



Vitality- May 2024

Dickinson

HUMAN RESOURCE SERVICES

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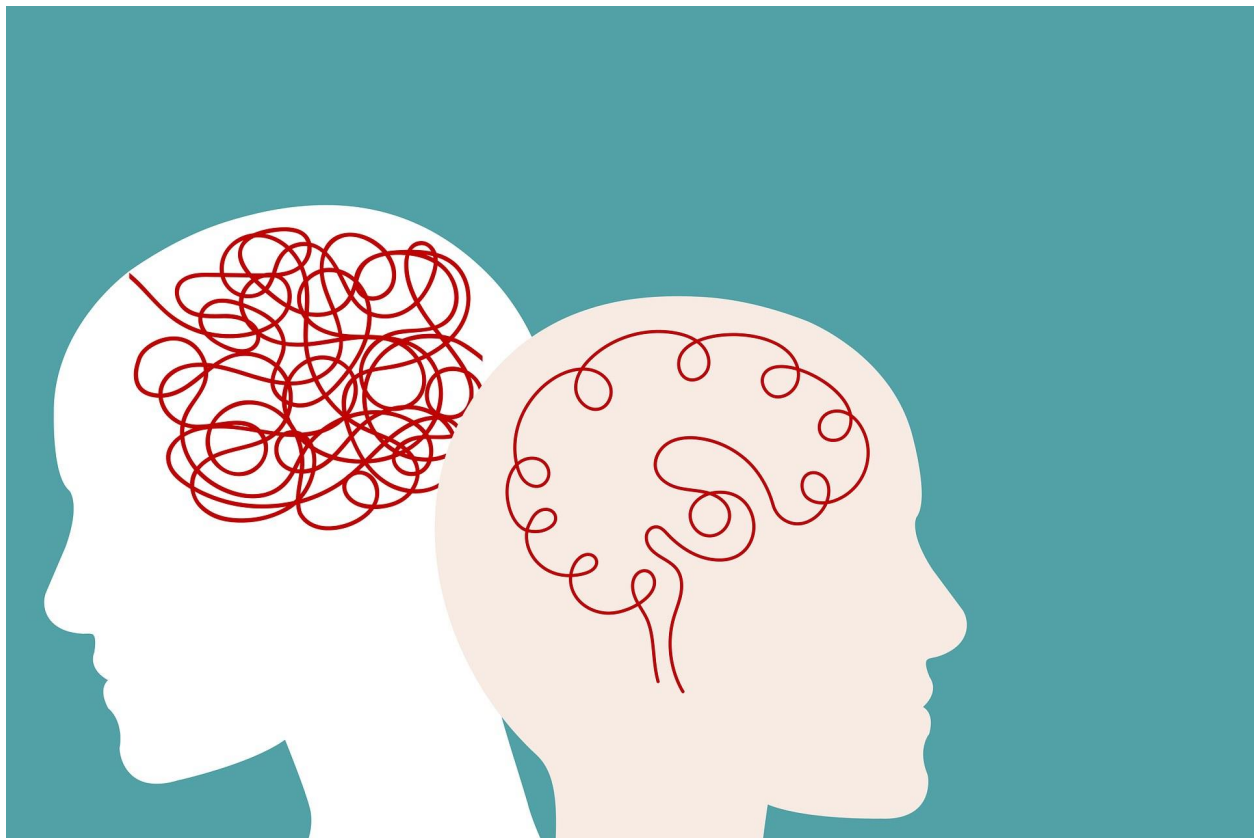
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Accessibility View: Click on the three dots in the upper right corner, choose Accessibility View.

Mental Health Awareness Month



Your mental health matters!



You may get routine medical checkups but looking after your mental and emotional health is equally important for your well-being. Staying mentally healthy affects your work productivity, how you think, feel and act, handle stress, relate to others and make healthy choices. Nourishing your mental health is especially important when you're facing stressful challenges. These tips can help you feel emotionally fit and balanced.

Maintain good relationships. Stay in touch with friends and family, especially those who help you feel positive. Or join a local church or synagogue, or a meetup.com group that shares your interests.

Share your feelings—you are not alone! Talk and walk with a friend outside, whenever possible—being in nature is calming, and connects you to the world in a positive, nurturing way.

Get enough sleep, and move your body! Find out how many hours you need for restful, restorative sleep. During the day, exercise regularly to help stoke the feel-good hormones, while dissipating cortisol, the stress hormone.

Reset with a moment of mindfulness. To corral draining, runaway worries, sit quietly, and slowly breathe in for four counts, hold for four, and slowly exhale for seven. Repeat several times.

Practice optimism. Avoid negative self-talk and seek out daily experiences that bring a smile to your soul!

Stimulate your brain. Consider taking a class in writing, a new language or technology. Or play word games, mahjongg, or chess. Mental activity can help stave off depression and premature death.

Tend to something or someone. Looking after a pet or plants or volunteering to help someone or a cause can be profoundly rewarding.

Take a risk—try something you always wanted to do. Maybe it's singing in a choir, sending a poem you wrote to the local newspaper or exploring an offbeat location. Pushing yourself past your fears will boost your self-esteem!

Pay attention to signs of depression. If you're feeling hopelessness or worthless, overwhelmed, lost interest in activities you enjoyed, sleeping less or more than usual, and that you can't pull out of these feelings, you may be depressed. Seek help. Medication and counseling or both can help you feel good again.

Health Advocate can get you to the right support and resources.



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-HA-M-2401024-Z.5FLY

 **HealthAdvocate™**

Mental Health and Me - A Health Advocate Webinar



Thursday, May 16 | 10 a.m. or 4 p.m. | Online Presentations

May is Mental Health Awareness Month, an opportunity to take time to reflect, understand and explore how to care for your own mental and emotional well-being. It is important to prioritize your own health before you can support and help others.

Join Health Advocate for this webinar to explore strategies to manage our mental/emotional health as well as utilize available resources to help. We will also take a look at early warning signs to seek help and techniques to maintain positive mental health and wellness.

Register by clicking on the time that best fits your schedule:

May 16, 2024: Mental Health and Me

10:00 am (ET)¹ 4:00 pm (ET)²

Presenter:

Karen Rech, MSW, EAP Program Manager, Senior Trainer, Health Advocate

¹<https://attendee.gotowebinar.com/register/9203179942998749013?source=memwebpg>

²<https://attendee.gotowebinar.com/register/8080499406202269270?source=memwebpg>

Upcoming Webinars:

June 20 | Supporting Your Kids: Identifying and Addressing Signs of Stress

10:00 am (ET)³ 4:00 pm (ET)⁴

July 18, 2024 | Social Media Privacy

2:00 pm (ET)⁵

For a listing of on demand webinars, click here⁶.

*Are you or a loved one at risk for depression? Click here⁷ to download and take **Health Advocate's** assessment to find out.*

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 website⁸. Webinars are open to ALL employees.

Employee Assistance Program

³<https://attendee.gotowebinar.com/register/3180615998116737114?source=memwebpg>

⁴<https://attendee.gotowebinar.com/register/7198155619707935580?source=memwebpg>

⁵<https://attendee.gotowebinar.com/register/1947504911472958551?source=memwebpg>

⁶<https://www.healthadvocate.com/site/memberwebinars>

⁷https://healthadvocate.com/emails/awareness_email/2401230-4FLY_Mental-Health-Assessment_2024.pdf

⁸<http://www.healthadvocate.com/>



What is an EAP?

Daily living requires dealing with personal problems. Usually people can solve problems on their own, but sometimes the problem persists despite a person's best effort to resolve them. What may start as a minor problem can become progressively difficult to handle.

The first step in overcoming a problem is to recognize that it exists. The second step is to get help quickly when you cannot resolve it alone.

Sometimes problems can be resolved by simply talking them over with a trusted friend, relative, or religious adviser. In many cases, however, professional consultation is not only desirable but necessary.

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

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

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

Why have an EAP?

The success of Dickinson College depends on each of our employees being as healthy and productive as possible. If the program helps you identify and resolve problems early rather than

going through a long and often painful process of trying to cope, your well-being will improve and the College will benefit from your positive attitude and optimum effectiveness.

Who can use the EAP?

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

What does the EAP Provide?

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

Will my EAP Contact be Confidential?

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

Who Provides the EAP Service?

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

FRANCO PSYCHOLOGICAL ASSOCIATES, P.C.

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

www.francopsychological.com⁹

Should you want to seek professional services outside of Carlisle, you can be referred to an appropriate EAP provider nearby. The Clinical Director of Franco Psychological Associates is

⁹<https://www.francopsychological.com/>

available to respond to this need and to answer any other questions you might have related to the EAP.

An additional EAP program option is also available to all active, eligible full-time employees through **Reliance Standard**. For more information and a list of comprehensive benefits under Reliance Standard's program, please visit the link below:

Reliance Standard Comprehensive EAP Benefits¹⁰

Reliance Standard Employee Assistance Program



Reliance Standard's Employee Assistance Program is available to all active, eligible full-time employees.

A new member support landing page was recently designed as an all-in-one place for accessing care, learning about your benefits, and logging into your member portal.

Visit <https://rsli.mylifeexpert.com>¹¹ **for:**

- Access to support via phone and online forms
- Resources like the Insights newsletter and webinars
- Instant login to your personalized member portal

¹⁰<https://rsli.mylifeexpert.com/>

¹¹<https://rsli.mylifeexpert.com/>

Enhanced Member Portal

They've given their member portal a complete makeover to improve the user experience, everything is reorganized and easier to find. Access benefits at <https://rsli.mylifeexpert.com>¹² using your email and company code: **RSLI859**

- Explore live chat, phone support, and online requests.
- Use the financial wellness center, self-assessments, and courses.
- Access 1,000+ articles, podcasts, and well-being resources.
- Discover exclusive marketplace discounts.

Opening Up About Mental Health

Wednesday, May 22 | 1:30 - 2:30 p.m. | Webinar

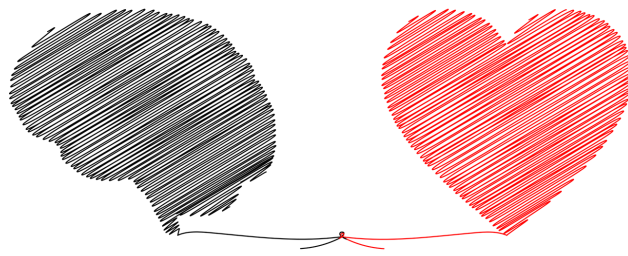
We have made such great progress in encouraging the discussion around mental health and mental illness, and we want to continue going in the right direction. This class focuses on the challenges yet to be conquered as well as stigmas that we still need to overcome. We will delve into “the tentacles” of outreach and discuss how our mental health affects other societal issues.

This webinar is made available as part of the Reliance Standard EAP.

Register by clicking here¹³. Be sure to enter Reliance Standard as the EAP provider.

¹²<https://rsli.mylifeexpert.com/>

¹³<https://register.gotowebinar.com/register/175291179391863639>



4 TIPS FOR SELF-CARE & STRESS RELIEF

Mental health is essential to our overall well-being and as important as physical health. When we feel mentally well, we can work productively, enjoy our free time, and contribute actively to our communities.

Here are 4 ways you can bring self-care and stress relief into your day, in as little as 30 seconds.



30 SECONDS | NAME YOUR FEELINGS

When a bad feeling arises, take 30 seconds to name that feeling. Whether you say it out loud, write it down or think it in your head, the technique of “affect labeling” can help calm you down.*



5 MINUTES | BRIEF BREATHWORK

Breathwork is a therapeutic technique that utilizes simple, controlled breathing to reduce stress. Schedule a short break during your day to focus on your breathing and see how you feel after each 5-minute session.



20 MINUTES | GET MOVING

Walking or stretching can help you reduce stress by releasing a chemical called endorphins, which trigger positive feelings. Schedule 20 minutes of movement a few times a week to help reduce stress and increase your mental and physical well-being.



1 HOUR | TALK TO SOMEONE

Letting your feelings “out” by talking about them with a trusted friend or counselor strengthens you, both physically and emotionally. Learning to identify and express feelings can reduce or even eliminate symptoms of anxiety, depression and more. **

Schedule time to talk to someone. A professional counselor is a great option. Contact your current provider or reach out to your Assistance Program, to schedule a counseling session.



Visit allonehealth.com/member-support

*Putting Feelings Into Words: Affect Labeling as Implicit Emotion Regulation Jared B. Torre, Matthew D. Lieberman
**The Anxiety and Phobia Workbook by Edmund J. Bourne, PhD. New Harbinger Publications Inc.

Spring Into Fitness



Dickinson College faculty and staff, as a community, were in a campus exercise/walking challenge with students, staff and faculty, which began on Sunday, March 17 and continued through Saturday, April 27. **75 Dickinsonians** participated in the Spring Into Fitness Challenge.

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

Challenge Snaps!



2 - Jessica McBeth and Todd Diehl, Dining Services



3 - Mary Moll, Africana Studies; Sheri Davis-Cordell, Education Studies; Mary Padgett, International Studies



4 - Anna Evanek, Annual Giving; Erica Guernsey, Prospect Research

Employee Announcements



Benefits Update



As communicated via email on April 22, we are pleased to share some updates regarding benefits. Again this year, the benefits subcommittee of the All-College Committee on Planning & Budget, comprised of faculty and staff, brought forward multiple recommendations for consideration. Additional details will be on the website soon. Here is an outline of the benefits updates:

Employee Health Care Premiums

The budget, which will be presented to the Board of Trustees on May 4, includes no increase to employee health care premiums. The college will absorb this year's small increase to the overall cost of our self-funded plan. The college is very pleased to be able to share this good news. Prior to FY21 and FY22, which were impacted by COVID-19, FY10 was the last time employee health care premiums did not increase year over year.

Medical Plan Design

Three benefits will be added to the plan, effective July 1, 2024. Details on these changes will be included in an updated summary plan description in the coming weeks.

1. In vitro fertilization
2. Gender affirming care services
3. Travel and lodging for medical services, as applicable

Additionally, the college is developing a policy to provide financial assistance (up to \$3,000) with adoption expenses. In Pennsylvania, this is considered a taxable benefit.

Flexible Spending Accounts

The college is partnering with **Ameriflex** for the administration of our flexible spending account program. With the change to **Ameriflex**, participants will receive debit cards, have more direct access to customer service, online account and mobile app capability, and the ability to utilize the FSA store. *Effective July 1, 2024.*

Annual Open Enrollment Period



The annual open enrollment period ***started on May 7 and ends on May 22***. Open enrollment is conducted online via Self-Service Banner.

As a reminder, **Flexible Spending Accounts** for health and/or dependent care reimbursement ***MUST be re-established*** each fiscal year during open enrollment. ***New benefit cards will be mailed from Ameriflex.***

Additional announcements will be sent regarding open enrollment. If you have any questions, please contact hrservices@dickinson.edu¹⁴.

¹⁴<mailto:hrservices@dickinson.edu>

U-Turn Program



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

If you do not have time for your own yard sale and you are looking for a way to unload unwanted items; clean house for a cause!

Donate to support United Way of Carlisle and Cumberland County through the U-Turn Program partnership with Dickinson College. U-Turn aims to reduce landfill waste and support the Carlisle community. Faculty and staff are invited to donate unwanted items by visiting one of our collection sites at the times listed below. All items must be dropped off at the designated times when volunteers are there to accept items.

Accepted items include: *Clothing, children's toys, shoes, kitchen/bed/bath items, rugs, lamps, fans, furniture, sporting goods, electronics, small appliances* (working) etc. These must be clean and usable items that could be resold at a massive yard sale on June 8, 2024 at the Carlisle Fairgrounds. The proceeds then support non-profit work in the region.

Dickinson Faculty & Staff Collection Days 2024

Thursday, May 16, 4:00-7:00 pm @ Trailer at Allison Hall Parking Lot

Friday, May 17, 12:30-3:00 pm @ Trailer at Allison Hall Parking Lot

Wednesday, June 5, 9:00 am-2:00 pm @ Carlisle Fairgrounds

Thursday, June 6, 9:00 am-2:00 pm @ Carlisle Fairgrounds

More info on sale online¹⁵.

Contact: sustainability@dickinson.edu¹⁶ with questions or for more information.

Employee Recognition Brunch



Thursday, May 30 | 9 - 11 a.m. | HUB Social Hall

Join us on Thursday, May 30, from 9 to 11 a.m. to ***celebrate our community***. Employees will be recognized for length of service at the college in 5-year increments. In addition, we'll share winners and the outcome of the 2024 Spring Into Fitness Challenge. The celebration will be held HUB Social Hall.

Watch for an email announcement with more details. Scan the QR code or click to RSVP now¹⁷!

¹⁵<https://uwcarlisle.org/u-turn-community-yard-sale/>

¹⁶<mailto:sustainability@dickinson.edu>

¹⁷<https://forms.office.com/r/UDmhDvHMyw>

This event is sponsored by the Office of the President, Human Resource Services, and the Staff Forum.

2024 Benefits and Wellness Fair Door Prize Winners



We hope you enjoyed the Benefits and Wellness Fair. It was wonderful to see employees and vendors interact and learning about services offered!

Below is a list of prize winners. We look forward to seeing more in 2025!

Sheri Davis-Cordell, *Education Studies*: Tote bag from Fidelity Investments

Dan Guerrisi, *Office of Financial Aid*: Lunch box from Commute PA

Josh Israeloff, *Dining Services*: Wellness Basket from UPMC

Andrea Kennedy, *Dining Services*: Travel mug from Health Advocate

Dawn Middlesworth, *Dining Services*: 3-month family membership from the Carlisle Area YMCA

Randy Nenninger, *Facilities Management*: Sonicare toothbrush from United Concordia

Mary Padgett, *International Studies*: Portable charger from Meritain Health Services

Bob Palmer, *Facilities Management*: Farm Works gift card from Human Resource Services

Debra Rotz, *Facilities Management*: Wellbeing book from Franco Psychological Associates

Ashley Telep, *Dining Services*: FitBit gift bag from CRX International

Human Resource Services Word Search Prize Winner:

Erika Heishman, *Financial Operations*: Denim Coffee Gift Card

Sick Leave Bank



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

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

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

- The maximum size of the college Sick-leave Bank will be 2,000 hours (1,000 donated by employees and 1,000 donated by the college).

Nonexempt staff may complete this may download the pdf form¹⁸ and return it via email attachment to Human Resource Services¹⁹.

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

College Holidays/Closures



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

- **Friday, May 24:** *Maintenance Day*
- **Monday, May 27:** *Memorial Day*
- **Wednesday, June 19:** *Juneteenth Holiday*
- **Thursday, July 4:** *Independence Day*

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

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

¹⁹<mailto:hrservices@dickinson.edu>

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

References:

2023-24 Holiday Schedule²¹

2024-25 Holiday Schedule²²

Employee Spotlight



Student Employee and Supervisor of the Year Ceremony

²¹https://www.dickinson.edu/download/downloads/id/14440/holiday_schedule_for_2023-2024.pdf

²²https://www.dickinson.edu/download/downloads/id/15378/holiday_schedule_for_2024-2025.pdf



Campus wide, student employees and their supervisors make a tremendous difference. The Student Employment Office encourages everyone to say thank you to the students and supervisors who work throughout the Dickinson community, by taking part in this very worthwhile event, which was held on Tuesday, April 9.

- Supervisors who are nominated must be responsible for supervising the work of at least one student employee.
- Only professional staff level supervisors are eligible to be nominated for the Supervisor of the Year award.
- Student Supervisors are not eligible for the Supervisor of the Year Program, but may be nominated for the Student Employee of the Year Program

Source: National Student Employment Week Recognition page²³

Congratulations to the 2024 Student Employee of the Year

- **Grace Bennett '26**, *the Military Science/ROTC department*

Honorable Mention

- **Ella Layton '26**, *the Clarke Forum for Contemporary Issues*

Congratulations to the 2024 Student Employee of the Year Nominees:

- **Tayyaba Jadoon '26**, *the Center for Advising, Internships & Lifelong Career Development*
- **George Kourtzidis '24**, *the Dining Services department (Devils Den)*
- **(Hoan) My Nguyen '25**, *the Waidner-Spahr Library*

²³https://www.dickinson.edu/info/20083/human_resource_services/1539/recognition

Congratulations to the 2024 Supervisor of the Year:

- ***Jason Nedrow***, *the Theatre & Dance department*

Congratulations to the 2024 Supervisor of the Year Nominees:

- **Noreen Lape**, *the Center for Teaching, Learning & Scholarship*
- **Sara Markowitz**, *the Clarke Forum for Contemporary Issues*





Employee Spotlight in Vitality!!!



5 - 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 [here²⁴](#) or scan the QR code.

Compliance | Policies



Protecting Our Community | Live Session Schedule and Online Modules

Thursday, May 16 | 9 - 10:30 a.m. | Stern Center, Room 102

Tuesday, August 27 | 2:45-4:15 p.m. | Stern Center, Room 102 *in conjunction with New Faculty Orientation*

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.

²⁴<https://forms.office.com/r/1BMj9krjds>

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 here²⁵ 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 online courses to complete the certification.
4. Recertification path: minimum of two online courses; New Certification path: maximum of three online courses

For questions, please email devwell@dickinson.edu²⁶ or contact Carol Shaffer at ext. 1152.



²⁵<https://totara.dickinson.edu/course/view.php?id=31>

²⁶<mailto:devwell@dickinson.edu>

Get the Most Out of Your Benefits



Manage your energy for a more fulfilling life



How do you feel when you wake up in the morning? If you frequently feel tired and unready for the day, you might want to discover ways to better manage your energy. Energy management aims to concentrate on activities that boost your energy, making you feel positive, motivated, and prepared, while steering clear of things that drain your energy and dampen your enthusiasm.



Eat small, frequent meals to keep your metabolism and energy levels up.

At each meal, make $\frac{1}{2}$ your plate fruits and veggies, $\frac{1}{4}$ protein and $\frac{1}{4}$ carbohydrates. Snack on healthy items.



Maintain social connections and make time to laugh and play.

Spending time with family, friends, coworkers and pets can improve your mood and boost your energy.



Exercise and stay active.

Strive for at least 150 minutes of moderate activity each week and make sure you have a well-rounded routine. Perform exercises that you enjoy for an added boost.



Establish boundaries between work and life.

Leave work at work and home at home for a more satisfying day and to prevent becoming burnt out.



Use your stress to strengthen you.

Think of stress as fuel to power you through whatever it is you're dealing with. Approaching stress this way can improve drive and motivation.

Don't forget the most obvious energy booster: Sleep! Aim for 7-9 hours each night of quality sleep. Consistency with sleep is key: Try to go to bed the same time each night and wake up at the same time each morning. As you're probably well aware, when you lack sleep, you lack the energy needed to help you function.



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-M-240125-2FLY

 **Health Advocate™**



TIAA Retirement Consultations

Wednesday, May 8 | 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 online²⁷ 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.***

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)²⁸. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

²⁷<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

²⁸<https://www.tiaa.org/webinars>



MAY WEBINARS

Financial know-how starts here.

Register for TIAA's live webinars to get financial information, news and tips from our experts.

Reserve your spot by registering now at TIAA.org/webinars. Check back at any time for future webinars. These webinars are part of your retirement plan benefits.

May 01	Opening doors to the future: Save in a 529 college savings plan Learn how 529 college savings plans work and how to invest in one for a child, grandchild, yourself or another loved one.	12-01 p.m. (ET) 11-12 p.m. (CT) 10-11 a.m. (MT) 09-10 a.m. (PT)
May 07	Invest for Success: 5 principles you need to know Understand the key principles of investing for retirement, because how you invest for retirement is just as important as how much you save.	02-03 p.m. (ET) 01-02 p.m. (CT) 12-01 p.m. (MT) 11-12 p.m. (PT)
May 16	Basic estate planning strategies Discover the components of a basic estate plan and strategies to ensure that your wishes are met.	03-04 p.m. (ET) 02-03 p.m. (CT) 01-02 p.m. (MT) 12-01 p.m. (PT)
May 21	Make the move toward long-term financial security: Your mid-career retirement check-in For anyone halfway down the road to retirement, this webinar is a critical checkpoint that can help put you on the path to lifelong financial security.	01-02 p.m. (ET) 12-01 p.m. (CT) 11-12 p.m. (MT) 10-11 a.m. (PT)

Reserve your spot

Fidelity Live Webinars



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.

Browse their extensive educational webinar offerings by clicking here²⁹. 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



Roadmap to Medicare

Tuesday, May 14 | noon - 1 p.m. | Webinar

²⁹<https://fidelityevents.com/allevnts/special>

We are excited to have HTA's Medicare Insurance Specialist present: Roadmap to Medicare an Educational Webinar

CLICK HERE³⁰ to register for the Medicare Webinar.

Designed for those: *Nearing age 65 * Nearing Retirement * Working Past age 65 and ALL Retirees

Learn How to Get and Stay Medicare Insurance Ready

Join us for an informative presentation & get your questions answered.

Learn Important Timeframes:

- What you should be doing as a retiree or soon to be retiree
- Open Enrollment and Guaranteed Issue Periods, plus late penalties
- What happens when you and your spouse do not turn 65 at the same time
- When to enroll or defer Medicare Part B if not retiring at age 65
- Changing carriers—how & when

Make sure your coverage is complete:

- What does Medicare cover and not cover
- Is secondary insurance necessary and what are the options
- How do a Medicare Supplement and Original Medicare coordinate

³⁰<https://register.gotowebinar.com/rt/6281204702613152096>

Guidance regarding your personal situation and much more! Bring your questions. This is a great opportunity to gather helpful information.

All are welcome--Please invite a friend!

NOTE: COMPUTER AUDIO SPEAKERS ARE REQUIRED - NO PHONE DIAL-IN AVAILABLE

This is an educational presentation for consumers—no cost to attendees



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 May:***

- **Chambersburg - Hoss's Steak and Sea House³¹**

³¹https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

- Cumberland County Blood Drives³²
- Perry County Blood Drives³³

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org³⁴ or call 1-800-771-0059.



Thursday, May 16 | Race times vary

³²https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

³³https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

³⁴<http://717giveblood.org/>

The ***Carlisle Downtown Mile*** is a one-mile USA Track and Field certified course on High Street in Carlisle, PA. This event is a fundraiser for Employment Skills Center's adult education and training programs. These free programs & classes include Adult Basic Education, GED Preparation, English as a Second Language, and Workforce Development trainings such as Nurse Aide, Customer Service, Computer training and more. To learn more, **click here**³⁵.

Down on the Farm



From the Farm to your Kitchen: Dickinson College Farm CSA

³⁵<https://runsignup.com/Race/PA/Carlisle/CarlisleDowntownMile>



Dickinson Vegetable Shares – *Sign Up now*

Dickinson College Farm CSA (Campus Supported Agriculture) sign-ups are now open. Fully customized vegetable shares with options to pick up weekly or every other week at the Farm or on campus. Our produce is certified organic and freshly harvested. Beef, lamb and other tasty surprises are also offered. Let us share a taste of farm goodness with you!

To sign up or to learn more about the benefits associated with becoming a CSA member, please click here³⁶ or contact farm@dickinson.edu³⁷.

³⁶<https://blogs.dickinson.edu/farm/csa/>

³⁷<mailto:farm@dickinson.edu>



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 website³⁸ to see featured soups and salads!

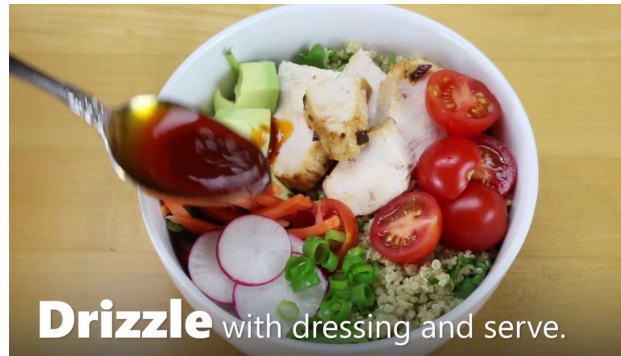
Farm Works menu items are vegan, gluten-free, and fresh from the farm!

³⁸<https://www.dickinson.edu/farmworks>

Nutrition Corner



Chipotle Chicken Bowls with Cilantro-Lime Quinoa



<https://youtu.be/Pt4uqS0HDpo>

This power bowl is packed with protein and fiber, and it is less than 500 calories per serving!

Servings: 4

Ingredients

For the Chicken and Bowl:

- 3 tablespoons canola oil (divided use)
- 1 minced chipotle pepper (+ 3 tablespoons adobo sauce from a can of chipotles in adobo)
- 1 tablespoon honey
- 1/8 teaspoon salt
- 1/8 teaspoon ground black pepper
- 1 pound boneless, skinless, thinly sliced chicken breast
- 2 tablespoons red wine vinegar
- 5-ounce package spinach, spring greens, or arugula
- 1 pint cherry tomatoes (halved if desired)
- 1 medium avocado (peeled, diced)
- 1 cup shredded carrots (about 2 large carrots)
- 1 cup sliced radishes
- 2 green onions (finely chopped)

For the Cilantro-Lime Quinoa:

- 1 1/2 cups water 3/4 cup quinoa
- 1/8 teaspoon salt
- 2 fresh medium limes (zested and juiced)
- 1 1/2 cups chopped, fresh cilantro

Directions

For the Chicken and Bowl:

1. Add 2 tablespoons oil, the minced chipotle pepper, adobe sauce, honey, salt, and pepper to a large resealable plastic bag. Add the chicken. Tightly seal the bag. Gently push the chicken around the marinade, tossing to coat well. Let stand for 10 minutes. Meanwhile, prepare the quinoa.
2. In a large nonstick skillet, heat the remaining 1 tablespoon oil over medium-high heat, swirling to coat the bottom. Add the chicken and marinating liquid. Cook for 4 to 6 minutes, or until the chicken is no longer pink in the center and the marinade comes to a boil. Remove from the heat. When the chicken has cooled slightly, transfer it to a cutting board. Chop the chicken into bite-size pieces. Transfer any remaining liquid from the pan into a small bowl. Stir in the vinegar until well combined. Set aside.
3. Once the quinoa has finished cooking, add the spinach to bowls. Add the cooked quinoa and chicken. Top with the tomatoes, avocado, carrots, radishes, and green onions. Drizzle with the dressing.

For the Cilantro-Lime Quinoa:

1. In a medium heavy pot, add the water, quinoa, and salt. Bring to a boil. Reduce the heat to low. Cook, covered, for 15 minutes, or until the quinoa absorbs all the liquid. Remove from the heat.
2. Stir in the lime zest and juice. Top with the cilantro.

Tips

Cooking Tip: Do not eat a marinade that contained raw meat unless the marinade has been boiled. Otherwise, it can make you sick.

Keep it Healthy: Quinoa, referred to as a supergrain, contains more protein than any other grain. It's also higher in unsaturated fats and lower in carbohydrates than most grains. It can be used wherever rice is called for, including in main dishes, side dishes, and soups.

If you want to make this recipe ahead, let the chicken marinate for longer. It can stay in the marinade for up to 24 hours.

Get creative and make these bowls to your liking or with what vegetables you have on hand. For example, you can use bite-size cucumber pieces instead of shredded carrots. You can use fruit, too, such as chopped apples or orange segments..

Nutrition Facts:

Calories: 480 | Total Fat: 21.0 g | Saturated Fat: 2.5 g | Polyunsaturated Fat 4.5 g |
Monounsaturated Fat 11 g | Cholesterol: 73 mg | Sodium: 559 mg | Total Carbohydrate: 44 g |
Dietary Fiber: 10 g | Sugars: 13 g | Protein: 32 g

Dietary Exchanges:

3 lean meat, 4 vegetable, 1 1/2 starch, 2 fat

*Recipe Source: American Heart Association*³⁹

³⁹https://recipes.heart.org/en/recipes/chipotle-chicken-bowls-with-cilantro-lime-guinoa?utm_source=healthy+for+good+fy+2024&utm_medium=email&utm_campaign=CP_HFG_Send_2_042424&utm_content=Recipe+cta&sc_camp=7BEAEDB1401C4FE788C6A3E0085A3528



Blood Pressure Screening



Monday, May 13 | 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!

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.

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:⁴⁰

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 > HEALTH > Learn More > Health Assessments > Assessments > General Risk Health Assessment ("most popular" tab option)

Healthy Life HRA | Anyone:⁴¹

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**⁴² 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.edu⁴³ 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.

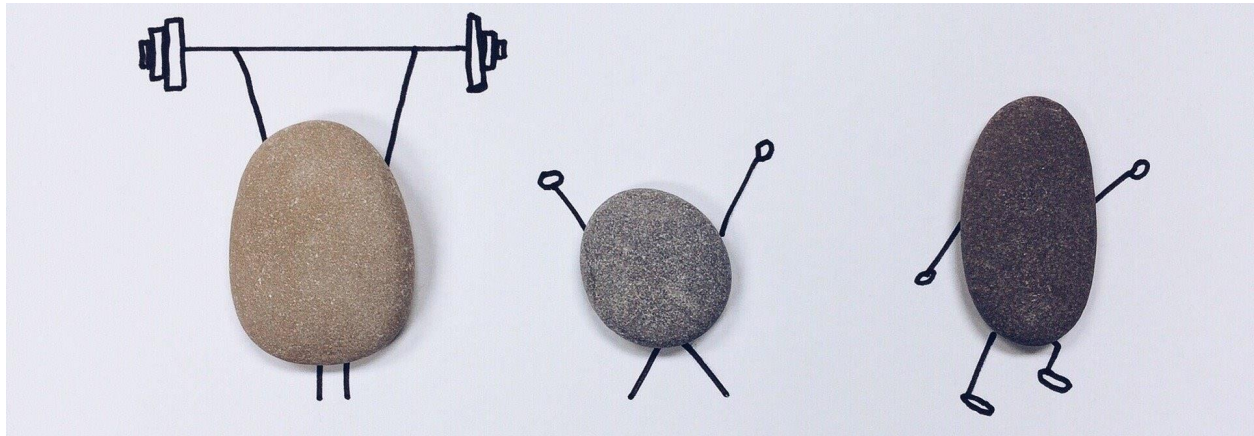
⁴⁰<https://www.healthadvocate.com>

⁴¹<https://healthylifehra.org/>

⁴²<https://totara.dickinson.edu/mod/facetoface/view.php?id=2696>

⁴³<mailto:devwell@dickinson.edu>

Wellness@Dickinson Fitness Programs



Spring Semester Fitness Programs:

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

Thoughtful Thursdays⁴⁴ (Meditation) | Thursday, May 9 | 7:30-8 a.m. | Memorial Hall, Old West

DEW Power Yoga⁴⁵ | Friday, May 10 and Tuesday, May 14 | noon - 1 p.m. | HUB Dance Studio

For questions or assistance with registrations, please send an email to devwell@dickinson.edu⁴⁶ or call ext. 8084.

⁴⁴<https://totara.dickinson.edu/course/view.php?id=307>

⁴⁵<https://totara.dickinson.edu/course/view.php?id=457>

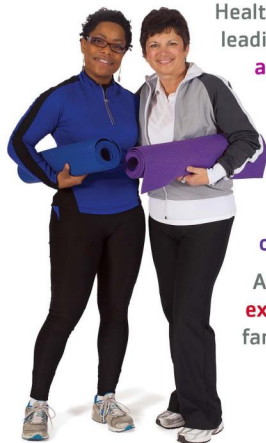
⁴⁶<mailto:devwell@dickinson.edu>



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



Allyship: Best Practices for a More Just Community

This three-part training is scheduled for:

Mondays, July 29, August 5, and August 12 | Noon - 1 p.m. | HUB Social Hall West

Lunch will be provided; seating is limited.

Facilitated by: *Rabbi Marley Weiner, Director of the Asbell Center for Jewish Life*

- Why can it be so hard to advocate for meaningful social change? How can we overcome those internal and external roadblocks?
- What are some best practices to build community buy-in for change?
- How can we create a concrete plan to make our ideals of equity and inclusion a lived reality?

Rather than focusing on one area of bias, this training will teach skills that can be applied to many different types of bias in an intersectional way.

Registration is required. You must be able to commit to all three sessions. Please sign up by using the link below.

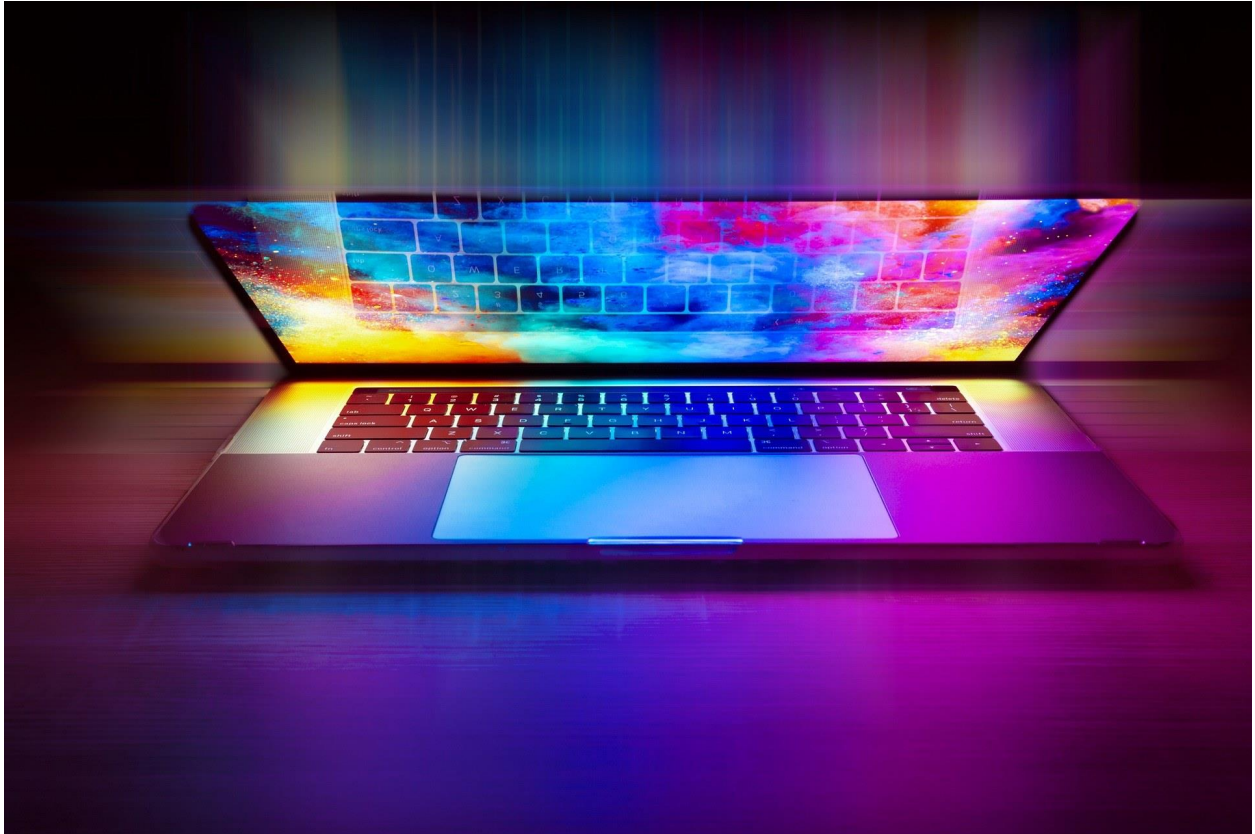
Enroll and sign-up in Totara⁴⁷ for this three-part training.

Rabbi Marley Weiner is a multifaith organizer and social-justice educator. She has trained with POWER: Philadelphia's multifaith student clergy team, the National Coalition Building Institute, and the Inside Out Wisdom and Action Project. She is the director of the Asbell Center for Jewish Life within the Division of Equity and Inclusion



⁴⁷<https://totara.dickinson.edu/course/view.php?id=484>

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 now⁴⁸!

⁴⁸<https://dickinson0.sharepoint.com/sites/TechNews>



Contact Us



Wellness Program | Monthly Incentive Prize Winners

Congratulations to *Ebben Berenstein*, College Advancement, winner for the month of **April for fitness program participation during March!**

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-Month⁴⁹. (Remember to report your Marathon in a Month walking⁵⁰ 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.edu⁵¹ 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

⁴⁹https://www.dickinson.edu/downloads/file/1239/marathon_in_a_month_walking_map

⁵⁰https://www.dickinson.edu/downloads/file/1238/marathon_in_a_month_tracking_your_walks

⁵¹<mailto:devwell@dickinson.edu>

receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

Professional Development & Wellness Program Registrations and Attendance

The college offers many opportunities for professional development and wellness programs throughout the year, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the Gateway⁵² 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 policy⁵³ 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 Guide⁵⁴

Dickinson/Biking⁵⁵

Dickinson/College Farm⁵⁶

Dickinson/Sustainability⁵⁷

⁵²<https://gateway.dickinson.edu/>

⁵³http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁵⁴[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

⁵⁵<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁵⁶<http://www.dickinson.edu/collegefarm>

⁵⁷<http://www.dickinson.edu/sustainability>

TechNews⁵⁸

Trout Gallery⁵⁹

Theatre & Dance⁶⁰

Campus Announcements⁶¹

Campus Events Calendar⁶²



6 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁶³

Human Resource Services Website⁶⁴

⁵⁸<https://dickinson0.sharepoint.com/sites/TechNews>

⁵⁹<http://www.troutgallery.org/>

⁶⁰<https://www.dickinson.edu/theatreanddance>

⁶¹<https://www.dickinson.edu/announcements>

⁶²<http://www.dickinson.edu/events>

⁶³<mailto:devwell@dickinson.edu>

⁶⁴https://www.dickinson.edu/homepage/122/human_resource_services