



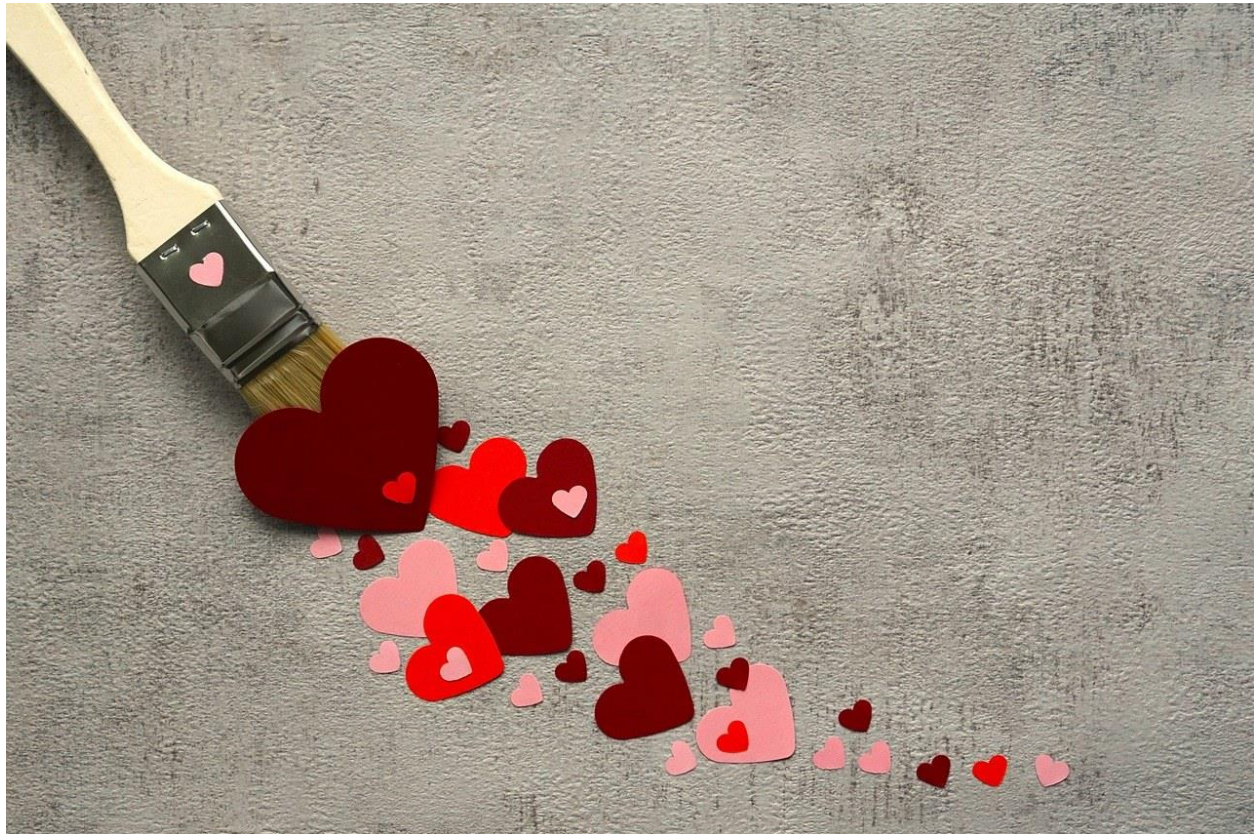
Vitality - February 2024

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XVIII | Issue 6

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

National Wear Red Day



*Join us for a **WEAR RED - GO RED** table event in the Lobby of the HUB on Friday, February 2, from 11:30 a.m. to 1 p.m. **SHOW us your RED!***

Support *Go Red For Women* by participating in National Wear Red Day® on Friday, February 2, 2024. Why Go Red? Heart disease and stroke cause 1 in 3 deaths among women each year. Learn the facts here!¹. ***Fortunately, we can change that because cardiac and stroke events may be prevented with education and action.*** That's why this year we are asking that you wear red

¹<https://www.goredforwomen.org/en/about-heart-disease-in-women/facts>

on National Wear Red Day®. If you desire to donate² to this cause, doing so helps support educational programs to increase women's awareness and critical research to discover scientific knowledge about cardiovascular health.

Source: American Heart Association's Go Red For Women³



²<https://www.goredforwomen.org/en/get-involved/give/wear-red-and-give?form=FUNNGVTQMWK>

³<https://www.goredforwomen.org/en/get-involved/give/wear-red-and-give>



Know the warning signs of heart attack and stroke

You could save your life



Heart attack and stroke are life-or-death emergencies — every second counts. If you think you or someone you're with has any symptoms of heart attack or stroke, call 911 immediately.

For a stroke, also note the time when the first symptom(s) appeared. A clot-busting drug received within 3 to 4.5 hours of the start of symptoms may improve your chances of getting better faster.

Heart Attack Warning Signs

Some heart attacks are sudden and intense, but most of them start slowly, with mild pain or discomfort. The warning signs are:

- Chest discomfort. Most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain.
- Shortness of breath. This may occur with or without chest discomfort.
- Discomfort in other areas of the upper body. Symptoms can include pain or discomfort in one or both arms, the back, neck, jaw or stomach.
- Other signs may include breaking out in a cold sweat, nausea or lightheadedness.

As with men, women's most common heart attack symptom is chest pain or discomfort. But women are more likely than men to experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting and back or jaw pain.

Stroke Warning Signs

- Sudden numbness or weakness of the face, arm or leg, especially on one side of the body
- Sudden trouble seeing in one or both eyes
- Sudden trouble walking, dizziness or loss of balance or coordination
- Sudden, severe headache with no known cause
- Sudden confusion, or trouble speaking or understanding

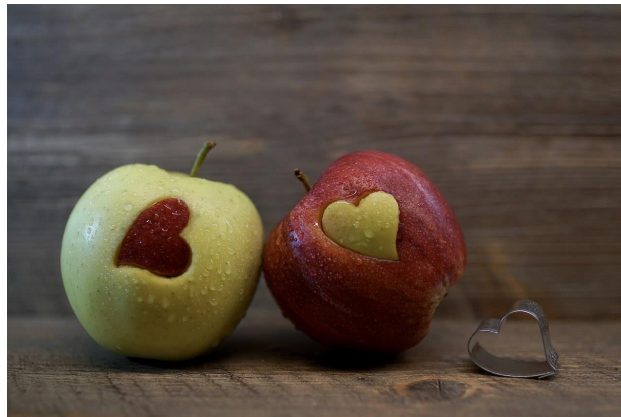
The acronym F.A.S.T. is an easy way to recognize and respond to the sudden warning signs of stroke. The letters stand for:

- **Face drooping** — Ask the person to smile. Does one side of the face droop or is it numb?
- **Arm weakness** — Ask the person to raise both arms. Is one arm weak or numb? Does one arm drift downward?
- **Speech difficulty** — Ask the person to repeat a simple sentence such as, "The sky is blue." Is the sentence repeated correctly? Are they unable to speak, or are they hard to understand?
- **Time to call 911** — If the person shows any of these symptoms, even if the symptoms go away, call 911 and get them to the hospital immediately.

The American Heart Association and National Heart, Lung, and Blood Institute are working together for women, for healthy hearts.

GoRedForWomen.org

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28-Day Journey to Better Health

The American Heart Association designed a step-by-step guide to help you develop a simple routine of heart-healthy habits. Interested in finding out more? Click here⁴ and choose one goal to focus on:

- ***Move More***
- ***Eat Smart***
- ***Manage Blood Pressure***

Also, check out their Habit Coach video series. Click here⁵ to learn more.

Source: American Heart Association⁶

⁴<https://www.goredforwomen.org/en/know-your-risk/journey-to-better-health>

⁵https://www.heart.org/en/healthy-living/healthy-lifestyle/habits/habit-coach-healthy-habit-video-series?utm_source=healthy+for+good+fy+2024&utm_medium=email&utm_campaign=CP_HFG_Send_1_011024&utm_content=hero+cta&sc_campaign=0B4876E246A046B4B14864ADCB63B5B1

⁶<https://www.goredforwomen.org/en/know-your-risk/journey-to-better-health>

Easy tips for a healthy heart



Heart disease is the leading cause of death for both men and women. However, there are a number of steps you can take to reduce your risk and improve your heart health. **This tips can help.**

See your doctor for a check-up – It's important to get regular check-ups to help identify any conditions that could potentially lead to heart issues, such as high blood pressure or high cholesterol. By identifying these issues early, it is possible to manage them effectively and avoid more complicated problems later on.

Eat a nutritious, balanced diet – By incorporating more healthy foods like fruits, vegetables and whole grains into your diet, it's possible to improve the factors that can lead to heart disease. In addition, focus on fresh foods and try to avoid foods high in sodium and saturated fat.

Exercise – Exercising regularly can help you lose weight or maintain a healthy weight, which can help improve some of the risk factors for heart disease like high cholesterol and high blood pressure. Aim for at least 150 minutes per week of moderate-intensity exercise to get the most benefit, and try to incorporate both cardiovascular and strength training exercises, which can help increase your levels of good cholesterol.

Stay active – Even if you are exercising, it is important to reduce the time you spend sitting. The cumulative health effects of sitting too much may result in high blood pressure, elevated levels of cholesterol and

glucose, and excess storage of abdominal fat—all of which increase your risk for heart disease.

Take steps to reduce stress – Too much stress can raise your blood pressure, which can increase your risk for heart disease over time. Make sure to take time for yourself each day to do something you enjoy or just relax to keep stress levels under control.

Quit tobacco – Smoking greatly increases your risk for developing heart disease. Talk to your doctor about options to help you quit smoking; it can help improve your health as well as the health of those around you.

Get enough sleep – Studies show that people who sleep fewer than seven hours a night are more likely to die of heart disease than those who are better rested. When you don't get enough sleep, you tend to be more stressed (and stress can lead to lack of sleep!), leading to higher blood pressure. Make sure to de-stress before going to bed in order to get good quality sleep.

While these steps are important to improving your heart health and reducing your risk of developing heart disease, they can also help improve your overall health. **By taking one step at a time, you can make great strides toward preventing heart disease!**

We're here to help.

Health Advocate can get you to the right support and resources to improve your health and well-being.



Call • Email • Message • Live Chat

We're not an insurance company. Health Advocate is not a direct healthcare provider, and is not affiliated with any insurance company or third-party provider. ©2024 Health Advocate HA-NA-2401024-2-2FLY



Health Advocate 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 website⁷.

⁷<http://www.healthadvocate.com/>



Spring Into Fitness Challenge



Put away the snow boots and dust off those athletic shoes! It's time to think of spring! We may hibernate during the cold winter months, but warmer weather is just around the corner. Recruit your teammates now to join in the fun that begins on **Sunday, March 17**, and runs through **Saturday, April 27**. The Challenge is open to the entire campus community!

Online registration opens on Thursday, February 1, and continues through Friday, March 8.

Please click here to register⁸ or scan the QR code now to register for **Spring Into Fitness** and be included in the 2024 Challenge.



2 - QR CODE

⁸<https://forms.office.com/r/YLtnA3ihKa>

Love Your Body Week



Love is in the Air!



Love Your Body Week (LYBW) is coming – February 12 through 16 – and we invite all Dickinsonians to join us! LYBW’s annual celebration of our diverse bodily experience is a great time to learn more about the cultural messages we receive about bodies, consider our own relationship with our bodies, and to care for our bodies in a variety of ways. Our list of events this year includes an opportunity to get expert athletic training advice on your aches and pains, celebrations of bodily difference and neurodivergence, beginner-friendly dance and movement workshops, and educational programming to learn about intersex experiences, among many other events. Many events take place in the HUB during the lunch hour and are drop-in friendly. All events are open to students, faculty, and staff. **Come join us!** For more information or to register, please visit **EngageD**⁹ and search for **LYBW** or contact the Women's and Gender Resource Center¹⁰.

Monday, February 12

- **Love Your Body Week Opening Soirée | 5 - 7 p.m. | Allison Community Room:** *Help kick off Love Your Body Week with lots of food, body celebratory activities, student groups, performances, and a DJ!*

Tuesday, February 13

⁹<https://dickinson.campuslabs.com/engage/events?query=lybw>

¹⁰<https://wgrc@dickinson.edu>

- **Open Dance Class | Noon - 1 p.m. | HUB Social Hall West:** *Join members of DTG for an open dance class -- all levels welcome, only fun is required! We'll take everyone through a beginner-friendly chance to learn some dance steps and move your body.*
- **Body Positivity and the Fall of Western Civilization with keynote speaker Sonalee Rashatwar, Clinical Social Worker, Sex Therapist, Adjunct Lecturer and co-owner of Radical Therapy Center | 7:00 - 8:15 p.m., ATS Auditorium:** *Sonalee Rashatwar will lead this thought-provoking workshop that traces the trajectory of the fat liberation movement, examining how we've deviated from its radical origins, particularly in the context of the rise of neoliberalism in the 1980s.*

Wednesday, February 14

- **Every Body Film Showing & Discussion with the LGBTQ+ Center | 4:30 - 6 p.m. | Bosler 208:** *Follow the transformative journeys of River Gallo, Alicia Roth Weigel, and Sean Saifa Wall as they defy societal norms and advocate for intersex rights globally. Witness an eye-opening expose on medical abuse, revealing untold stories.*
- **Valentine's Day Gift of Calm: Mindfulness Session | 7:00 - 8:00 p.m. | Landis House**

Thursday, February 15

- **Celebrating Our Atypical Brains and Bodies with ADS | 11:30 a.m. - 1:30 p.m. | HUB Social Hall:** *Join the team from Access and Disability Services as we celebrate neurodiversity and bodily diversity on campus and in our community! ADS will have games, prizes, and important information to the HUB for this hands-on, entertaining cultural celebration.*
- **Happy Body Hour with DTG | 5:00 - 6:30pm | The Site (25-27 W High):** *DTG and faculty in Theater and Dance guide you through a calming, caring series of movements for any body*

Friday, February 16

- **Agility & Strength Drop-in Clinic | Noon - 1 p.m. | HUB SR 201-203:** *Join trainers, coaches, and staff from the Athletics department for a drop-in clinic on a variety of bodily wellness topics. We'll have conversations, activities, tips and techniques for improving*

strength, agility, nutrition, and athletic performance tailored to your needs. This is open to all members of our campus community.

- **Healthy, Happy, Sexuality Salon | 7 - 8:30 p.m. | Allison Community Room:** *How Mental Health Impacts Pleasure, Desire, and Relationships, with alum Gabriella Gueits, '20*

Employee Announcements



Discounted Hersheypark Ticket Sale



Discounted Hersheypark Tickets are available for advance purchase to Dickinson students and employees. The 2024 pricing is \$43.95 per ticket (*49% discount*) that is valid through January 1, 2025. Also available this year is a pre-paid parking voucher for \$25 (*save \$5 off the \$30 regular parking price.*) The park opens for the regular summer operating season on May 28, and continues through September 8, but the park is open all year round in general.

Tickets must be requested and paid for by Friday, March 8. Ticket orders can be placed with Campus Life, located at the lower level of the HUB, or with Human Resource Services located at 55 N. West Street. Checks should be made payable to Dickinson College. When the ticket orders arrive, purchasers will be notified of availability via e-mail for pick-up at Human Resource Services. For more information, call extension 8084 or email hrservices@dickinson.edu¹¹.

About Hersheypark¹²

¹¹<mailto:hrservices@dickinson.edu>

¹²<https://www.hersheypark.com/info/about-us.php>

Central PA Community Blood Drive - Sponsored by Dickinson ROTC

Friday, February 16 | 11 a.m. - 6 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 717giveblood.org¹³ or call 1-800-771-0059.



¹³<http://717giveblood.org/>

BLOOD DRIVE

Friday, February 16th - 11:00 am - 6:00 pm

Dickinson College

28 N. College Street, Carlisle 17013

In the Holland Union Building Social Hall

**Everyone will receive a Blood Donor
t-Shirt & a \$5 Giant gift card!**



A form of ID is REQUIRED to donate

3 ways to schedule your donation appointment:

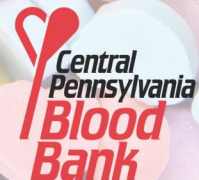
- go to 717GiveBlood.org & click on
- call 1-800-771-0059
- scan the QR Code



DONATE NOW



FOLLOW US ON SOCIAL MEDIA

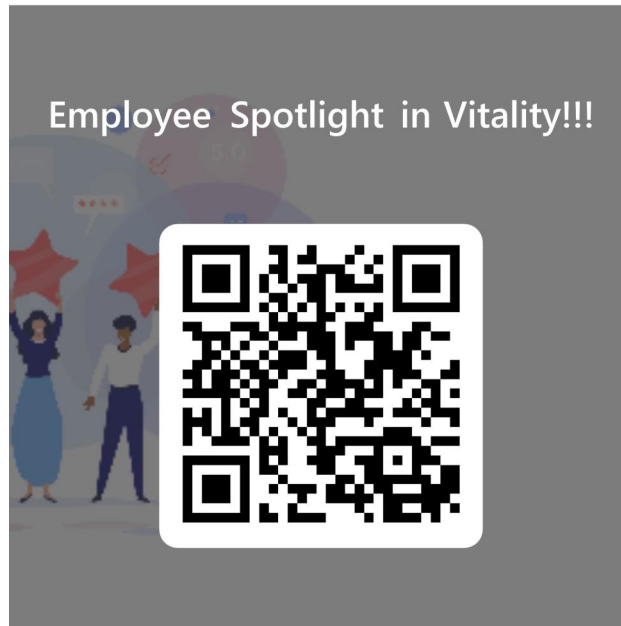


Your Community Blood Bank

- We strongly suggest you schedule an appointment to donate blood. Appointments help us improve your donation experience.
- Walk-Ins are welcome; however, donors with appointments will be taken first and this may result in a significant wait time for any walk-in donors.



Employee Spotlight



*If you would like to **recognize an employee** for their personal or professional accomplishments **in an upcoming issue of Vitality**, please complete the honoree submission form by clicking [here](https://forms.office.com/r/1BMj9krjds)¹⁴ or scan the QR code.*

COVID-19 Test Kit Resources

¹⁴<https://forms.office.com/r/1BMj9krjds>



As a reminder, free COVID-19 tests are available to faculty and staff using your Meritain Health member card containing your Optum Rx prescription benefit¹⁵. Pick up a test kit at your pharmacy or order online* for pick-up/delivery. Click here¹⁶ for more information about **Optum Rx**.

Please be aware that if you order test kits through an online pharmacy, you may have up-front charges, and can submit a claim to **Optum Rx¹⁷ to request reimbursement. Also, most insurances no longer cover the cost of COVID-19 tests. Optum Rx has informed pharmacists in our area that up to four (4) tests are approved per month through June 2024. You may have to ask the pharmacy technician to run the expense through your insurance.*

COVIDtests.gov Program¹⁸: Households can once again order to receive four free COVID-19 rapid tests. Test kits will be delivered directly to your home via the US Postal Service. Click here¹⁹ for more information and to place your order while supplies are available.

Expired Test Kits: Before you discard your "expired" test kits, click here²⁰ to see if the expiration date has been extended.

For more information, please see the COVID-19 Employee Information²¹ webpage.

¹⁵https://www.dickinson.edu/download/downloads/id/14683/meritain_health_and_optum_rx_covid-19_coverage_effective_through_june_30_2024.pdf

¹⁶<http://www.optumrx.com/>

¹⁷<https://covidtest.optumrx.com/covid-test-reimbursement>

¹⁸<https://www.covid.gov/tests>

¹⁹<https://www.covid.gov/tests>

²⁰<https://www.fda.gov/medical-devices/coronavirus-covid-19-and-medical-devices/home-otc-covid-19-diagnostic-tests#list>

²¹https://www.dickinson.edu/homepage/1579/covid-19_employee_information



Substance Misuse and the Drug Free Workplace

Thursday, February 8 | 11 a.m. - noon | Stern Center, 102

***Presented by Missy Stine, Ph.D., Associate Director of Counseling and Psychiatric Services,
Dickinson College Wellness Center***

We live in a complicated world -- and these complications stress us out, leading some to turn to self-medicating or other options to cope with life's challenges or issues. *Did you ever wonder why some become addicted to substances, or how to recognize substance use or potential substance abuse?*

This employee workshop is designed to provide brief education on substance misuse and related problems. You will learn about the warning signs of a substance use disorder, how to support persons struggling with substance misuse, and the connection between substance misuse and Dickinson's Drug Free Workplace policy. This program will also provide information on available resources.

Enroll and sign-up in Totara²². Online resources are also available through this course page.



Get the Most Out of Your Benefits



Fidelity Consultations

Wednesday, February 21 | 9:30 a.m. - 5 p.m. | HUB Side Room 202

Fidelity's investment representatives offer individual counseling for financial planning and retirement. *If you have questions or concerns regarding your Fidelity account, schedule an*

²²<https://totara.dickinson.edu/course/view.php?id=300>

appointment with Matthew Young, Workplace Financial Consultant / Personal and Workplace Investing:

- **Step 1 Go to www.Fidelity.com/schedule**²³
- **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 it 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.com²⁴ 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.

²³<https://digital.fidelity.com/prgw/digital/wos/>

²⁴<https://www.fidelity.com/>

Browse their extensive educational webinar offerings by clicking here²⁵. 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!

Fidelity's Quarter 1 webinars can be found by clicking here²⁶.

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)²⁷. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.



²⁵<https://fidelityevents.com/allevnts/special>

²⁶<https://totara.dickinson.edu/course/view.php?id=458>

²⁷<https://www.tiaa.org/webinars>

LIVE WEBINAR



Opening doors to the future

Save in a 529 college
savings plan



Featured Speakers

Jenny Uhlar

Sr. Tuition Financing
Consultant

Chris McLeod

Tuition Financing
Relationship Manager

**If you want to save for
a loved one's college
expenses, this webinar
is for you!**

Thursday, February 1

3 p.m. to 4 p.m. (ET)

2 p.m. to 3 p.m. (CT)

1 p.m. to 2 p.m. (MT)

Noon to 1 p.m. (PT)

[REGISTER NOW](#)

Planning on supporting a child, a grandchild, another loved one or yourself through college? Join us to learn how to invest in a 529 plan—a state-sponsored plan that provides tax-advantaged saving for college costs.

We'll discuss:

- The challenges of saving for college
- Who benefits most from a 529 plan
- How to open a 529 plan

Visit TIAA.org/webinars to register. There's no additional cost to attend!

LIVE WEBINAR



Inside money

Managing money and debt



Featured Speaker

Mark Bertonazzi

Sr. Financial Consultant

**If you want to create a
budget you'll actually
use, this webinar is
for you!**

Tuesday, February 6

Noon to 1 p.m. (ET)

11 a.m. to noon (CT)

10 a.m. to 11 a.m. (MT)

9 a.m. to 10 a.m. (PT)

[REGISTER NOW](#)

Everyone talks about a budget, but how many of us actually use one? Most people have some debt, but how many of us understand its effects on our lives and futures? Let us show you the real impact of budgeting and debt—and how to help make your money work for you.

We'll talk about how you can:

- Create an effective budget
- Calculate the true cost of your loans
- Use budgeting techniques to pay down debt faster
- Be in charge of your money

Visit TIAA.org/webinars to register. There's no additional cost to attend!

LIVE WEBINAR



She's got it

A woman's guide to saving and investing



Featured Speaker

Joy Doss

Sr. Financial Consultant

If you want tips for tackling the retirement challenges unique to women, this webinar is for you!

Thursday, February 15

2 p.m. to 3 p.m. (ET)

1 p.m. to 2 p.m. (CT)

Noon to 1 p.m. (MT)

11 p.m. to noon (PT)

[REGISTER NOW](#)

Women face unique challenges when saving for retirement, such as making less, working fewer years and living longer. Let us show you how smart saving and investing techniques can help you overcome these obstacles to a secure and successful retirement.

We'll discuss how to:

- Set goals
- Determine your financial personality type
- Save and invest smarter
- Address investment risk
- Diversify your portfolio

Visit TIAA.org/webinars to register. There's no additional cost to attend!

LIVE WEBINAR



Gaining insight

Navigating debt consolidation & understanding the mortgage process



Featured Speaker

Mohammad Damra

Financial Consultant

If you're considering purchasing a home, this webinar is for you!

Wednesday, February 21

1 p.m. to 2 p.m. (ET)

Noon to 1 p.m. (CT)

11 a.m. to noon (MT)

10 a.m. to 11 a.m. (PT)

[REGISTER NOW](#)

Join our upcoming webinar to learn how to manage debt more effectively and how debt consolidation works. We'll break down the process of obtaining a mortgage with an overview of each step, starting with how to find the right loan from a credible lender.

We'll discuss how to:

- Effectively manage debt
- Consolidate your debt
- Obtain a mortgage
- Approach each step of obtaining a mortgage
- Evaluate lenders and loan agreements

Visit TIAA.org/webinars to register. There's no additional cost to attend!

TIAA Retirement Consultations

Tuesday, March 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?

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

To schedule a personal meeting please sign up online²⁸ or call 800-732-8353 (remember to ask for the Dickinson College schedule), weekdays, 8 a.m. to 8 p.m. (ET). ***All appointments must be scheduled through TIAA.***

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

Community | For the Greater Good



Community Blood Drives



Central Pennsylvania Blood Bank

The blood bank is currently experiencing shortages of O+, O- and A+ blood types as a result of the weather we experienced in January.

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

- **Cumberland County Blood Drives²⁹**
- **Franklin County Blood Drives³⁰**
- **Newport | Assembly of God³¹**

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org³² or call 1-800-771-0059.

Nonprofit Volunteer Fair

²⁹https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

³⁰https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

³¹https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drive_newport_assembly_of_god.pdf

³²<http://717giveblood.org/>



Thursday, March 21 | 3 - 5 p.m. | Masonic Lodge Carlisle (1236 Holly Pike, Carlisle)

Join Leadership Cumberland at their Nonprofit Volunteer Fair where you will have the opportunity to network with over 30 nonprofit organizations and the current Leadership Cumberland Class of 2024!

- Learn about ways to volunteer in the community or get involved on a board
- Discover how you can advocate for our nonprofit partners
- Network with LC alumni, our current class, and members of the community
- Chance to win gift baskets for participation

Refreshments will be provided. Sponsored by Playa Bowls Carlisle!

For more information, contact: Nicole Deary³³



Commute PA

³³<mailto:director@leadershipcumberland.org>

Commuter Services of PA consolidated their brand with the rideshare and rewards program. Their new name, effective January 17, is Commute PA. Check out their new website: commutepa.org³⁴

Commute PA provides free services to reduce traffic congestion in the region. They help commuters explore transportation options other than driving alone. Commute PA offers a free ridematching and rewards program serving Adams, Berks, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry, & York Counties. These programs and services are available online or through your mobile device. Find rides, take greener trips, record your trips, and get rewarded!

Down on the Farm



³⁴<https://commutepa.org/>

Farm Works store is open for the Spring Semester!



Farm Works store is located at 169 W. High Street - *just around the corner from Denny Hall.*

Hours: 11 a.m. – 2 p.m.

Visit the Farm Works website³⁵ to see featured soups and salads!

Farm Works menu items are vegan, gluten-free, and fresh from the farm!

³⁵<https://www.dickinson.edu/farmworks>

Nutrition Corner



Oat Avocado-Berry Breakfast Bars



<https://youtu.be/qxFtOc66v1E>

Looking for a healthy grab and go breakfast option? These bars are packed with protein and fiber! They can be made ahead and stored in the refrigerator for two days or freeze them for up to three months. Switch out frozen blueberries with strawberries or raspberries. *Please note this may change the nutritional information.*

Servings: 15 Serving Size: 1 bar

Ingredients

- Cooking spray
- 1 3/4 cups low-fat granola (lowest added sugar available)
- 1 1/2 cups whole-wheat flour
- 2 tablespoons firmly packed brown sugar
- 1 teaspoon ground cinnamon
- 1/4 teaspoon salt
- 1/2 cup fat-free sour cream
- 2 tablespoons canola or corn oil

Filling

- 1/2 cup pitted coarsely chopped dates
- 1/2 cup avocado
- 1 cup frozen unsweetened blueberries
- 1 tablespoon grated orange zest

- 1 teaspoon cornstarch

Directions

1. Preheat the oven to 350°F. Lightly spray a 13 x 9 x 2-inch baking pan with cooking spray.
2. Put the granola in a food processor. Pulse three times to break apart the large pieces (it should look like rolled oats). Transfer the granola to a large bowl. Stir in the flour, brown sugar, cinnamon, and salt until combined. Add the sour cream and oil.
3. Using a pastry blender or large fork, blend the mixture until it resembles pea-size crumbs.
4. Press half of the granola mixture into the baking pan to form a crust. Set aside the remaining half.
5. Bake for 20 minutes, or until slightly browned. Transfer to a cooling rack. Let cool to room temperature.
6. Meanwhile, in a food processor, process the dates until smooth. Add the avocado, processing until smooth. Add the blueberries, orange zest, and cornstarch, processing until smooth.
7. Spoon the filling onto the cooled crust. Use a spatula to spread it. Sprinkle the reserved granola mixture over the filling. Bake for 15 minutes, or until the topping is slightly browned and the filling is set.
8. Transfer the baking pan to a cooling rack. Let cool. Cut into 15 bars.

Nutrition Facts:

Calories: 152 | Total Fat: 4.0 g | Saturated Fat: 0.5 g | Trans Fat: 0.0 g | Polyunsaturated Fat: 1.0 g | Monounsaturated Fat: 2.5 g | Cholesterol: 1 mg | Sodium: 76 mg | Total Carbohydrate: 28 g | Dietary Fiber: 4 g | Sugars: 10 g | Protein: 4 g

Recipe Source: American Heart Association³⁶

³⁶https://recipes.heart.org/en/recipes/oat-avocado-berry-breakfast-bars?utm_source=healthy+for+good+fy+2024&utm_medium=email&utm_campaign=CP_HFG_Send_1_011024&utm_content=Recipe+cta&sc_campaign=0B4876E246A046B4B14864ADCB63B5B1



Health Risk Assessments



Completing an online Health Risk Assessment

Health Risk Assessments (HRA) are a great way to learn more about your own *health risks* and ways to reduce or eliminate any modifiable health risks identified. Some health risks are innate (you are born with them) but some are those that have developed as a result of *lifestyle habits or the environment surrounding you* - these are often modifiable. (Reminder: If you have not already completed your free biometric screening - [CLICK HERE TO REGISTER NOW!](#)³⁷)

Complete an HRA survey online to learn more and take steps to change or correct health risks that are modifiable. Get started with one of the free online options shown below based on your status on campus.

Health Advocate | Full-time Employees:³⁸

Create your log-in with Health Advocate by identifying that you are a Dickinson College employee, then proceed to click on:

Health > Browse Health > Read Health Articles > Assessments > General Risk Health Assessment

Healthy Life HRA | Anyone:³⁹

If you are not a full-time employee - this is the HRA suggested for you! It is available to ANYONE and it's free. The results come ONLY to you and provide a snapshot of your personal health risks. Before beginning, collect your personal **biometric screening**⁴⁰ information, including your most recent blood pressure, height, weight and glucose/cholesterol/triglyceride levels.

Wellness@Dickinson incentives are provided to employees completing a Health Risk Assessment. Once you complete the HRA, simply send an email to devwell@dickinson.edu⁴¹ to let us know it's completed! (Note: Please don't send us your HRA results - only inform of completion.) We will provide your LOVE\$Carlisle Bucks incentive reward once we receive your email notification.

³⁷<https://totara.dickinson.edu/mod/facetoface/view.php?id=2696>

³⁸<https://www.healthadvocate.com>

³⁹<https://healthylifehra.org/>

⁴⁰<https://totara.dickinson.edu/mod/facetoface/view.php?id=2696>

⁴¹<mailto:devwell@dickinson.edu>

Foodie Photo Challenge - October/November



Picture This:

When we think about the sensory experience of food, we might use words like sweet, spicy, warm, smooth, dry, or delicious. But look at Instagram foodie accounts, magazine covers in the grocery check-out, or even billboards for convenience store mozzarella sticks (oh-so cheesy!). Before we experience the taste or texture of a food, we might use our sense of sight. The visual presentation lures us in (or not, depending on the food!).

Foodie Challenge Winners: *Based on the average voter ratings on a Likert Scale of 1-5.... highest rating in each category*

- **Appetizers:** Farm Works Soup & Muffin (Sheri Davis-Cordell, *Education*)
- **Entrees:** Thai Drunken Noodles (Kelly Ellis, *Office of the Provost/Dean*)
- **Veggies & Salads:** Fresh from the Garden (Cheryl Kremer, *Academic & Foundation Relations*)
- **Snacks:** Fancy Fruit Pizza (Jeanette Diamond, *Human Resource Services*)

- **Desserts:** Festive Fall Cookies (Carol Shaffer, *Human Resource Services*)
- **Beverages:** Fancy Water (Carol Shaffer, *Human Resource Services*)

The highest rating and grand prize winner was: Cheryl Kremer's Fresh from the Garden salad

Thank you for participating in this fun challenge! 🍌 Check out the winner circle photos! 📷













Wellness Bingo - December Challenge



During the month of December, participants completed a **Wellness Bingo Card** for a chance to win a wellness themed gift basket.

Congratulations to our randomly selected winner: **Sheri Davis-Cordell**, *Education*. Sheri even played bingo during the *bingo challenge*!

Mindful Mondays

Mondays | 5:30 - 5:50 p.m. | HUB Dance Studio

Hosted by the Wellness Center's Staff Psychologist, Megan Nesbitt

This brief, twenty-minute session will focus on helping attendees learn techniques to be present with themselves, slow thoughts, and set aside stressors. Meets weekly on Mondays. Beginners and drop-ins welcome. All Dickinson students, staff and faculty are welcome and encouraged to attend.

No meetings: Monday, March 11 and 18.

RSVP via EngageD⁴².



Thoughtful Thursday - Morning Meditation

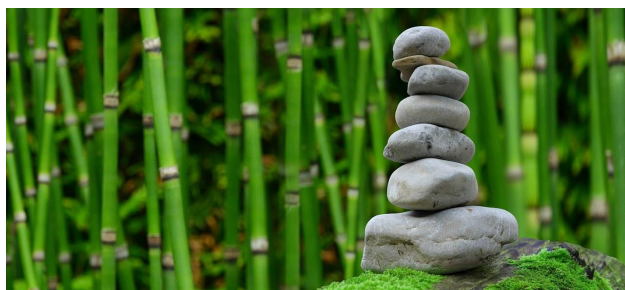
Thursday, February 8 | 7:30-8 a.m. | Memorial Hall, Old West

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, bringing focus to your day!

Enroll and sign-up in Totara.⁴³

⁴²<https://dickinson.campuslabs.com/engage/event/9249051>

⁴³<https://totara.dickinson.edu/course/view.php?id=307>



Strengthening Your Relationships - A Health Advocate Webinar

Thursday, February 8 | 10 a.m. or 4 p.m. | Online Presentation

We all want strong, loving relationships, but why can it be difficult to both achieve that goal and keep them that way? This workshop explores common destructive patterns which can interfere with relationships.

Join us for this webinar to learn strategies to recognize red flags so they can better sustain a healthy and loving connection to their partner.

Presenter: *Karen Rech, MSW EAP, Program Manager Senior Trainer Health Advocate*

Choose the time that works best for you and register by clicking on the link below:

- **Thursday, February 8: 10:00 a.m.**⁴⁴
- **Thursday, February 8: 4:00 p.m.**⁴⁵

Coming in March: **Avoiding Tax Filing Fraud**⁴⁶

Thursday, March 14, at 2:00 p.m.

⁴⁴<https://register.gotowebinar.com/register/7948363394764647509>

⁴⁵<https://register.gotowebinar.com/register/5224317839391481947>

⁴⁶<https://register.gotowebinar.com/register/4402043672178049621?source=memwebpg>

For a listing of on demand webinars, click here⁴⁷.



Free Blood Pressure Screenings

Monday, February 12 | 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!



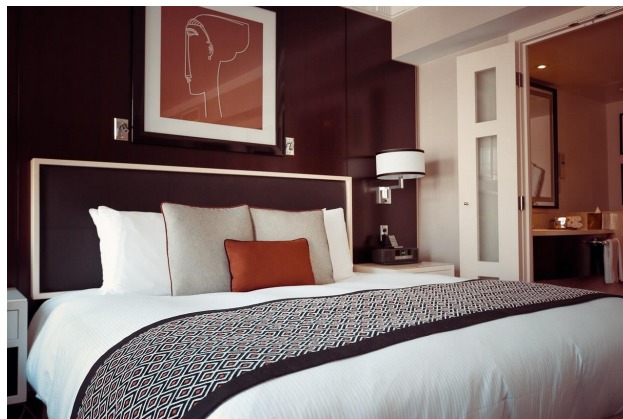
⁴⁷<https://www.healthadvocate.com/site/memberwebinars>

Sleep / Brain Fog, Heart Health, BMI, & more

Monday, February 19 | noon - 1 p.m. | Virtual Teams Meeting

Presented by: *Sandra Rybacki, CRNP, Sleep Medicine Nurse Practitioner, UPMC Neurology Institute*

Sleep provides our bodies with the relaxation, recuperation and restorative moments needed to function and thrive in our ever-busy world. Yawning, sluggishness and brain fog are only a few signs of sleep deprivation that happens for a number of reasons. ***Did you ever wonder WHY you feel so tired after sleeping all night?*** Are you actually sleeping ALL night??? Brains, hearts and more feel the impact of our sleep patterns. Sign-up for this virtual session now to learn more!⁴⁸



Cooking Demonstration | Heart Happy Lemon Basil Risotto

Wednesday, February 21 | noon - 1 p.m. | HUB Social Hall West

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

This cooking demonstration with dietitian Courtney Hager will fill your heart with love! This will not only be delicious but Courtney will share healthy tips for making a recipe that may be considered too indulgent to fit a nutritious diet!

Enroll and sign-up in Totara.⁴⁹



Biometric Screenings

Thursday, March 21 | 7:30 - 9 a.m. | Check-in 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. 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. ***Do you know your numbers?*** If not, SIGN UP for this health screening⁵⁰. ***Employees completing the biometric screening on or before Friday, May 31, 2024 will receive a \$10 Farm Works gift card!***

⁴⁹<https://totara.dickinson.edu/course/view.php?id=94>

⁵⁰<https://totara.dickinson.edu/course/view.php?id=51>

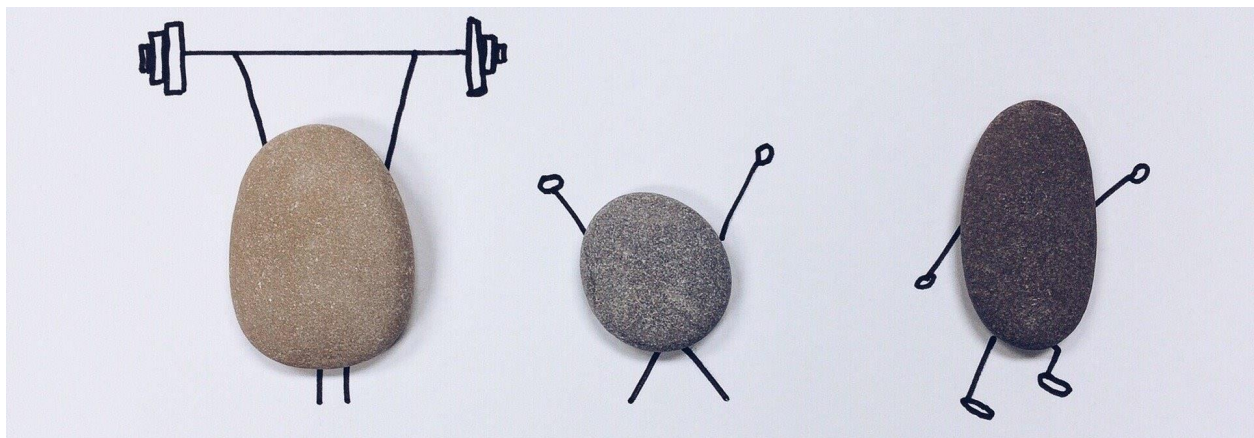
** For the most accurate screening results, fasting is required for 10-12 hours prior to your appointment.*

Biometric screening appointments are for EMPLOYEES only: Check-in at the HUB Mary Dickinson Room for this free screening, with optional additional screenings available via payroll deduction.

Enroll and sign-up in Totara.⁵¹



Wellness@Dickinson Fitness Programs



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



Wellness programs offered for the spring semester begin in February with fitness options collaboratively designed with the office of Campus Life to allow the maximum possible wellness opportunities for the campus community. Dew Power Yoga, Camp Cardio with Ethos Fitness, Sports Yoga, Vinyasa Flow Yoga, and Water Aerobics (March) will return this spring, along with a variety of other group fitness classes offered through Campus Life that can be found online in EngageD by searching for group fitness.

Spring Semester Fitness Programs – Register NOW!

Register in Totara for the free spring semester fitness programs that are part of the employee wellness program listed below:

DEW Power Yoga⁵² | Tuesdays beginning February 13 | 7 - 7:45 a.m. | HUB Dance Studio

Vinyasa Flow⁵³ | Wednesdays | noon - 1 p.m. | HUB Dance Studio (*employee only*)

Sports Yoga⁵⁴ | Wednesdays beginning February 14 | 4:45 - 5:45 p.m. | Memorial Hall, Old West

Camp Cardio⁵⁵ | Thursdays beginning February 15 | noon - 1 p.m. | HUB Dance Studio

Water Aerobics⁵⁶ | Mondays beginning March 18 | 5 - 6 p.m. | Kline Center Pool

Campus Life & Athletics Group Fitness Program Offerings:

⁵²<https://totara.dickinson.edu/course/view.php?id=457>

⁵³<https://totara.dickinson.edu/course/view.php?id=88>

⁵⁴<https://totara.dickinson.edu/course/view.php?id=47>

⁵⁵<https://totara.dickinson.edu/course/view.php?id=379>

⁵⁶<https://totara.dickinson.edu/course/view.php?id=21>

RSVP in EngageD.

Pilates⁵⁷ | Mondays and Wednesdays | 3:30 and 4:30 p.m. | HUB Dance Studio

Cardio Fusion⁵⁸ | Tuesdays | noon - 1 | HUB Dance Studio

Zumba⁵⁹ | Tuesdays and Thursdays | 5 - 6 p.m. | Allison Hall Community Room

Spin Class⁶⁰ | Thursdays and Sundays | 5:30 - 6:30 p.m. | Kline Fitness Studio

For questions or assistance with registrations, please send an email to devwell@dickinson.edu⁶¹ or call ext. 8084.

Dew Power Yoga

Tuesday mornings, February 13 - April 9* | 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.⁶²

**no class Tuesday, March 12*

⁵⁷<https://dickinson.campuslabs.com/engage/events?query=pilates>

⁵⁸<https://dickinson.campuslabs.com/engage/events?query=cardio fu>

⁵⁹<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁶⁰<https://dickinson.campuslabs.com/engage/events?query=spin class>

⁶¹<mailto:devwell@dickinson.edu>

⁶²<https://totara.dickinson.edu/course/view.php?id=457>



Vinyasa Flow Yoga

Wednesdays beginning February 14 - May 1* | noon - 1 p.m. | HUB Dance Studio

Instructor: *Claire Seiler*

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

Enroll and sign-up in Totara.⁶³

**no class Wednesday, March 13*

⁶³<https://totara.dickinson.edu/course/view.php?id=88>



Sports Yoga

Wednesdays beginning February 14 - April 10* | 4:45 - 5:45 p.m. | Memorial Hall Old West

Instructor: *Jim Mader, YMCA*

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.⁶⁴

**no class Wednesday, March 13*

⁶⁴<https://totara.dickinson.edu/course/view.php?id=47>



Camp Cardio

Thursdays beginning February 15 - April 11* | noon - 1 p.m. | HUB Dance Studio

Instructor: *Christina Salomone*

Join us for an energetic and fun, heart-pumping, calorie-burning cardio class.

This aerobic class will tone muscles and strengthen your heart with different aerobic formats such as: Hi/Lo, Strong, cardio-kickboxing, Zumba, and more.

Enroll and sign-up in Totara.⁶⁵

**no class Thursday, March 14*

⁶⁵<https://totara.dickinson.edu/course/view.php?id=379>



Water Aerobics

Mondays beginning March 18 - May 6 | 5 - 6 p.m. | Kline Center Pool

Instructor: *Miriam McMechen*

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

Enroll and sign-up in Totara.⁶⁶



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

Pilates

Mondays & Wednesdays | 3:30 and 4:30 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.⁶⁷



Cardio Fusion

Tuesdays | noon - 1 p.m. | HUB Dance Studio

Instructor: *Jenni 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

⁶⁷<https://dickinson.campuslabs.com/engage/events?query=pilates>

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.⁶⁸



Zumba

Tuesdays & Thursdays | 5 - 6 p.m. | Allison Hall Community Room

Instructor: *Jeanette 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.⁶⁹

⁶⁸<https://dickinson.campuslabs.com/engage/events?query=cardio>

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



Spin Class

Thursdays & Sundays | 5:30 - 6:30 p.m. | Kline Fitness Studio

Dickinson's spin class is 45 minutes to an hour of a full body workout. It challenges riders to push themselves and have fun while doing so. This full-body workout is combined with rhythm based choreography to aid riders in properly engaging their core, legs, and glutes. We encourage riders to dig deep and surprise themselves of their strength, both physically and mentally. This class welcomes people of all fitness levels!

RSVP in EngageD.⁷⁰



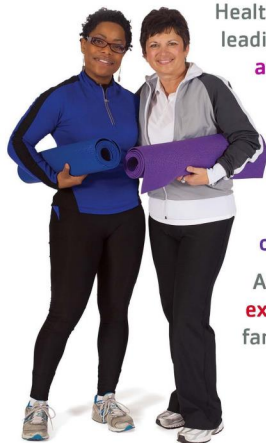
⁷⁰<https://dickinson.campuslabs.com/engage/events?query=spin>



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



CPR, First Aid & AED Training

Friday, March 15 | 8 a.m. - 1 p.m. | DPS Training Room, Kaufman Building

This hands-on skills training prepares participants to respond to breathing and cardiac emergencies in adults, children age 12 or younger, and infants. Being certified will provide you with valuable skills that will prepare you to handle a potentially life-threatening situation.

*Class sizes are limited and based on American Red Cross training standards. Participants must pass both a written and skills demonstration test to receive certification for this program. Unless noted otherwise, this is an **employee only training opportunity**.*

Enroll and sign-up in Totara.⁷¹

⁷¹<https://totara.dickinson.edu/course/view.php?id=93>



College Prep for Parents

Part I - High School Counseling and Admissions - *Tuesday, April 2*

Part II - Financial Aid and Tuition Benefits - *Tuesday, April 16*

Sessions will be held from noon - 1 p.m. in the McCauley Room, Old West

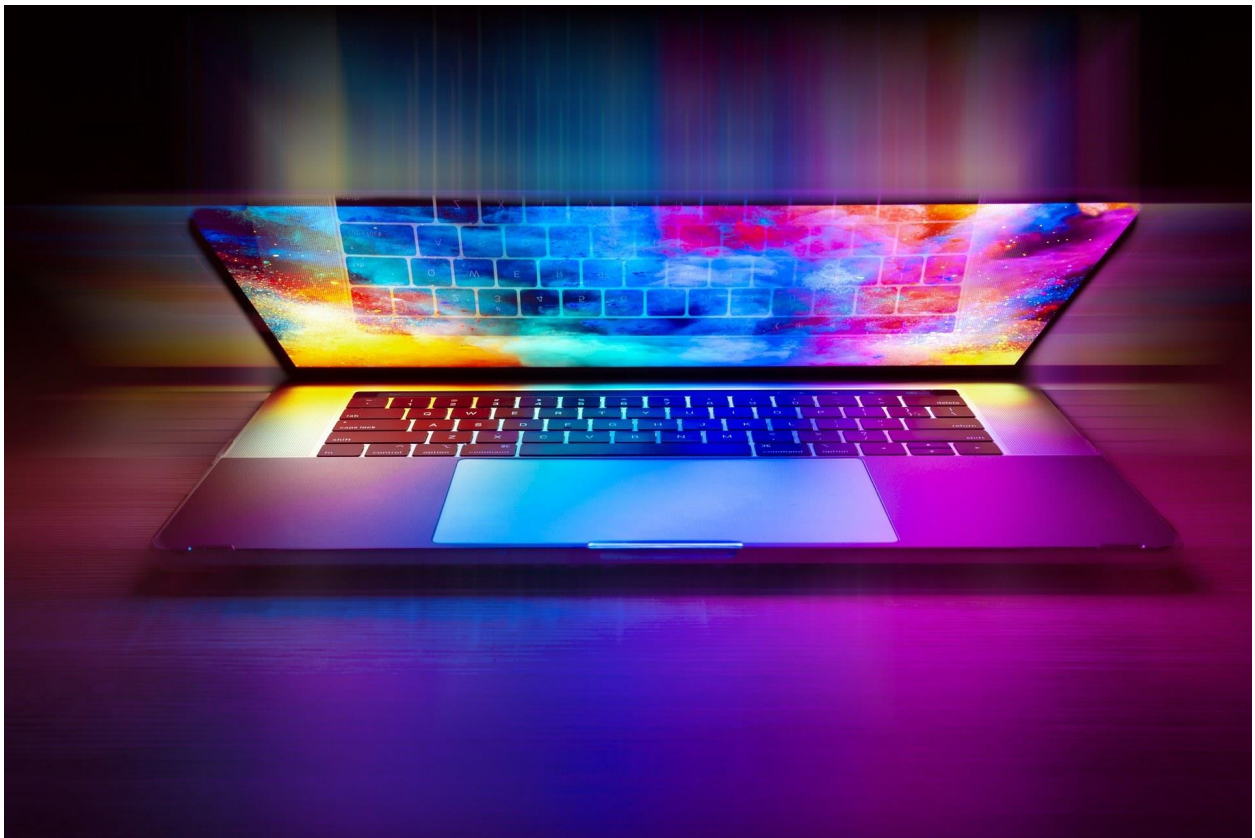
Human Resource Services, Admissions and Financial Aid, in conjunction with local area high schools offer workshops for employees and their families to learn more about the college selection and financial aid process. The program will provide guidelines for starting the college search while attending high school, when to apply for college admission and early tuition grants, what is available through Financial Aid, and a summary of Dickinson's three tuition programs. We encourage all parents to attend if your child is a junior or senior in high school and planning to attend college.

Enroll and sign-up in Totara⁷² for one or both sessions.

⁷²<https://totara.dickinson.edu/course/view.php?id=42>



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 now⁷³!



⁷³<https://dickinson0.sharepoint.com/sites/TechNews>

Contact Us



Wellness Program | Monthly Incentive Prize Winners

Winners for the months of:

December 2023 *for fitness program participation during November 2023: Carol Wetzel, Writing Center*

January 2024 *for fitness program participation during December 2023: Amanda Chilton, Print Center*

Have you been active in our Wellness@Dickinson programs? If so, you are eligible to be included in our monthly fitness prize drawing! The 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-Month⁷⁴. (*Remember to report your Marathon in a Month walking⁷⁵ to us by the 15th of the 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.edu⁷⁶ 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.

⁷⁴https://www.dickinson.edu/downloads/file/1239/marathon_in_a_month_walking_map

⁷⁵https://www.dickinson.edu/downloads/file/1238/marathon_in_a_month_tracking_your_walks

⁷⁶<mailto:devwell@dickinson.edu>

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 Gateway⁷⁷ 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 policy⁷⁸ 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 Guide⁷⁹

Dickinson/Biking⁸⁰

Dickinson/College Farm⁸¹

Dickinson/Sustainability⁸²

TechNews⁸³

Trout Gallery⁸⁴

⁷⁷<https://gateway.dickinson.edu/>

⁷⁸http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁷⁹http://www.dickinson.edu/info/20043/about/1562/dickinson_'how_to'_guide

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

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

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

⁸³<https://dickinson0.sharepoint.com/sites/TechNews>

⁸⁴<http://www.troutgallery.org/>

Theatre & Dance⁸⁵

Campus Announcements⁸⁶

Campus Events Calendar⁸⁷



HUMAN RESOURCE SERVICES

3 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁸⁸

Human Resource Services Website⁸⁹

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

⁸⁶<https://www.dickinson.edu/announcements>

⁸⁷<http://www.dickinson.edu/events>

⁸⁸<mailto:devwell@dickinson.edu>

⁸⁹https://www.dickinson.edu/homepage/122/human_resource_services