the Farm



From the College Farm to your Kitchen – Dickinson CSA



The summer season is in full swing at the College Farm with crops planted and growing strong! We invite Dickinson community members to join the College Farm CSA (Campus Supported Agriculture) mid-season. Our produce is certified organic and freshly harvested. All shares are customized by the member and pre-bagged by our farm staff for easy and safe pick-up at the College Farm on Tuesdays or at Project SHARE on Fridays. Small and Large shares are available 'weekly' or 'every other week'. Beef, lamb, eggs, and other tasty surprises are also offered. Don't miss out on the bounty growing in our fields!

To sign up or to learn more about the benefits associated with becoming a CSA member, please go to the College Farm Blog²⁴ or contact Mary Silva at farm@dickinson.edu²⁵.

²⁴<http://blogs.dickinson.edu/farm/csa/>

²⁵<mailto:farm@dickinson.edu>



Launching Farm Works Online

We are thrilled to announce Farm Works Online²⁶ – *A virtual version of our beloved Farm Works store, featuring:*

Popular Farm Products:

- beets & pickles
- salsa, pizza sauce & Red Devil's pepper sauce
- strawberry jam & melon shrub

Specialty Products

- extracts, salves, & soap
- yarn & luffa
- note cards & Farm Works mugs

Pickup and shipping options are available! Spread the word to your family, friends and co-workers! Visit Farm Works Online²⁷ for details and more information!

²⁶<https://dcorganicfarm.square.site/farm-works-online>

²⁷<https://dcorganicfarm.square.site/farm-works-online>

Fall opening of Farm Works at 169 W. High Street: Monday, August 28

Hours: 11 a.m. – 2 p.m.

Visit our website²⁸ to see featured soups and salads:

<https://www.dickinson.edu/farmworks>

Warm Weather Hours for Farmers on the Square



You can visit vendors on the square each **Wednesday from 3-7 p.m.**

The College Farm will be there with fresh vegetables, canned goods, and farm pizza!

²⁸<https://www.dickinson.edu/farmworks>

Nutrition Corner



Balsamic Steak Skewers with Mixed Vegetables and Grilled Sweet Potatoes



<https://youtu.be/-fhK6rTDP9U>

Servings: 4

Steak and Vegetable Skewers

- 3/4 pound beef sirloin, all visible fat discarded, cut into 1-inch pieces
- 2 tablespoons balsamic vinegar and 3 tablespoons balsamic vinegar, divided use
- 1 teaspoon dried rosemary, crushed
- 1 teaspoon minced garlic
- 1/4 teaspoon salt and 1/4 teaspoon salt, divided use
- 1/4 teaspoon pepper and 1/4 teaspoon pepper, divided use
- 1/2 cup packed basil leaves
- 2 teaspoons canola or corn oil
- 1 tablespoon water
- 1 teaspoon mustard (lowest sodium available)
- 1 pint grape tomatoes
- 10 ounces whole button mushrooms, halved
- 1 medium bell pepper, any color, cut into 1-inch pieces
- 1 medium zucchini, sliced crosswise into 1-inch rounds
- Cooking spray

Sweet Potatoes

- 1 tablespoon sweet paprika
- 1 pound sweet potatoes, sliced crosswise into 1/4-inch rounds
- 1 tablespoon canola or corn oil
- 2 teaspoons chili powder
- 1/8 teaspoon pepper

Directions - Steak and Vegetable Skewers

1. Soak 12 bamboo skewers for at least 10 minutes in cold water to keep them from charring, or use metal skewers.
2. In a large resealable plastic bag or airtight container with a lid, mix together the beef, 2 tablespoons balsamic vinegar, rosemary, garlic, ¼ teaspoon salt, and ¼ teaspoon pepper. Seal tightly. Refrigerate for 30 minutes.
3. Meanwhile, in a food processor or blender, process the remaining 3 tablespoons balsamic vinegar, remaining ¼ teaspoon salt, remaining ¼ teaspoon pepper, basil, 2 teaspoons oil, water, and mustard for 30 seconds to 1 minute, or until smooth. Transfer to a small bowl. Set aside.
4. On a skewer, thread a tomato, mushroom, bell pepper, and zucchini. Repeat with 7 other skewers.
5. Thread the beef on the remaining 4 skewers. Discard the marinade.
6. Lightly coat the grates with cooking spray. Preheat the grill to medium-high heat. Put all the skewers on the grates. Grill the beef skewers for 12 minutes, turning occasionally, until the beef has reached the desired doneness when tested with an instant-read thermometer. Cook the vegetable skewers for 8 to 12 minutes, or until the vegetables are tender-crisp. Transfer to a platter. Cover with aluminum foil to keep warm. Leave the grill on medium-high heat to grill the potatoes.
7. When ready to serve, drizzle the vinaigrette over the vegetable skewers.

Directions for Sweet Potatoes:

1. While the beef and vegetables are grilling, in a large bowl, stir together the potatoes, 1 tablespoon oil, paprika, chili powder, and pepper until combined.
2. Place the sweet potatoes in a single layer, not overlapping, on the grill. Grill, covered, for 10 to 12 minutes, or until the potatoes are fork-tender, turning once halfway through. Serve with the beef and vegetable skewers.

Tips:

Be sure to spray grill grates with cooking spray before you preheat the grill. No grill? No worries! Use your broiler instead. Broil the beef and vegetable skewers as directed and place the potatoes on a broiling rack.

Balsamic vinegars come in a variety of flavors, including white peach and cherry. Experiment with different ones by drizzling over vegetables or using in vinaigrettes or marinades.

Nutrition Facts:

Calories: 381 | Total Fat: 15.5 g | Saturated Fat: 2.5 g | Trans Fat: 0 g | Polyunsaturated Fat: 4 g | Monounsaturated Fat: 8.5 g | Cholesterol: 45.5 mg | Sodium: 449 mg | Total Carbohydrate: 38 g | Dietary Fiber: 8 g | Sugars: 14 g | Protein: 26 g |

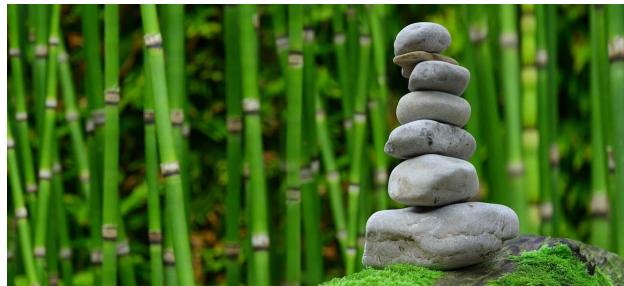
Dietary Exchanges: 2 starch, 2 vegetable, 2-1/2 lean meat, 1 fat

Source: American Heart Association²⁹

²⁹<https://recipes.heart.org/en/recipes/balsamic-steak-skewers-with-mixed-vegetables-and-grilled-sweet-potatoes>



Thoughtful Thursdays - Morning Meditation



Thursday, September 7 | 7:30-8 a.m. | Memorial Hall, Old West

Thoughtful Thursdays meditation sessions offer the opportunity to start the day off with a bit of reflection and inner peace. Leave feeling refreshed, balanced, and ready to meet any challenges coming your way. Join us in Memorial Hall to center your mind and body while bringing focus to your day!

Enroll and sign-up in Totara.³⁰



Free Blood Pressure Screenings

Monday, September 11 | noon - 1 p.m. | HUB Mary Dickinson Room

Hypertension or High Blood Pressure is sometimes called the silent killer. Do you know your blood pressure? If not stop by this free screening to know your numbers and learn more!

Walk-in, no appointment needed!

Suicide Prevention: What You Can Do to Help

³⁰<https://totara.dickinson.edu/course/view.php?id=307>



Wednesday, September 13 | noon - 1 p.m. | Stern Center, Room 102

Come learn about the topic of suicide prevention and how you can help people around you who might be struggling with thoughts of suicide. This program will cover facts and misconceptions about suicide and how to help someone you are concerned about. We will review how to notice warning signs that someone might be having thoughts of suicide, how to ask questions about suicide, and how to refer someone to seek professional help. You will also learn about on and off-campus mental health resources that are available to members of the Dickinson community.

Enroll and sign-up in Totara³¹.

Please feel free to bring your lunch!

Spirituality and Wellbeing

³¹<https://totara.dickinson.edu/course/view.php?id=302>



Friday, September 15 | noon - 1 p.m. | Stern Center, Room 102

Holistic wellbeing includes all aspects of wellness - mind, body and spirit. Spirituality carries different meaning and context for individuals, typically includes believing in something beyond yourself. The connection or belief in something higher than self promotes exploration of many things - such as love, altruism and compassion just to name a few! Spirituality often evokes feelings of peace, love, connectivity and purpose. Curious about what spirituality means to you and your life --- explore the course option(s) below to learn more.

Join Martha Harris '77 as she introduces us to spirituality and how this relates to wellbeing overall from a holistic perspective!

Enroll and sign-up in Totara³².

Ceramic Night with Art & Art History

³²<https://totara.dickinson.edu/course/view.php?id=432>



Curious to create with clay? Learn how to hand build a cup or bowl out of clay during the first event and come back to glaze it the following week. No prior experience necessary, come work with clay and meet others in the Dickinson community.

Fall Semester Building and Glazing Nights:

Wednesday, September 20 | 6 - 7:30 p.m.

Wednesday, September 27 | 6 - 7 p.m.

Location: Ceramic Studio behind Goodyear

Enroll and sign-up in Totara³³!



³³<https://totara.dickinson.edu/course/view.php?id=450>

Flu Vaccinations

For Fall 2023 as in previous years, we are happy to offer flu vaccinations to students and employees of the college.

The college will host flu clinics on:

- Wednesday, September 20, from 9 - 11:30 a.m.
- Thursday, October 12, from 11 a.m. - 1:30 p.m.
- Tuesday, November 7, from 4 - 6 p.m.

Flu Vaccination Registration will open in Totara soon. Watch for an announcement in Dickinson Today!



Coping with Grief and Loss - A HealthAdvocate Webinar

Thursday, September 21 | 10 a.m. and 4 p.m. | Webinar

Grief can be experienced in many different ways, and for those who have lost a loved one or are mourning other losses such as mobility, their job, a home, or more, this can have a tremendous impact on their health and well-being.

Join us for a special webinar with guest presenter Angela Dobrzynski, LPC, to look at the factors that influence grieving and when/where to find additional support, including tips for coping with acute and ongoing grief

Register for the session that best suits your schedule:

- Thursday, September 21, from 10 to 11 a.m.³⁴
- Thursday, September 21, from 4:00 to 5 p.m.³⁵

Central PA Blood Bank - Sponsored by ROTC



Friday, September 22 | 10 a.m. - 5 p.m. | HUB Social Hall

Please consider donating blood to support your local community by participating in this blood drive! For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit <http://www.cpbb.org/>³⁶ or call 1-800-771-0059.

³⁴<https://register.gotowebinar.com/register/3848171282392958549>

³⁵<https://register.gotowebinar.com/register/5240098027575997786>

³⁶<http://www.cpbb.org/>

Biometric Screenings



Thursday, September 28 | 7:30 - 9 a.m. | Check-in: HUB Mary Dickinson Room

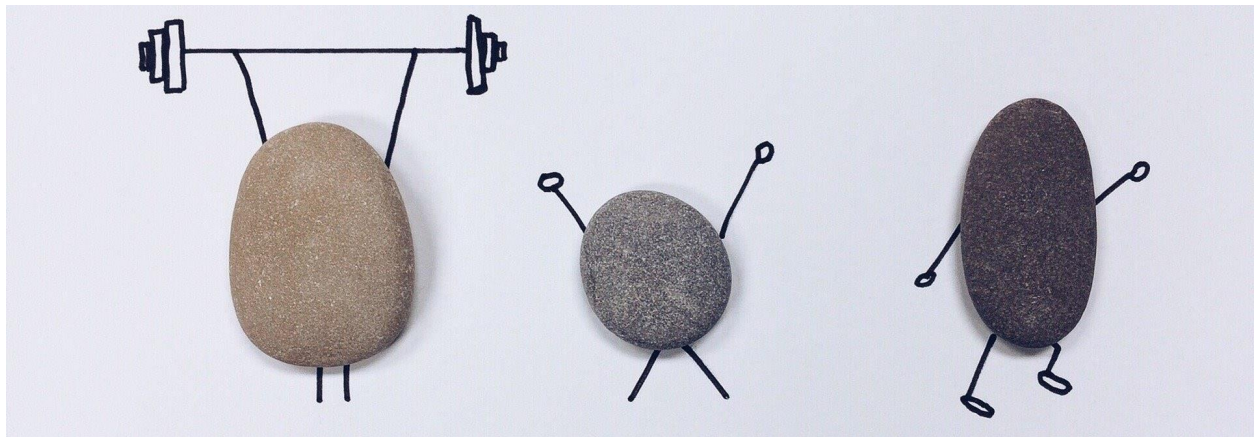
The Biometric Screening provides a snapshot of your health looking at your fasting total cholesterol and glucose. Blood pressure, height, weight, waist circumference and body mass index (BMI) also should be examined for a fuller picture. This is a collective review of your risk factors for developing heart disease, stroke and diabetes known as Metabolic Syndrome. The number of people with metabolic syndrome increases with age, affecting more than 40 percent of people in their 60s and 70s. Several factors increase your risk for developing the syndrome – high blood pressure, high cholesterol, diabetes or high blood sugar, a lack of physical activity, smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please plan to complete this health screening. For 2023-2024, the free biometric screening is available to the first 100 registrants or complete this screening during your annual well visit for your physical exam with your healthcare provider. Your Biometric screening must be completed on or before Friday, May 31, 2024 to meet the deadlines of the 2023-2024 Wellness Incentive Program Challenge!

Biometric screening appointments **for EMPLOYEES** are available this fall on September 28 from 7:30-9 a.m. Check-in at the Mary Dickinson Room in the HUB for this FREE screening (optional additional screenings are available via payroll deduction.) An additional screening is scheduled for Thursday, October 27 from 7-8:30 a.m. in the Facilities Management Breakroom.

Sign-up now for your biometric screening appointment by clicking the registration link below. The free biometric screening includes a lipid/glucose profile. Fasting is required for 10-12 hours prior to your scheduled appointment time. Additional optional screenings are available for a small fee that can be paid via payroll deduction.

Enroll and sign-up in Totara.³⁷

Wellness@Dickinson Fitness Programs



³⁷<https://totara.dickinson.edu/course/view.php?id=51>

American Heart Association - 2023 Heart Walk

Join us for Dickinson's Heart Walk on Sunday, September 10!

Time: noon - 2 p.m.

This event will be held **ON CAMPUS** and separate from the Capital Region Heart Walk, which is scheduled on a weekday. Since we will be hosting our own event – we selected the start/end times to make it truly Dickinsonian for our campus community. More information will be provided soon!

Participating in the AHA Heart Walk event is FREE – no donation is required.

Please consider joining **Dickinson College's Heart Walk** to support the 2023 AHA Heart Walk campaign today – or if inspired, making a donation (in any amount) online for this event to support heart research.

For more information, click any of the links below to sign-up or support this campus and Carlisle community event!

- You can visit <http://www2.heart.org/goto/TeamDickinson2023>³⁸ to sign up and join the walk today – **OR** -
- You can visit <http://www2.heart.org/goto/DiamondEssenceWithin>³⁹, to make a contribution in support of life-saving medical breakthroughs and heart research!

³⁸<https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww2.heart.org%2Fgoto%2FTeamDickinson2023&data=05|01|shaffeca%40dickinson.edu|c37408957da3479a048d08db895a0516|6232b05576b94c139b88b562ae7db6fb|0|0|638254791961800649|Unknown|TWfPbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQljoiv2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D|3000||&sdata=dQTCtao9y8rtAqPtFnr%2Fyal6Sk6WN927X5%2FAF0p6J0M%3D&reserved=0>

³⁹<https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww2.heart.org%2Fgoto%2FDiamondEssenceWithin&data=05|01|shaffeca%40dickinson.edu|c37408957da3479a048d08db895a0516|6232b05576b94c139b88b562ae7db6fb|0|0|638254791961800649|Unknown|TWfPbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQljoiv2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D|3000||&sdata=853SSpIImKfxYl7L1zhDPFi%2FPILjoQhgRkctgH6Md%2FQ%3D&reserved=0>

- **Want to start your own mini-team? GO FOR IT!** Creating your own mini-team is quick and easy, and can be done by visiting:
<http://www2.heart.org/goto/DickinsonCollegeHeartWalk2023>⁴⁰

Fall Fitness Programs



Wellness programs offered for 2023-2024 begin the first couple of weeks in September, with fitness options collaboratively designed with the office of Campus Life to allow the maximum possible wellness opportunities for the campus community. Sports Yoga will return this year, along with a variety of other group fitness classes that can be found in EngageD by searching for key words *cardio*, *pilates*, and *zumba*.

Fall Semester Fitness Programs – Register NOW!

Register now in Totara or EngageD for the free fall semester fitness programs that are part of the employee wellness program listed below:

Mondays

⁴⁰<https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww2.heart.org%2Fgoto%2FDickinsonCollegeHeartWalk2023&data=05|01|shaffeca%40dickinson.edu|c37408957da3479a048d08db895a0516|6232b05576b94c139b88b562ae7db6fb|0|0|638254791961800649|Unknown|TWfPbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjoV2luMzliLCJBTil6Ik1haWwiLCJXVCI6Mn0%3D|3000||&sdata=2TDvuMAIwzdML6zm0OhYsmfui91FGGIhxyzlRa8dm1M%3D&reserved=0>

- Pilates⁴¹ | Beginning Monday, September 4, from 3:30 to 4:30 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "Pilates"

Tuesdays

- Cardio Fusion⁴² | Beginning Tuesday, September 5, from noon to 1 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "Cardio"
- ZUMBA⁴³ | Beginning Tuesday, September 5, from 4 to 5 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "ZUMBA"
- DEW Power Yoga⁴⁴ | Beginning Tuesday, September 12, from 7 to 8 a.m. in the HUB Dance Studio

Wednesdays

- Pilates⁴⁵ | Beginning Wednesday, September 6, from 4:30 to 5:30 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "Pilates"
- Sports Yoga⁴⁶ | Beginning Wednesday, September 13, from 4:45 to 5:45 p.m. in Memorial Hall, Old West

Thursdays

- ZUMBA⁴⁷ | Beginning Thursday, September 7, from 4 to 5 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "ZUMBA"

For questions or assistance with registrations, please send an email to devwell@dickinson.edu⁴⁸ or call ext. 8084.

See below for more details of each program.

⁴¹<https://dickinson.campuslabs.com/engage/event/9080660>

⁴²<https://dickinson.campuslabs.com/engage/event/9070531>

⁴³<https://dickinson.campuslabs.com/engage/event/9070635>

⁴⁴<https://totara.dickinson.edu/course/view.php?id=457>

⁴⁵<https://dickinson.campuslabs.com/engage/event/9080660>

⁴⁶<https://totara.dickinson.edu/course/view.php?id=47>

⁴⁷<https://dickinson.campuslabs.com/engage/event/9070635>

⁴⁸<mailto:devwell@dickinson.edu>

Pilates - Offered by Campus Life



Mondays beginning September 4 | 3:30 - 4:30 p.m. | HUB Dance Studio

Wednesdays beginning September 6 | 4:30 - 5:30 p.m. | HUB Dance Studio

Instructor: Jennifer Moore

Pilates is a form of exercise that emphasizes the balanced development of the body through strength, flexibility, and awareness in order to support everyday movement. Through a series of core exercises, the body is both strengthened and stretched, ultimately providing a longer, leaner look. Improve coordination, release stress, and improve your posture with a practice that is both effective and fun. Suitable for all levels of fitness.

RSVP in EngageD by searching "Pilates"

Cardio Fusion - Offered by Campus Life



Tuesdays beginning September 5 | noon - 1 p.m. | HUB Dance Studio

Instructor: Jennifer Moore

Cardio Fusion is appropriate for all who wish to participate. The workout will include intervals of a warm up, cardiovascular and strength, core exercise, and a cool down. This class will be a full body workout that will leave you feeling accomplished and strong at the end. The goal is to build stamina and strength. Cardio Fusion can be used as a great break in your day as you take time for yourself with our wonderful instructor Jenni.

RSVP in EngageD by searching "Cardio"

ZUMBA - Offered by Campus Life



Tuesdays beginning September 5 | 4 - 5 p.m. | HUB Dance Studio

Instructor: Jeannette Kole

Zumba is a total body workout that boosts health through accessing both anaerobic and aerobic forms of exercise. By working on both systems, a good cardiovascular system is maintained, plus it's fun! Throughout the span of the workout the class will switch between low and high intensity dance moves that are designed to boost your heart rate. Jeannette Kole is a certified Zumba instructor who is very passionate about this form of exercise, and is excited to work with Dickinson students.

RSVP in EngageD by searching ZUMBA"

DEW Power Yoga



Tuesdays beginning September 12 | 7 - 7:45 a.m | HUB Dance Studio

Instructor: Jeanette Diamond

DEW (***Diamond Essence Within***) Power Yoga offers the possibility to find your inner power and builds from within to expand your ability from the inside outward. Yoga is for everyone - and whether you are new to yoga or have been practicing for a while - the empowerment of this

Baptiste-style class brings results! This is a judgement-free practice for anyone who would like to join and practice yoga. The sequence of poses will warm you up from the inside and bring amazing results overall. Finish each session feeling energized yet relaxed!

Enroll and sign-up in Totara.⁴⁹

Sports Yoga



Wednesdays beginning September 13 | 4:45 - 5:45 p.m. | Memorial Hall, Old West

Instructor: Jim Mader

Sports Yoga combines active stretching, breathing techniques and a westernized approach to learning and using Yoga poses. Each class is designed to safely increase flexibility, improve mental focus/relaxation and increase strength. With a regular practice of Sports Yoga all activities, including athletics, become easier.

Enroll and sign-up in Totara.⁵⁰

⁴⁹<https://totara.dickinson.edu/course/view.php?id=457>

⁵⁰<https://totara.dickinson.edu/course/view.php?id=47>

Carlisle Family YMCA - Special Discount



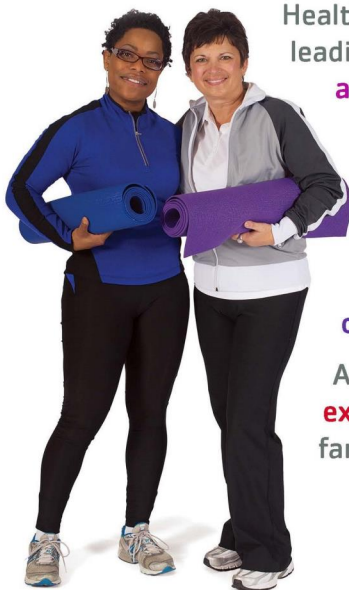
The Carlisle Family YMCA offers *discounted memberships (20% off)* for Dickinson College *employees*. The discount is good for employees who are current members of the YMCA and for employees who become new members. Employees interested in the discounted membership rate should contact the YMCA membership desk to request this special rate.



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Dickinson

CARLISLE FAMILY YMCA CORPORATE PARTNERSHIP



Healthy and happy employees create successful organizations — leading to **stronger communities where everyone can learn, grow and thrive.**

We are very excited to partner with Dickinson College to help improve the health and well-being of their workforce through YMCA membership, programs and services. We also connect employees to programs and services that **nurture the potential of their children and provide opportunities to support neighbors in need.**

As part of this partnership, **Dickinson College staff enjoy an exclusive 20% membership savings*** off the standard adult or family membership rate each month.

HERE'S HOW IT WORKS

I'M A Y MEMBER

Stop at the Welcome Center the next time you are at the Y. Show your Dickinson College ID to a Member Service Representative to activate your 20% discount on your adult or family membership.

I'M NOT A Y MEMBER

Bring your Dickinson College ID with you to the Welcome Center. Be sure to inform the Member Service Representative that you work for Dickinson College and show them your ID during the joining process to receive the 20% discount.

***The Carlisle Family YMCA reserves the right to alter or suspend the Dickinson College Corporate Partnership program at any time with 30 days notice.**

CORPORATE PARTNER RATE CHART

Eligible Categories	Monthly Rate
Young Adult	\$26.40
Adult	\$30.40
Senior Adult	\$28.80
2 Adults^	\$46.40
1 Adult with Dependents^	\$51.20
2 Adults with Dependents^	\$55.20
2 Senior Adults^	\$44.80
1 Senior Adult with Dependents^	\$47.20
2 Senior Adults with Dependents^	\$49.60

^ living at the same address

Additional Information

- Memberships must be monthly drafted in one of the above categories to qualify for this special rate.
- No other membership fee reductions, special rates or financial aid can be combined with this special rate.
- Current Financial Assistance, Youth, Teen and Child Care members can not get the discount unless they convert to a full-pay adult or family membership.
- The Corporate Partner rate applies only to membership fees, and not to additional fees or program registration fees.

Professional Development



Protecting Our Community



Tuesday, August 15 | 10-11:30 a.m. | Stern Center, Room 102

Thursday, August 17 | 1 - 2:30 p.m. | Stern Center, Room 102

Dickinson College is committed to providing a supportive working environment for all employees. On a biennial basis, all members of the community are required to complete educational programs which provide an overview of regulatory guidelines and tools to recognize and address potential harassing and discriminating behavior. Login to Totara to check to see when you are due and register for the session that fits your schedule. Web-based modules are available in Totara through the employee's dashboard.

Click here⁵¹ to register for the *interactive, in-person session* in Totara. Select “sign-up” for the session.

To *access the web-based modules*, go to Totara and:

1. Click on Dashboard in the upper ribbon
2. Click on Protecting Our Community Certification...
3. The next page will provide links to the required on-line courses to complete the certification.

For questions, please email devwell@dickinson.edu⁵² or contact Carol Shaffer at ext. 1152.

Active Assailant In-Person Training



Tuesday, August 15 | 2-3 p.m. | Kaufman 179

Tuesday, August 22 | 10-11 a.m. | Kaufman 179

Compliance & Enterprise Risk Management along with Public is offering a new in-person active assailant awareness training as a supplement to the required annual training module that has

⁵¹<https://totara.dickinson.edu/course/view.php?id=31>

⁵²<mailto:devwell@dickinson.edu>

been in place for several years. This optional supplemental training will offer greater depth, as well as live demonstrations and discussion around this important issue. They believe this addition will more fully prepare our campus community should an incident arise.

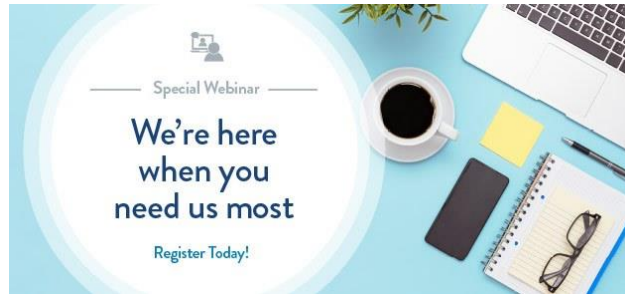
This in-person class will include:

1. Review of RUN/HIDE/FIGHT options to better prepare employees for decision making during an incident.
2. Discuss the possibility of leaving the classroom/office, how to gather others or leave on your own, and how to use situational awareness while moving away from a known threat.
3. Demonstrate how best to barricade the entrance and hide in the location.
4. Discuss when it is unavoidable to physically interact with the assailant.
5. Discuss the mental preparedness that is needed to have a physical encounter with the assailant.
6. Discuss how to physically control the weapon that may be used.
7. Discuss what you may be able to use as a weapon.
8. Discuss how to control the intruder once they are disarmed and what to expect when help arrives.

Employees can sign-up in Totara.⁵³

Purposefully Pursuing the Next Normal: The Psychologically Healthy Workplace - A HealthAdvocate Webinar

⁵³<https://totara.dickinson.edu/course/view.php?id=456>



Thursday, August 17 | 10 - 11 a.m. or 4 - 5 p.m. | Webinar

For Managers and Supervisors

Following the COVID-19 pandemic, employers continue to face a host of challenges as they re-engage with a stressed and weary workforce. Employers are hungry for programs and solutions that help build a culture of well-being, foster ongoing adaptive capacity, and ensure the health of employees and their businesses in a still developing post-COVID landscape.

Join us for a special webinar with guest presenter Jeff Gorter, MSW, LCSW, to explore practical strategies for managers and supervisors to overcome challenges and improve their employees' well-being, crisis hardiness, and productivity.

Register for the session that best fits your schedule:

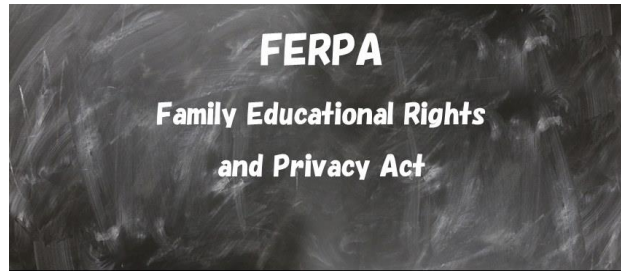
Thursday, August 17 at 10 a.m.⁵⁴

Thursday, August 17 at 4 p.m.⁵⁵

The Fundamentals of FERPA

⁵⁴<https://register.gotowebinar.com/register/460594648912748895>

⁵⁵<https://register.gotowebinar.com/register/1013945865823592288>



Thursday, August 24 | 2 - 3 p.m. | Teams Meeting

Presented by: Elizabeth White-Hurst, Registrar

This session provides an overview of the fundamentals of the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended. FERPA sets forth requirements to protect the privacy of student's educational records. After participating in this session, faculty and staff will be able to:

- 1.) Describe the basic concepts of FERPA
- 2.) Apply steps to protect student education records
- 3.) Determine when information can or cannot be released.

Enroll and sign-up in Totara⁵⁶ to access the Teams meeting link.

2023-24 Management Development Program

⁵⁶<https://totara.dickinson.edu/course/view.php?id=35>



Every Third Wednesday beginning September 19 through April 16

9 a.m. to noon | HUB Side Room 203

The Management Development Program (MDP) is an in-depth, year-long supervisory certification program.

Employees who participate in the MDP program will acquire a greater understanding of management knowledge, skills, and abilities to enable them to be successful in their current role while enabling future success. Facilitators for the program will include faculty and administrators as well as local professionals with expertise in certain disciplines and knowledge of the higher education environment.

The general program format will be hands-on using case studies and simulations to discuss real challenges that supervisors face in higher education every day. Participation in the program presents an exciting opportunity to develop the leadership potential of Dickinson College for the future. The program will be comprised of seven modules, each a hands-on, instructional workshop focused on relevant topics in the higher education environment. Topics that will be offered within the certification program will include:

- DiSC
- Cultural Competency & Conflict Management
- Developing Cultural Awareness as Management Practice
- Understanding Admissions
- Leadership
- Managerial Decision Making
- The Financing of Higher Education

Please email hrservices@dickinson.edu⁵⁷ to obtain an application to participate in this program.

The 7 Habits of Highly Effective People



“Lead Your life or someone else will.” - Stephen R. Covey

Presented by: Steve Ricco, Sr. Lecturer in International Business & Management

Habits are powerful forces in our lives. They determine our level of effectiveness or ineffectiveness. This dynamic program represents a proven process of personal and interpersonal growth that can have an immediate and lasting impact and is designed to help participants lead lives in a truly effective way. No matter how competent a person is, he or she will not have sustained and lasting success unless they are able to effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities. These elements are at the heart of personal, team, and organizational effectiveness.

In this program, participants learn the tools to achieve the “Private Victory” through self-discovery and awareness of current thought patterns and behaviors resulting in greater productivity, and the ability to manage one’s self. Participants will also build skills to increase team engagement, morale, and collaboration in order to improve communication skills, strengthen relationships and achieve “The Private Victory”.

⁵⁷<mailto:hrservices@dickinson.edu>

Sessions will be held from 8:45 - 11 a.m. in Stern Center, Room 102 on the following dates:

- **Wednesday, October 4**
- **Wednesday, October 18**
- **Wednesday, November 1**

Enroll and sign-up in Totara⁵⁸.

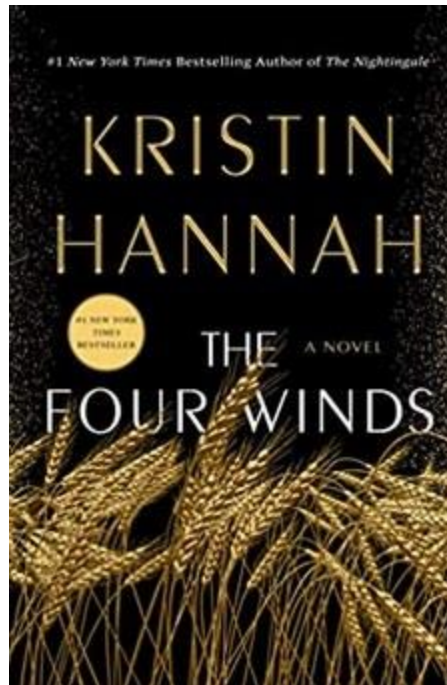
Learning Objectives

At the end of the workshop, participants will be able to:

- Assume responsibility, focus, and act on what can be controlled and influenced, instead of what can't.
- Define clear measures of success and create a plan to achieve them for both life and work.
- Prioritize and achieve the most important goals instead of constantly reacting to urgencies.
- Collaborate more effectively with others by building high-trust relationships of mutual benefit.
- Influence others by developing a deep understanding of their needs and perspectives.
- Develop innovative solutions that leverage diversity and satisfy all key stakeholders.
- Increase motivation, energy, and work/life balance by making time for renewal activities.

Book Discussion - The Four Winds by Kristin Hannah

⁵⁸<https://totara.dickinson.edu/course/view.php?id=38>



Tuesday, October 24 | noon - 1 p.m. | McCauley Room, Old West

The book will be provided to participants signing up by August 25.

Enroll and sign-up for this book discussion in Totara⁵⁹!

From the number-one bestselling author of *The Nightingale* and *The Great Alone* comes a powerful American epic about love and heroism and hope, set during the Great Depression, a time when the country was in crisis and at war with itself, when millions were out of work and even the land seemed to have turned against them.

“My land tells its story if you listen. The story of our family.”

Texas, 1921. A time of abundance. The Great War is over, the bounty of the land is plentiful, and America is on the brink of a new and optimistic era. But for Elsa Wolcott, deemed too old to marry in a time when marriage is a woman’s only option, the future seems bleak. Until the night she meets Rafe Martinelli and decides to change the direction of her life. With her reputation in ruin, there is only one respectable choice: marriage to a man she barely knows.

⁵⁹<https://totara.dickinson.edu/course/view.php?id=43>

By 1934, the world has changed; millions are out of work and drought has devastated the Great Plains. Farmers are fighting to keep their land and their livelihoods as crops fail and water dries up and the earth cracks open. Dust storms roll relentlessly across the plains. Everything on the Martinelli farm is dying, including Elsa's tenuous marriage; each day is a desperate battle against nature and a fight to keep her children alive.

In this uncertain and perilous time, Elsa—like so many of her neighbors—must make an agonizing choice: fight for the land she loves or leave it behind and go west, to California, in search of a better life for her family.

The Four Winds is a rich, sweeping novel that stunningly brings to life the Great Depression and the people who lived through it—the harsh realities that divided us as a nation and the enduring battle between the haves and the have-nots. A testament to hope, resilience, and the strength of the human spirit to survive adversity, The Four Winds is an indelible portrait of America and the American dream, as seen through the eyes of one indomitable woman whose courage and sacrifice will come to define a generation.

Source: Amazon.com⁶⁰

⁶⁰<https://www.amazon.com/Four-Winds-Novel-Kristin-Hannah/dp/1250178606>

Information and Technology Services



TechNews



Are you challenged with all of the constant technology updates and changes? Looking for a few quick tips or information to help with your technology abilities? Check out the **TechNews** portal in OneDrive! TechNews is filled with very quick reads and 2-3 minute videos that include common uses, answers to the most common questions we receive, what to use when, as well as helpful tips and tricks. Click to learn more now⁶¹!

Contact Us



Wellness Program | Monthly Incentive Prize Winners

Congratulations to Ellen Pfarr, *Financial Operations* and Carrie Romano, *Bookstore* for being randomly selected as the incentive winner for the months of June and July. The Wellness incentive prize winner for each month is randomly selected based on their fitness program

⁶¹<https://dickinson0.sharepoint.com/sites/TechNews>

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.edu⁶² 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 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

⁶²<mailto:devwell@dickinson.edu>

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 Gateway⁶³ 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 policy⁶⁴ 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 Guide⁶⁵

Dickinson/Biking⁶⁶

Dickinson/College Farm⁶⁷

Dickinson/Sustainability⁶⁸

TechNews⁶⁹

Trout Gallery⁷⁰

Theatre & Dance⁷¹

Campus Announcements⁷²

⁶³<https://gateway.dickinson.edu/>

⁶⁴http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁶⁵[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

⁶⁶<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁶⁷<http://www.dickinson.edu/collegefarm>

⁶⁸<http://www.dickinson.edu/sustainability>

⁶⁹<https://dickinson0.sharepoint.com/sites/TechNews>

⁷⁰<http://www.troutgallery.org/>

⁷¹<https://www.dickinson.edu/theatreanddance>

⁷²<https://www.dickinson.edu/announcements>



2 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁷⁴

Human Resource Services Website⁷⁵

⁷³<http://www.dickinson.edu/events>

⁷⁴<mailto:devwell@dickinson.edu>

⁷⁵https://www.dickinson.edu/homepage/122/human_resource_services