



Vitality - Summer 2024

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XVIII | Issue 10

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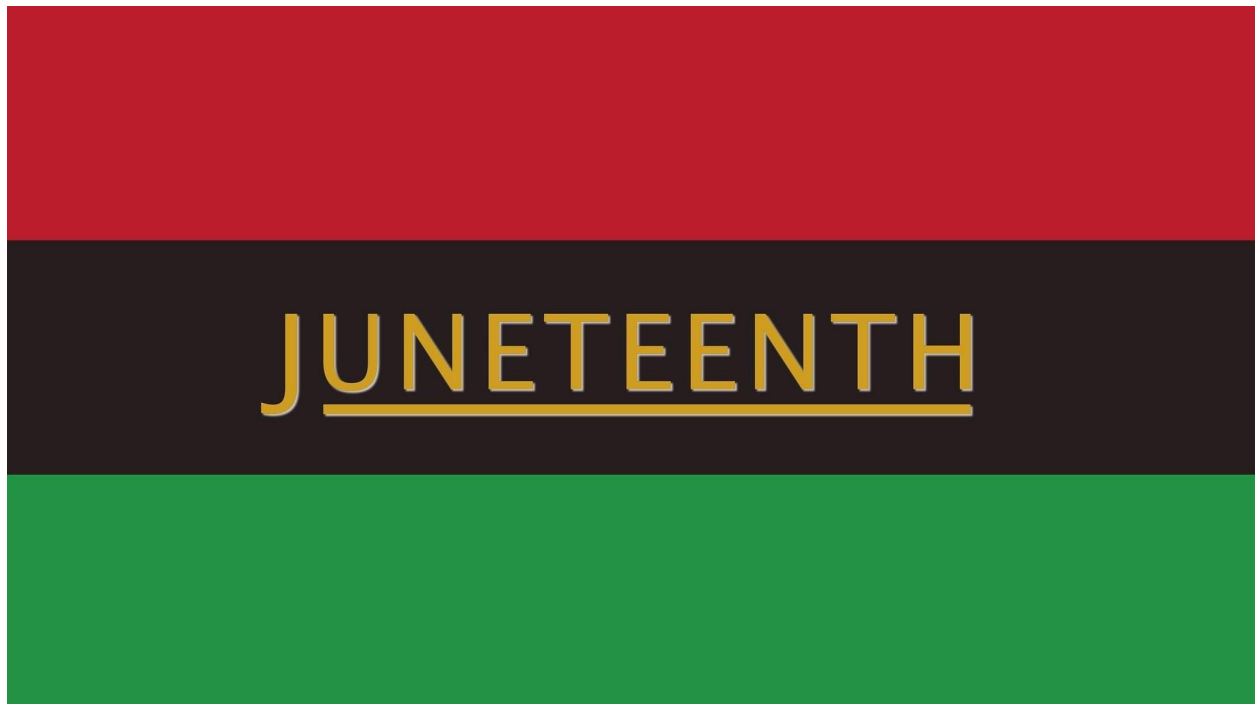


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Accessibility View: Click on the three dots in the upper right corner, choose Accessibility View.



<https://youtu.be/6FX-lisvrj8>

Juneteenth (short for June 19), also known as Emancipation Day or Black Independence Day, commemorates the ending of slavery in the U.S. It is recognized in many states as a state holiday

and special day of observance to celebrate African-American freedom, culture and achievement, while encouraging continuous self-development and respect for all cultures.

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

Participate in Juneteenth events in your community. Attend Juneteenth free lectures and discussions.

- Juneteenth Community Free Day¹ | 10 a.m. - 4 p.m. | National Civil War Museum, Harrisburg

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

- **Hope Station**², Carlisle: *rallies the community around important causes by hosting community events throughout the year.*

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

- The National Park Service website offers information on the origins of Juneteenth³!

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

- The Waidner-Spahr Library has a book display⁴ during the month of June. Find related materials on their Juneteenth⁵ resource guide and the National Museum of African

¹<https://www.visitcumberlandvalley.com/event/juneteenth-community-free-day/52139/>

²<https://www.carlislehopestation.org/>

³<https://www.nps.gov/articles/juneteenth-origins.htm>

⁴<https://libguides.dickinson.edu/LibraryEvents/bookdisplays>

⁵<https://libguides.dickinson.edu/antiracist/juneteenth>

American History & Culture⁶, or consult with a librarian by emailing ask@dickinson.libanswers.com⁷

Spring Into Fitness



The Divisional winner of the 2024 Spring Into Fitness Challenge Golden Sneaker trophy: Academic Affairs – with highest average cumulative exercise minutes per participant of 2293 for the 6-week challenge.



⁶<https://nmaahc.si.edu/explore/stories/historical-legacy-juneteenth>

⁷<mailto:ask@dickinson.libanswers.com>

Photo Credit: Dan Loh



This year's Challenge included 75 active participants *who virtually walked (cumulatively) from Carlisle PA to Melbourne, Australia (over 20,738,789 steps) or around 10,375 miles.* These were steps REPORTED, but not everyone reported their steps ~ so we may have actually virtually walked farther than Melbourne!

As a group, our active minutes totaled 136,290 minutes – *which equals 1817.2 averaged per participant!* Our cumulative exercise minutes stats show that this group **exceeded** the recommended daily/weekly exercise minutes for the 6-week period of **150-210 minutes per week or 30 minutes of exercise 5-7 days per week.** ***Congratulations to all participants for taking these healthy steps toward your wellbeing!***

- **The Mini-team overall Fizikaflex winner of the Spring Into Fitness Challenge:**
Advancercisers *(for having the highest earned cumulative points by using the Fizikaflex healthy behaviors app)!*

Each week the 16 mini-teams were asked to participate in an array of activities or programs. For each of the six weeks, a mini-team winner was determined based on participation in these programs options. The mini-teams winning each week:

- **Week 1: *Dunder Mifflin*** for their participation in the *Women's History Walk* on campus in week #1.
- **Week 2: *Naughty Fine Nine*** for their participation in the webinar "*Healthy, BUTT are your sure?*" in week #2.
- **Week 3: *Inclusive Recruits*** for their participation in the *Medicare Transitions Services* virtual discussion in week #3.
- **Week 4: *Harmony Way*** for their participation in the *noontime walk with Pres. Jones* in week #4.
- **Week 5: *Ketchup If You Can*** for their participation in the annual *Fun Run Walk*.
- **Week 6: *SOAR Legs*** for their participation in the *Lunch & Paint* session in week #6.

Other noteworthy challenge winners:

- **The *Most Spirited Mini-Team*** for this year's Challenge, based on consistent participation in all programs and events throughout the Challenge period: **Harmony Way**
- **The *Highest Cumulative Steps*** for an individual: **Mary Rhoades with 760,475 steps**
- **The *Marathon in a Month winner*, determined by a Random Drawing** from all (58 participants) who met the Marathon in a Month challenge (steps equivalent to walking 26.2 miles): **Anna Evaneck**
- **10K-a-Day Challenge winner, determined by a Random Drawing** from all (21 participants) who had at or over 420,000 steps cumulatively during the Challenge: **Julie Vastine**

We look forward to hosting the fall and spring challenges in 2024-2025, and hope you all enjoyed the activities and programs this spring.

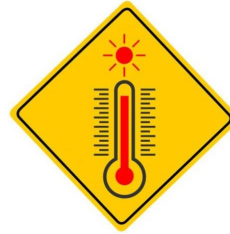
Employee Announcements



Heat Stress Awareness

Heat Stress

Did you know that heat is the leading weather-related cause of death? Millions of U.S. workers are exposed to heat in their workplaces. Hazardous heat exposure can occur indoors or outdoors, and can occur during any season if the conditions are right, not only during heat waves. Although illness from exposure to heat is preventable, every year, thousands become sick from occupational heat exposure, and some cases are fatal.



Heat Stress Recommendations

- **Know the signs, symptoms, and risk factors** of heat related illnesses- Workers should be trained to recognize the risk factors, signs/ symptoms of heat related illnesses. Supervisors should increase supervision of employees, enforce hydration and rest breaks, and know procedures to follow when a worker has symptoms of heat-related illness, including emergency response procedures.
- **Engineering and Administrative Controls**- Employers should reduce workplace heat stress by using engineering and administrative (work practice) controls. An engineering control could be a change to the design of the workplace that reduces exposure to heat. Administrative controls are changes to tasks or schedules to reduce heat stress.
- **Acclimatization**- Employers should ensure that workers are acclimatized before they work in a hot environment. Acclimatization is the result of beneficial physiological adaptations (e.g., increased sweating efficiency, etc.) that occur after gradual increased exposure to a hot environment.
- **Hydration**- Employers should provide appropriate hydration for workers near the work area. When working in the heat, drink 1 cup of water every 15-20 minutes. Drinking at shorter intervals is more effective than drinking large amounts infrequently. Hydration should continue after work- most people need several hours to drink enough fluids to replace what they lost through sweat.
- **Rest Breaks**- Employers should encourage and ensure workers take appropriate breaks to cool down and hydrate. Work period should shorten and rest period increase as the temperature, humidity and sunshine increase.

What are the signs and symptoms of Heat Stress?

- Dizziness
- Headache
- Weakness
- Rapid Heartbeat
- Nausea
- Cramps
- Chest Pain
- Labored Breathing



Type	Symptoms	First Aid
Heat Rash	Cluster of red bumps on skin; often appears on neck, upper chest, or folds of skin	Keep affected area dry. Try to work in a cooler, less humid environment
Heat Cramp	Muscle spasms and pain, usually in the abdomen, arms or legs	Rest in a shady, cool area. Drink water. Seek medical attention if cramps don't go away.
Heat Syncope	Light-headedness, dizziness, or fainting	Sit/lay down in a shady, cool area and slowly drink water.
Heat Exhaustion	Cool, moist skin; heavy sweating; headache, nausea/vomiting, dizziness, light-headedness; thirst; irritability; fast heartbeat	Sit/lay down in a shady, cool area and drink plenty of water. Cool down with cold compresses or ice packs. Seek medical attention if symptoms worsen or do not improve within 60 minutes.
Heat Stroke	Confusion, fainting, or seizures; excessive sweating or red, hot and dry skin; very high body temperature	Call 911 immediately. While waiting, sit in a shady, cool area, loosen clothing and remove any outer layers. Fan air on victim and place ice or ice packs in under-arms, neck, back of knees, groin, hands and feet. Provide fluids as soon as possible. Stay with victim until help arrives.

What are the risk factors that can impact heat illness?

- **Environment-**
 - High temperatures, especially with high humidity
 - Direct sun exposure
 - Lack of wind or breeze to cool the body
 - Proximity to hot equipment and machinery
- **Activities-**
 - High exertion and repeated strenuous days in the heat
 - Not enough breaks
 - High motivation to push through discomfort from heat strain
- **No Acclimatization-**
 - New employees
 - Experienced employees returning from time away from the heat
 - Acclimatized workers who experience a sudden change in worksite temperature
- **Medications-**
 - Heat tolerance can be affected by medications taken for:
 - Cold, allergies, and congestion
 - Muscle spasms
 - Blood pressure
 - Diuretics
 - Diarrhea
 - Dizziness/ vertigo
 - Mental health, depression
- **Dehydration-**
 - Drinking enough fluids is one of the most important things you can do to prevent heat illness.
 - Energy drinks
 - Alcohol
- **Prior Heat Illness-**
 - Increase the risk of heat illness in the future
- **Health Conditions-**
 - Short-term illnesses (i.e. diarrhea, vomiting, respiratory infections)
 - Chronic conditions (i.e. diabetes and heart disease)
 - Poor physical fitness
 - Being overweight or obese
- **Other Potential Factors-**
 - Age over 65
 - Non-breathable clothing or personal protective equipment
 - Alcohol use in the past 24 hours



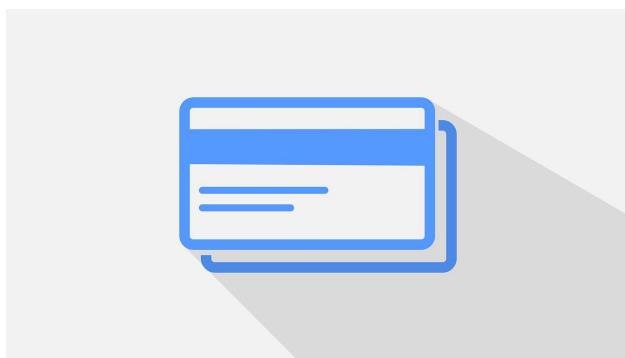
Community Donut Socials | Tuesdays through August 27

Please come to Weiss patio each Tuesday this summer from 9-10 a.m. to enjoy the company of colleagues and some donuts! (*Rain location: Weiss lobby*)

Ameriflex introductory email and cards

Employees who elected a **Dickinson Flexible Spending Account** during open enrollment should have received a welcome email from **Ameriflex, our new flexible spending account vendor**. The email from *no-reply@mail.myameriflex.com* is a valid email, informing you of your new Ameriflex Debit Mastercard, which is **effective July 1, 2024**.

You can access the Ameriflex Participant Portal by clicking here⁸ to log in and create a new user account for access to all of your FSA plan information.



⁸<https://participant.myameriflex.com/#/login>

2023 Performance Evaluations

On Thursday, May 10, 2024, the 2023 Annual Performance Appraisal form was sent to staff members via email. Unlike previous years, due to the implementation of an upgrade to Totara, this appraisal will be handled outside of the Totara system and consists of an overall summary for the 2023 review period and the development of goals for 2024. Goals for 2024 should be added to Totara after Thursday, August 1, 2024.

Human Resource Services requests that the 2023 appraisal process be completed and forms returned to Human Resource Services⁹ by Wednesday, July 31.

Please note that employees who had a three- or six-month introductory review scheduled after September 30, 2023, were not included in the May 10, email. A separate email was sent on Tuesday, June 11 to these employees.

Questions should be directed to Dennette Moul¹⁰ or Carol Shaffer¹¹.



⁹<mailto:hrservices@dickinson.edu>

¹⁰<mailto:mould@dickinson.edu>

¹¹<mailto:shaffeca@dickinson.edu>

College Holidays/Closures

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

- **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.

References:

2023-24 Holiday Schedule¹²

2024-25 Holiday Schedule¹³



¹²https://www.dickinson.edu/download/downloads/id/14440/holiday_schedule_for_2023-2024.pdf

¹³https://www.dickinson.edu/download/downloads/id/15378/holiday_schedule_for_2024-2025.pdf

Employee Spotlight



Employee Recognition Brunch



On Thursday, May 30, we recognized and congratulated employees of the college who will have completed five or more years of service as of July 1, 2024. We thank all faculty and staff for your dedication and work in support of our mission.

** Number of years represents cumulative years of service as of July 1, 2024. Length of service is calculated to include all time worked for the college as a full or part-time employee, excluding breaks in service. Please note: years of service to be recognized as a “Senior of Old Bellaire” include full-time service only.*

5 YEARS OF DICKINSON SERVICE

NAME	DEPARTMENT
Bachman, Beth	Enterprise Applications
Bistline, Audrey	Forum on Education Abroad
Boucher, Ian	Library Services
Bowerman, Carrie	Wellness Center
Calnon, Andrew	Alumni Engagement
Chumbley, Angel	Facilities Management
Clough, Jennifer	Internships
Cramer, Russell	Public Safety
Cuadro, Eli	Public Safety
Drazien, Todd	Wellness Center
Faircloth, Sue	Facilities Management
Hendrickson, Melodi	Center for Global Study & Engagement
Katunich, John	Writing Program
Kemp, Bri	Children’s Center
Kerschner, Brandon	Analytics & Institutional Research
Knapp, Scott	Athletics
Mackes, Stacey	Financial Operations
Malone, James	Office of Admissions
Michael, Justin	Public Safety
Olson, Kirsten	Art and Art History
Pentz, Dakota	Athletics
Shoaff, Kevin	Office of CASE
Shoemaker, Rebecca	Wellness Center
Smith, Benjamin	Dining Services
Staruh, John	Facilities Management
Staruh, Katie	Facilities Management
Stevick, Kathie	Facilities Management
Stone, Robert	Public Safety
Stroud, George	VP of Student Life
Torres, Melissa	Forum on Education Abroad
Weber, Laura	Office of Academic Affairs

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3 - Photo Credit: Dan Loh

10 YEARS OF DICKINSON SERVICE

NAME

DEPARTMENT

Alam, Shamma	Economics
Antonicelli, Tina	Spanish
Barrick, Jonathan	Physics and Astronomy
Bedi, Heather	Environmental Studies
Brandauer, Samantha	Center for Global Study & Engagement
Brown, Madeline	History
Crawley-Woods, Erin	Theatre and Dance
Engelhardt, Jeff	Philosophy
Farrington, Scott	Classical Studies
Foltz, Kimberly	Dining Services
Foulds, Pam	Facilities Management
Franklin, Ed	Facilities Management
Friedlander, Holley	Mathematics and Computer Science
Frommer, Susan	ADS and SOAR
Gerlach, Christina	Office of Admissions
Howard, Jessica	Library Services
Kersh, Sarah	English
Ludwig, Janine	German
Moul, Dennette	Human Resource Services
Moul, Katelin	User Services
Oliviero, Katie	Women's, Gender & Sexuality Studies
O'Neill, Joe	Office of Marketing & Communication
Rotz, Debra	Facilities Management
Wohlbach, Jeff	Music

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4 - Photo Credit: Dan Loh

15 YEARS OF DICKINSON SERVICE

NAME	DEPARTMENT
Berrier, Greg	User Services
Bitts Jackson, MaryAlice	Office of Marketing & Communication
Diaz, Erin	Spanish
Fazio, Ben	Facilities Management
Fischer, Tara	Academic Advising
Fisher, Heather	Enterprise Applications
Hancock, Thomas	Facilities Management
Hawks, Tricia	Economics
Henry, Laurie	Campus Life
Kingston, Sharon	Psychology
Kondas, Annie	Career Center
Leary, Neil	Center for Sustainability Education
Love, Erik	Sociology
Masland, Albert	Political Science
McMenamin, James	Italian
Morgan, Kim	Individual Giving
Pfannkuchen, Antje	German
Potthoff, Mike	Biology
Siekert, Magda	Middle East Studies
Smith, Kurt	Print Center
Snider, Carly	Children's Center
Truman, Cheri	Children's Center

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5 - Photo Credit: Dan Loh

20 YEARS OF DICKINSON SERVICE

NAME

Beckelheimer, Rob
Burg, Erica
Cahill, Timothy
Cameron, Michael
Dunn, Heather
Ellison, James
Johnson, Lynn
Kilko, Laura
Landis, Brenda
Lee, Elizabeth
Meguro, Akiko
Powers, Dianne
Rutz, Mark
Sak, Peter
Steel, Chuck

DEPARTMENT

AVP for Advancement
Office of Financial Aid
Facilities Management
Music
Human Resource Services
Anthropology
Africana Studies
Academic Advising
Academic Technology
Art and Art History
East Asia Studies
Financial Operations
Facilities Management
Geosciences
Enterprise Applications

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6 - Photo Credit: Dan Loh

25 YEARS OF DICKINSON SERVICE

NAME	DEPARTMENT
Andrew, MariLouise	Kline Center
Bishop, Teri	Facilities Management
Duperron, Lucile	French
Harper-McCombs, Sherry	Theatre and Dance
Heckendorn, Sally	Financial Operations
McMechen, Miriam	Financial Operations
Mixell, Rob	Facilities Management
Morrison, Susan	Facilities Management
Robinson, Dale	Facilities Management
Shultes, Ken	Sustainability & Facilities Planning
Snyder, Tracey	Office of Admissions
Steely, John	Infrastructure Systems
Witter, Amy	Chemistry
Zygmunt, David	Music

Number of years represents cumulative years of service as of July 1, 2024. Length of service is calculated to include all time worked for the college as a full or part-time employee, excluding breaks in service.



7 - Photo Credit: Dan Loh

40 YEARS OF DICKINSON SERVICE

NAME	DEPARTMENT
Moffat, Wendy	English

35 YEARS OF DICKINSON SERVICE

NAME	DEPARTMENT
Ege, Deb	Library Services
Erfle, Steve	International Business & Management
Henson, John	Biology
Hoefer, James	Political Science
Holden, Michael	Chemistry
Key, Marcus	Geosciences
Miller, Tonya	Mathematics and Computer Science
Tesman, Barry	Mathematics and Computer Science

30 YEARS OF DICKINSON SERVICE

NAME	DEPARTMENT
Gruver, Jeff	Facilities Management
Heberlig, Randol	Dining Services
Morgan, Windsor	Physics and Astronomy
Summers, Joel	Dining Services

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8 - Photo Credit: Dan Loh



9 - Photo Credit: Dan Loh

Thank you, Dan Loh, for capturing smiles from this fun-filled event!









Campus Life Leadership Recognition Ceremony

The Office of Campus Life sponsors the Leadership Recognition Ceremony each spring to recognize students, organizations, staff and faculty members for a variety of achievements. This year's ceremony was held on April 29, and recognized the following:

Student Senate Administrator of the Year: Kevin Foster, *Executive Director of Campus Life*

This award is given to a member of the administration who contributes the most time and energy towards student initiatives that directly benefit the student body. These individuals made significant efforts to work with the student body, tackling issues that directly affect students. They also mentor students, bettering student leadership and encouraging them to become campus leaders.

Advisor of the Year: Ryan Patton, *Project Coordinator, Campus Life*

The Advisor of the Year award recognizes a faculty or staff member who has contributed consistently and thoroughly to a student organization or group of students. They use experience, expertise, and perspective to promote the individual development of members and overall development of an organization. They are a knowledgeable resource, helping to provide continuity and support for student organizations.

As a Dickinson alumnus, Ryan has brought a wealth of institutional knowledge across the aisle to the professional side of the work force. His involvement with MOB and Club Sports has been a crucial step in contributing to those groups' success. He took over as Senate Bookkeeper in the Fall semester, taking on a large workload to support the funded clubs to have money for programming and events on campus. He has supported the students more actively and effectively than any other advisors across campus. His efforts are directly responsible for the continued productivity of large student groups on campus.

Student Senate Faculty Member of the Year: Lucile Duperron, *Associate Professor of French*

This award recognizes a faculty member who demonstrates genuine interest in the development of their students. This faculty member actively participates in student organizations and incorporates academic elements into students' extracurricular activities. In addition, this faculty member shows respect to students and their concerns. This faculty member has shown dedicated interest in student issues and life on campus and has helped students in addressing these issues.

Joyce A. Bylander Excellence in Diversity Education Award: Yvette Davis, *Director of the Popel Shaw Center for Race and Ethnicity*

This award recognizes a Dickinson College faculty, staff, or administrator whose work and service in and/or outside of the classroom represents innovation in education around issues of diversity and social justice. The recipient of the award is a strong and active advocate for diverse communities, challenges and supports students to engage beyond that which is comfortable and to embrace intellectual risk and gain self-knowledge, as well equip students with the knowledge, awareness, and skills to effectively and responsibly engage in diverse environments.

The recipient this year epitomizes this honor; it describes all that she stands for. Yvette is a passionate advocate for diversity and inclusion on campus. She encourages students to express their truths and assists them with any visions they have for their clubs, organizations, or events. She has a keen mind and is not reluctant to share her expertise with students. As the student who wrote the nomination said, "I cannot express how vital she is to the POC community and Dickinson College. She is not only a teacher to many students, but a family member."

Provided by: Ryan Patton, Campus Life

The Dickinson Award for Distinguished Teaching

The Dickinson Award for Distinguished Teaching was instituted in 1993-94 to replace the Christian R. and Mary F. Lindback Foundation Award which had been given every year since 1960. The award winner receives a cash honorarium as well as a citation prepared and read by the dean of the college at the last faculty meeting of the year. It is the highest honor the college bestows on a member of the faculty for excellence in teaching.

The recipient is selected by the president from a list of nominees provided by former recipients. **The 2024 Distinguished Teaching Award went to Claire Seiler, Associate Professor of English**

The Constance & Rose Ganoë Memorial Award for Inspirational Teaching

Voted on annually by graduating seniors and announced by the graduating class president during Commencement, the Ganoë award is the only student-bestowed faculty accolade at Dickinson. The award was established in 1969 with a bequest from the late William A. Ganoë, class of 1902.

Tiffany Frey, *Associate Professor of Biology*, was named the 2024 recipient of Dickinson's Constance & Rose Ganoë Memorial Award for Inspirational Teaching.

Hat Society Honorary Tappings

Wheel and Chain

Founded in 1924, Wheel and Chain, is a women's society known as the blue hats. This diverse group selects members for displaying leadership and character in campus activities and for service to the college and community. Honorary members for 2024 are:

- **Crystal M. Reynaga**, *Assistant Professor of Biology & Neuroscience*
- **Yvette Davis**, *Director of the Popel Shaw Center for Race and Ethnicity*

The Order of Scroll and Key

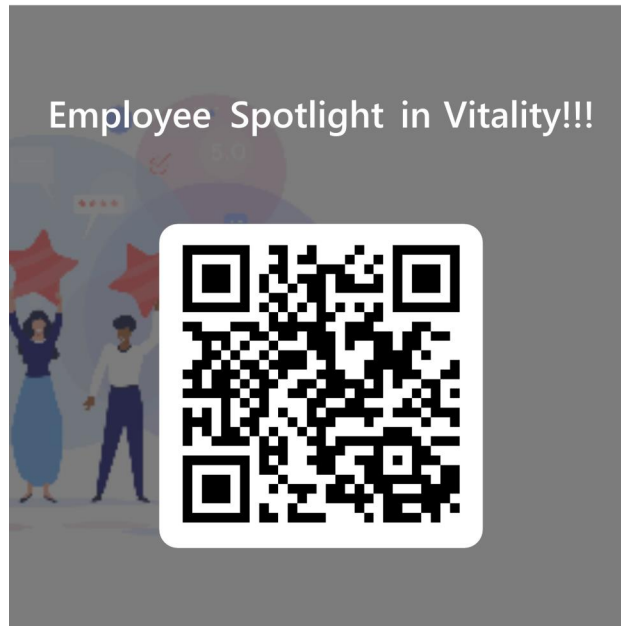
The order of Scroll and Key was established in the fall of 2001 with a mission of diversity and dedication to philanthropy and volunteerism in the Dickinson and Carlisle communities. 2024 honorary member:

- **Forrest Watson**, *Assistant Professor of International Business and Management*

Queer Caps

Queer Caps was established in 2008 to encourage visibility of queer activists on campus. Members are selected as individuals who advocate for queer rights and consistently work to make positive change. 2024 honorary member:

- **Katie Schweighofer**, *Director, Women's & Gender Resource Center*



We know that there may have been others who were recognized for their achievements and service to Dickinson and the Carlisle Community. We are sorry if we missed anyone.

*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 ¹⁴here or scan the QR code.*

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

Compliance | Policies



Protecting Our Community | Live Session Schedule and Online Modules

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.

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 here¹⁵ 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... tile
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.edu¹⁶ or contact Carol Shaffer at ext. 1152.



¹⁵<https://totara.dickinson.edu/course/view.php?id=31>

¹⁶<mailto:devwell@dickinson.edu>

Get the Most Out of Your Benefits



Beat the heat and protect your health



With temperatures continuing to rise, it is important to stay hydrated and find relief from the heat to avoid potential health issues. Whether you are spending a leisurely day at the beach or going for an outdoor run, keep these tips in mind to prevent dehydration and overheating.

Tips to stay hydrated

Keep water on hand. This will help remind to drink water throughout the day, plus you can fill it up when you're out and about. Feeling thirsty is a signal that your body is already on the way to dehydration, so drink up!

Add hydrating fruits and veggies to your menu: Peaches, oranges, cucumber, carrots, watermelon, and grapes all taste great and help to re-hydrate!

Drink water throughout your workout: If you are doing low to moderate activity for less than an hour, water is sufficient. However, if you are exercising for over an hour, particularly in extreme heat, you should consider supplementing water with your choice of electrolyte replacement.

Tips to stay cool

Dress for the weather: Lightweight, light-colored clothes help reflect sunlight away from your body and help keep heat levels down. Wear clothes that are made of cotton or a sweat-wicking material. Protect your face with a wide-brimmed hat, and ALWAYS wear sunscreen.

Schedule your day around the sun: The temperature tends to be cooler in the early morning and early evening. If you are going to spend time outside during peak heat, especially if exercising, opt for shady areas and try to avoid direct sunlight.

Listen to your body: If you start to feel lightheaded or faint, take a break from whatever you are doing, have some water, and find a cool area to rest in.

Know the signs of a heat-related illness. These include hot, red skin; fast, strong pulse; headache; dizziness; confusion; loss of consciousness. If you suspect that you or someone you are with is experiencing heat stroke, call 911 immediately.

By planning ahead, it's possible to enjoy the warm weather and stay safe, cool and refreshed on hot summer days!

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-2401024-2-6FLY



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 website¹⁷. Webinars are open to ALL employees.

¹⁷<http://www.healthadvocate.com/>

TIAA Retirement Consultations



Thursday, August 1 | 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 online¹⁸ 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

¹⁸<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

and can register at [TIAA.org/webinars](https://www.tiaa.org/webinars)¹⁹. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.



JUNE WEBINARS

Financial know-how starts here.

Reserve your spot by registering now at [TIAA.org/webinars](https://www.tiaa.org/webinars). Check back at any time for future webinars. These webinars are part of your retirement plan benefits.

June
04

Write your next chapter: 5 steps to setting your retirement date

Learn the steps to take when deciding when the time is right to retire, including assessing and addressing your finances.

12-01 p.m. (ET)
11-12 p.m. (CT)
10-11 a.m. (MT)
09-10 a.m. (PT)

June
12

Charting your course: A financial guide for women

Our goal is to help give you an idea of where you are, figure out where you want to be and, of course, consider how you are going to get there.

02-03 p.m. (ET)
01-02 p.m. (CT)
12-01 p.m. (MT)
11-12 p.m. (PT)

June
20

The starting line: Beginning to save for retirement

Sometimes it's hard to think about retirement when you're just starting out in your career. The truth is, that's when thinking ahead can do the most good!

03-04 p.m. (ET)
02-03 p.m. (CT)
01-02 p.m. (MT)
12-01 p.m. (PT)

June
25

Take control of your financial life: 5 steps to managing money and debt

If you're just starting out or want to improve your day-to-day financial skills, this webinar will help you learn how to manage your money and balance your priorities so you can enjoy life now and save for the future.

01-02 p.m. (ET)
12-01 p.m. (CT)
11-12 p.m. (MT)
10-11 a.m. (PT)

Reserve your spot

¹⁹<https://www.tiaa.org/webinars>



JULY 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.

July 10	Quarterly economic and market update Hear from our chief investment officer about challenges investors are facing and tips on how to navigate them.	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)
July 16	She's got it: A woman's guide to saving and investing Join us for a revealing trip through investing and saving strategies developed especially with women in mind.	2 p.m. to 3 p.m. (ET) 1 p.m. to 2 p.m. (CT) Noon to 1 p.m. (MT) 11 a.m. to noon (PT)
July 18	Your new TIAA: Discover the redesigned online experience The new experience presents a picture of your retirement with advice and content that is tailored to inform, motivate and reassure you during your retirement journey.	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)
July 25	Basic Social Security strategies Better understand how and when you can rely on Social Security income. It's likely to play a significant role in building your retirement income.	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)

Reserve your spot

Fidelity Investments Consultations and Live Webinars



Monday, August 12 | 9 a.m. - 5 p.m. | HUB Mary Dickinson Room

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

- **Step 1** go to www.Fidelity.com/schedule²⁰
- **Step 2** select Schedule a time to meet
- **Step 3** at the top of the screen where it says Enter your employer name type Dickinson and *WAIT for Dickinson to appear as a choice and then click on Dickinson (if you type Dickinson and hit Enter is may not work)*
- **Step 4** next under Select Appointment Type select either Virtual/phone/In Person once you have made your choice the dates will appear with available time slots.
- **Step 5** click on the plus button on the day you want to schedule and you will see the available times
- **Step 6** If you want to see future available date click on the Next Available button in the upper Right hand side of the screen to advance the dates

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 here²¹. 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!

²⁰<https://digital.fidelity.com/prgw/digital/wos/>

²¹<https://fidelityevents.com/allevnts/special>

Community | For the Greater Good





Christine Hunter, *Bouquet of Flowers*, c. 1950, oil on canvas, 11 x 16 inches, The Philadelphia Museum of Art, 2008-10-1, L2023-99.

COMMUNITY DAY AT THE TROUT GALLERY

SUNDAY, JULY 7 | 2-8 P.M. | FREE AND OPEN TO THE PUBLIC

Join us for a celebration of Black art and culture featuring local arts, crafts, food, live music, and more!

SCHEDULE

- 2-8 p.m. Vendors, Bounce House, Art Activities, Scavenger Hunt, Dessert Bar
- 3 p.m. Exhibition Tour: *The Legacy of Two Centuries of Black American Art*
- 4-6 p.m. Live Music: The Hasaan JJ Shakur 4
- 6 p.m. Exhibition Tour: *The Legacy of Two Centuries of Black American Art*

PARTICIPATING VENDORS AND ORGANIZATIONS:

B & L Caribbean Restaurant	Dazzling for \$5 with Karen (Paparazzi Accessories)
Black Barbie Collective	Keisha Finnie LLC
Bosler Memorial Library	MAB Handmade Ceramics
Cheryl Woodruff Brooks	Mt. Tabor Preservation Project
Cumberland County Historical Society	Reina 76 Artist

Art Bridges + Philadelphia Museum of Art



THE TROUT GALLERY
THE ART MUSEUM OF DICKINSON COLLEGE

THIS EVENT IS PART OF THE CARLISLE SUMMERFAIR SERIES.

The Trout Gallery is located on Dickinson College's campus in Weiss Center for the Arts at 240 West High Street, Carlisle, PA.
www.troutgallery.org | Generous support for this event provided by Art Bridges.

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 June:***

- Cumberland County Blood Drives²²
- **Franklin County Blood Drives²³**
- **Perry County Blood Drives²⁴**

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org²⁵ or call 1-800-771-0059.



²²https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

²³https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

²⁴https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

²⁵<http://717giveblood.org/>

Down on the Farm



From the Farm to your Kitchen: Dickinson College Farm CSA



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 here²⁶ or contact farm@dickinson.edu²⁷.

²⁶<https://blogs.dickinson.edu/farm/csa/>

²⁷<mailto:farm@dickinson.edu>

Nutrition Corner



Grilled Shrimp Lettuce Wraps

Grilled lettuce! Say WHAT?? Don't knock-it until you try it!

These wraps are bursting with flavor and color! You can also replace the shrimp with chicken (*note: this will change the nutritional information*).

Servings: 6 Serving Size: 4 wraps

Ingredients

Sauce

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

Lettuce Wrap Ingredients

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

Directions

For the Sauce:

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

For the Lettuce Wraps:

1. Soak 18 8- to 10-inch wooden skewers in cold water for at least 10 minutes to prevent charring, or use metal skewers.
2. Preheat the grill on medium high.

3. Thread four shrimp on each skewer. Transfer to a large baking sheet. Using a basting brush, lightly coat both sides of the shrimp with the oil.
4. Put the lettuce leaves, green onions, radishes, mint, jalapeños, avocado, and mango on a large platter.
5. Grill the shrimp for 2 to 3 minutes, or until the shrimp are pink on the outside. Transfer to a separate large platter.
6. Place three shrimp on each lettuce leaf. Top each with 1 teaspoon green onions, 2 teaspoons radish slices, 2 teaspoons chopped mint, 2 jalapeño slices, 2 avocado pieces, and 2 mango pieces. Drizzle each with 1 scant teaspoon sauce.

Tips

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

Nutrition Facts:

Calories: 313 | Total Fat: 21.0 g | Saturated Fat: 1.5 g | Polyunsaturated Fat 2.5 g | Monounsaturated Fat 7.0 g | Cholesterol: 183 mg | Sodium: 331 mg | Total Carbohydrate: 29 g | Dietary Fiber: 7 g | Sugars: 20 g | Protein: 27 g

Dietary Exchanges:

2 1/2 fruit, 5 lean meat, 2 vegetable, 1/2 fat

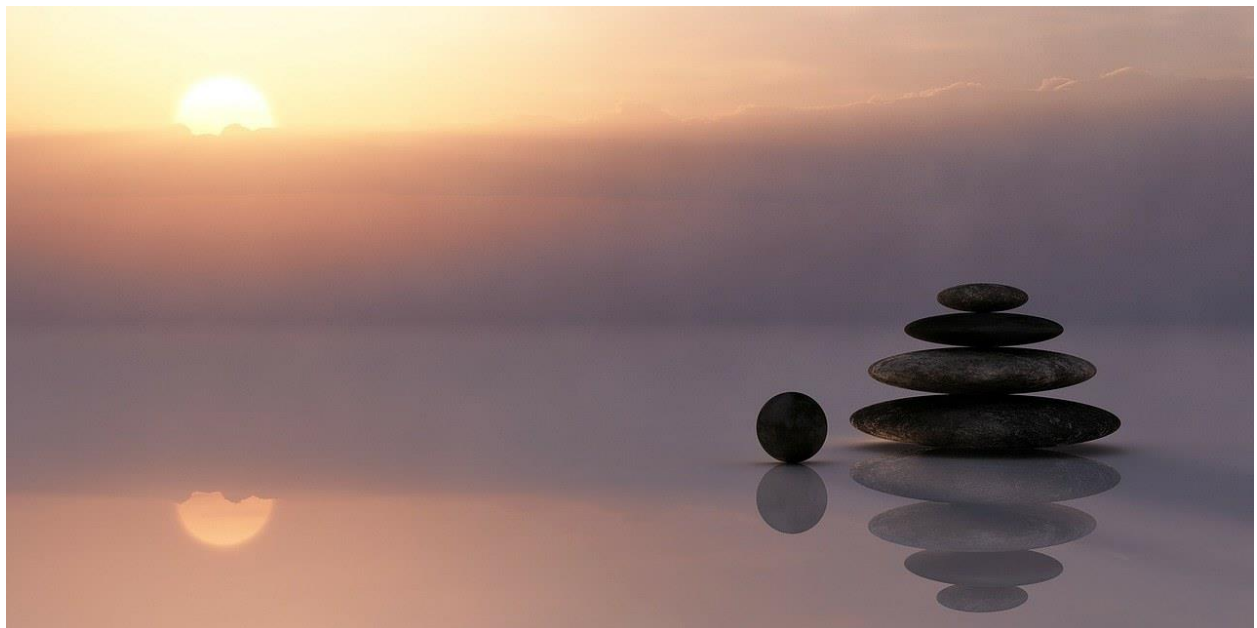
Recipe Source: American Heart Association²⁸

²⁸https://recipes.heart.org/en/recipes/vietnamese-style-lettuce-wraps-with-grilled-shrimp-avocados-and-mango?utm_source=healthy+for+good+fy+2024&utm_medium=email&utm_campaign=CP_HFG_Send_1_060524&utm_content=Recipe+cta&sc_campaign=0B4876E246A046B4B14864ADCB63B5B1



<https://youtu.be/4AgOOG-JErq>

Wellness@Dickinson



Navigating the Challenges of Caregiving - A Health Advocate Webinar

Thursday, June 20 | 1-2 p.m. | Online Presentation

Register for this session by clicking here²⁹.

One of the most challenging issues facing working adults is the need to care for aging loved ones.

In fact, today, one in six employees provides care to a relative or friend.¹ Many of these people struggle to make sense of not only how to care properly for their loved ones but also for themselves. This takes a toll on the caregiver's personal and work life.

Attendees will learn:

- What it means to be a caregiver
- The impact on employees and their families
- The impact on employers
- About Health Advocate's NEW Generations Program

Join industry experts in caregiving, Dr. Keri Robertson, D.O., and Molly Minnick, BSN, RN, as they discuss the mental and physical impact of caregiving on employees and their families.

Upcoming Webinars:

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

10:00 a.m.³⁰ 4:00 p.m.³¹

July 18 | Social Media Privacy

2:00 p.m.³²

August 15, 2024 | Finding the Time & Energy to be Both a Parent and a Professional

²⁹<https://register.gotowebinar.com/register/4660592735160102231>

³⁰<https://attendee.gotowebinar.com/register/3180615998116737114?source=memwebpg>

³¹<https://attendee.gotowebinar.com/register/7198155619707935580?source=memwebpg>

³²<https://attendee.gotowebinar.com/register/1947504911472958551?source=memwebpg>

10:00 a.m.³³ 4:00 p.m.³⁴

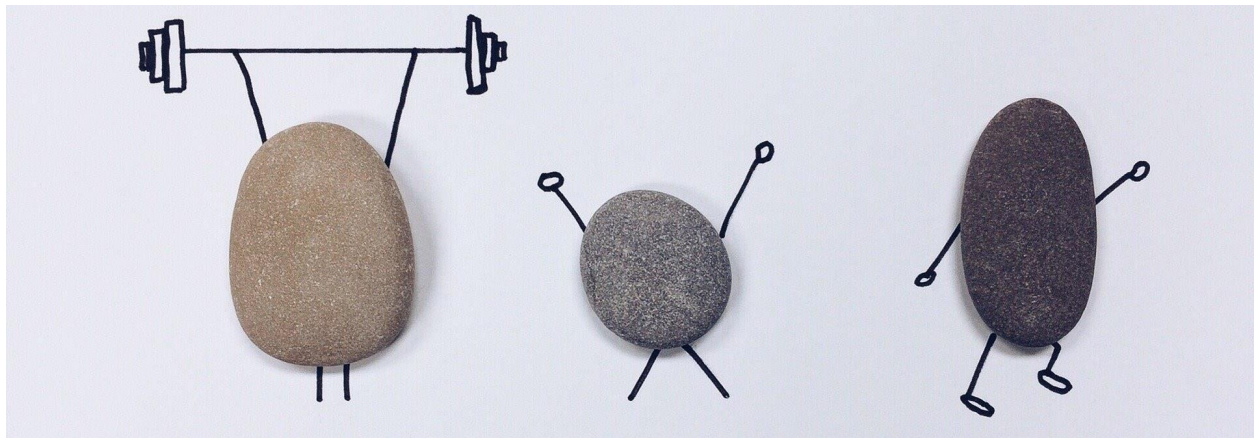
September 19 | Coping with Grief and Loss

10:00 a.m.³⁵ 4:00 p.m.³⁶

For a listing of on demand webinars, click here³⁷.



Wellness@Dickinson Fitness Programs



³³<https://attendee.gotowebinar.com/register/2116128215125312600?source=memwebpg>

³⁴<https://attendee.gotowebinar.com/register/8175427944147716186?source=memwebpg>

³⁵<https://attendee.gotowebinar.com/register/408304082700894557?source=memwebpg>

³⁶<https://attendee.gotowebinar.com/register/1786525415444884826?source=memwebpg>

³⁷<https://www.healthadvocate.com/site/memberwebinars>



Water Aerobics - Summer Session

Mondays through July 29 | 5 - 6 p.m. | Kline Center Pool

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!

Instructor: Miriam McMechen

Enroll and sign-up in Totara.³⁸



³⁸<https://totara.dickinson.edu/course/view.php?id=21>

Reduce Stress with Time in Nature

Head for the hills!

Find out what made the chicken cross the road!

Take the path less traveled!

Just get out!

Spending time in nature can help reduce stress and improve your mood. It can boost happy feelings and feelings of well-being. To learn more, read American Heart Association's article: Spend Time in Nature to Reduce Stress and Anxiety³⁹.

*This summer, check out some local options for...Simply Moving | Walking Tours and Bicycle Routes: A free guide to public parks, trails and recreation facilities.*⁴⁰

Complete a marathon in a month⁴¹ and return this form to devwell@dickinson.edu⁴² to become eligible for a wellness incentive prize, which is drawn monthly.

³⁹https://www.heart.org/en/healthy-living/healthy-lifestyle/stress-management/spend-time-in-nature-to-reduce-stress-and-anxiety?utm_source=healthy+for+good+fy+2023&utm_medium=email&utm_campaign=CP_HFG_Send_2_051723&utm_content=hero+cta&sc_campaign=7BEAEDB1401C4FE788C6A3E0085A3528

⁴⁰<http://www.forbetterhealthpa.org/wp-content/uploads/2013/09/SimplyMovingLowRes2.pdf>

⁴¹https://www.dickinson.edu/download/downloads/id/1239/marathon_in_a_month_walking_map

⁴²<mailto:devwell@dickinson.edu>



Summer Special from The Med Gym!

The Med Gym is offering a *special package* for new **Med Gym** participants this summer!

Since summertime can be a difficult time to commit to a gym membership, we're offering a way to start training with us while still having flexibility for summer travel and vacations.

Our coaching and training will focus on improving movement, and building healthy exercise and wellness habits to feel better than you have in years!

Through the end of July, you can purchase a package of 12 or 18 semi-private training sessions at The Med Gym and use them whenever you want! Here's how the pricing breaks down:

- 12-session package: \$29/session
- 18-session package: \$26/session

If you want to get personalized fitness training to help you improve your strength, mobility, and movement, don't wait until fall to start...contact David Drinks at The Med Gym today!

Phone: 717-254-6751

Email: ddrinks@themedgym.com⁴³

⁴³<mailto:ddrinks@themedgym.com>



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 12, and August 19 | 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 Totara⁴⁴ 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



⁴⁴<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 now⁴⁵!

⁴⁵<https://dickinson0.sharepoint.com/sites/TechNews>



Contact Us



Wellness Program | Monthly Incentive Prize Winners

Congratulations to *Allura Alonso*, Financial Aid, winner for the month of **May** for fitness program participation during April --- and ***Sonya Wright*, Dining Services**, winner for the month of **June** for fitness participation during May!

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-Month⁴⁶. (Remember to report your Marathon in a Month walking⁴⁷ 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.edu⁴⁸ 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

⁴⁶https://www.dickinson.edu/downloads/file/1239/marathon_in_a_month_walking_map

⁴⁷https://www.dickinson.edu/downloads/file/1238/marathon_in_a_month_tracking_your_walks

⁴⁸<mailto:devwell@dickinson.edu>

amount. The tax withholding will coincide with the payroll period closest to the date that you receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

Professional Development & Wellness Program Registrations and Attendance

The college offers many opportunities for professional development and wellness programs throughout the year, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the Gateway⁴⁹ 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 policy⁵⁰ 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 Guide⁵¹

Dickinson/Biking⁵²

Dickinson/College Farm⁵³

⁴⁹<https://gateway.dickinson.edu/>

⁵⁰http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁵¹[http://www.dickinson.edu/info/20043/about/1562/dickinson "how to" guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide)

⁵²<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁵³<http://www.dickinson.edu/collegefarm>

Dickinson/Sustainability⁵⁴

TechNews⁵⁵

Trout Gallery⁵⁶

Theatre & Dance⁵⁷

Campus Announcements⁵⁸

Campus Events Calendar⁵⁹



HUMAN RESOURCE SERVICES

10 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁶⁰

Human Resource Services Website⁶¹

⁵⁴<http://www.dickinson.edu/sustainability>

⁵⁵<https://dickinson0.sharepoint.com/sites/TechNews>

⁵⁶<http://www.troutgallery.org/>

⁵⁷<https://www.dickinson.edu/theatreanddance>

⁵⁸<https://www.dickinson.edu/announcements>

⁵⁹<http://www.dickinson.edu/events>

⁶⁰<mailto:devwell@dickinson.edu>

⁶¹https://www.dickinson.edu/homepage/122/human_resource_services