



Vitality - August 2024

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XIX | Issue 1

In This Issue



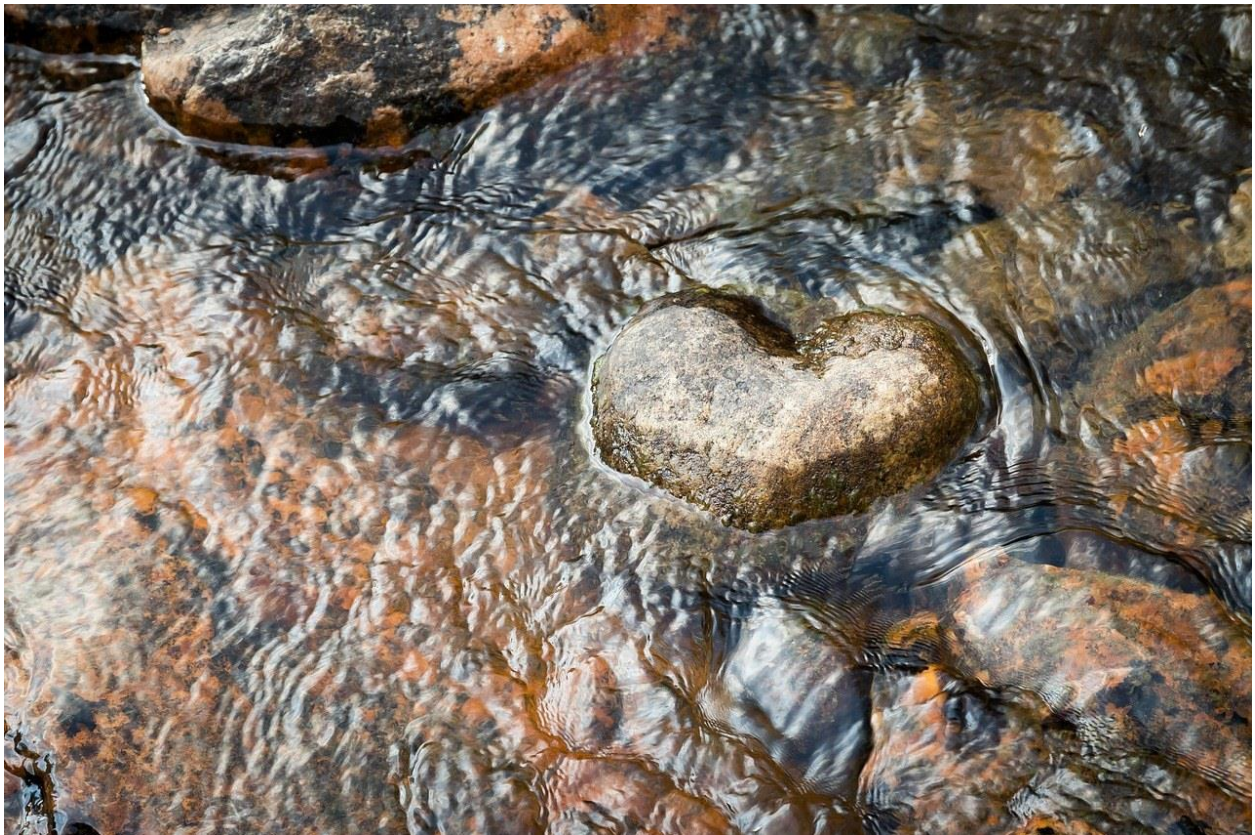
- **National Wellness Month**
- **Campus Inclusion Week**
- **Employee Announcements**
- **Employee Spotlight**
- **Compliance | Policies**
- **Get the Most Out of Your Benefits**
- **Community | For the Greater Good**
- **Down on the Farm**
- **Nutrition Corner**
- **Wellness@Dickinson Events**
- **Wellness@Dickinson Fitness Programs**
- **Professional Development**

- **Updates from Information and Technology Services**
- **Communication Links, Announcements & Reminders**

The navigation tool in the lower right hand corner allows you to skip through sections of the newsletter.

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

National Wellness Month



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

Wellness Month Activities and Health Observances:

1. **Prioritize your wellness and self-care** this month. Research indicates that self-care helps with stress management, while also positively influencing your mood. Whether you

challenge yourself to try a new fitness activity or explore mindfulness --- these small changes impact your health in a multitude of positive ways.

2. **August 15 is Relaxation Day.** Try one of these fun, simple ways to relax¹ or recharge with a relaxing staycation².
3. **August 21 is National Senior Citizens Day.** Learn about the best help to offer aging parents³.
4. **Kids' Eye Health and Safety Month:** Learn more about eye health for babies, children, and teenagers⁴ from the American Academy of Ophthalmology. Also, find out how being proactive can help your kids have healthy vision⁵, a Health Advocate blog.
5. **August is Immunization Awareness Month.** The Centers for Disease Control and Prevention(CDC) provides recommended immunizations for kids/adolescents up to 18 years of age⁶ as well as adults ages 18 years and older⁷.
6. **Try new wellness activities.** Incorporate healthy habits into your every day life like walks, drinking lots of water, meditation, physical, and mental activity. *Check out the Wellness@Dickinson section of this Sway for August activities and fall fitness offerings coming soon!*

Source: Health Advocate Health Resource Roundup⁸

¹<http://blog.healthadvocate.com/2015/08/fun-simple-ways-to-relax/>

²<https://blog.healthadvocate.com/2024/06/recharge-with-a-relaxing-staycation/>

³<https://blog.healthadvocate.com/2022/07/the-best-help-to-offer-aging-parents/>

⁴<https://www.aao.org/eye-health/tips-prevention/babies-children-teenagers>

⁵<https://blog.healthadvocate.com/2024/07/be-proactive-to-help-your-kids-maintain-healthy-vision/>

⁶<https://www.cdc.gov/vaccines/schedules/hcp/imz/child-adolescent.html>

⁷<https://www.cdc.gov/vaccines/schedules/hcp/imz/adult.html>

⁸<https://blog.healthadvocate.com/2024/07/healthy-resource-roundup-august-2024/>

Tap nature's healing power



From outdoor fitness activities to get your body moving, to cultivating a healthy garden to add more fruits and veggies to your diet, to keeping the earth clean by limiting waste and reducing pollution, there are countless ways nature influences our physical health. Additionally, the amount of time you spend in nature has numerous positive effects on your emotional well-being, including improved mood and attention, reduced stress and increased happiness. These tips can help you get outside and reap the well-being benefits of nature.

Take a walk—a tried and true strategy to get outside.

Take the dog for a walk around the block instead of always just letting Fido out in the backyard. Stroll to the corner mailbox. Park far away from your destination.

Enjoy your outdoor space. Even in small doses, just breathing fresh air, feeling the solid earth beneath your feet, and gazing at the landscape can bring you back to your senses, leaving you feeling refreshed, steady and clear-headed.

Find local meetup walking groups, including those aimed at birders, foragers of edible wild plants and herbs, those who practice tai chi or yoga outside and more.

Plant a small vegetable garden, a tree, shrubs, or grass around your house or neighborhood to help prevent soil erosion, absorb CO₂ from the air, and beautify your home space. You'll also get a boost from being outside while doing so.

Enjoy a meal alfresco. Sip your morning coffee in your outdoor space, picnic at a local park, take your lunch outside during work or eat your dinner in your backyard. Going outside for fresh air, even in short spurts can make a big difference in your energy levels.

Bring nature inside. Even a single potted plant can have a significant impact on stress and anxiety. Adding a few houseplants can breathe vibrancy and life into your home while making a difference to both your physical and mental well-being. When choosing the right plants for your home, consider their purifying abilities as well as your ability to keep the plant alive.

We're here to help. Health Advocate can get you to the right support and resources to help you 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-AH-2401027-2,7FLY



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 website⁹.

⁹<http://www.healthadvocate.com/>

Campus Inclusion Week - September 1-7



Campus inclusion Week aims to inspire the entire Dickinson community to commit to making Dickinson more inclusive through seeking educational material, supporting campus programs, participating in training opportunities, and learning more about campus inclusion resources.

Religious, Secular, and Spiritual Communities Brunch

Sunday, September 1 | 10 a.m. - 1 p.m. | HUB Social Hall

Join the religious and spiritual communities across the campus as we come together for a meeting and greet as we discuss religious, secular, and spiritual equity at Dickinson College while enjoying a brunch of bagels and fixings. RSVP in EngageD¹⁰.

Diversity, Equity, and Inclusion Open House Tour

Wednesday, September 4 | 4:30 – 6:00 p.m. | Landis House

Meet at Landis House (101 S. College Street) and join a tour group that will take you to the Asbell Center for Jewish Life, the Access and Disability Services (OWLL) offices, and end at the new Popel Shaw Center for Race and Ethnicity – with appetizers, dinner, and dessert along the way! Student led “tours” are an informal and fun way to get to see these spaces and learn about programs and opportunities through various DEI Offices.

LGBTQ+ @ Dickinson Welcome Back Picnic

Thursday, September 5 | 5-7 p.m. | Morgan Field

The LGBTQ+ Center invites all LGBTQ+ Dickinsonians to attend the Fall 2024 Meet & Greet! Learn more about queer life at Dickinson while you eat, mix, and mingle with students, faculty, and staff.

A.C.E. Peer Mentors - Rita's on the Lawn

Friday, September 6 | 5:30-6:30 p.m. | Popel Shaw Center for Race and Ethnicity

First year, transfer students, and anyone who enjoys Rita's Italian Ice is welcome to meet the 2024-2025 A.C.E. Peer Mentors and classmates.

¹⁰<https://dickinson.campuslabs.com/engage/event/10156760>

International Paint & Powder Festival

Saturday, September 7 | 1-6 p.m. | Morgan Field

A welcome/welcome back celebration -- Caribbean Style! There will be music, Mexican, African, Caribbean, and South Asian food trucks, local vendors, and information tables about clubs and groups on and off campus. 10% of food truck purchases will be donated to clubs and student groups of color. Everyone is welcome to participate!



Dickinson
CENTER FOR
THE FUTURES
OF NATIVE
PEOPLES



Sunrise Ceremony

Join us as we kick off the semester with a blessing from the Indigenous Elder Eugene Black Crow (Oglala Lakota Sioux Nation he'matanhan), a descendant from the Carlisle Indian Industrial School.

**All welcome
to attend!**

September 5, 2024 | 6:15 AM
Dickinson College | Carlisle, PA
ACADEMIC QUAD (center of campus)

Light refreshments will be served at the CFNP immediately following.

What is a Sunrise Ceremony?

For many Indigenous Peoples, the sunrise is a sacred time for reflection, observance, thanksgiving, and community. Elders often provide guidance and prayers for the People during ceremonies. We welcome everyone to our gathering to begin the semester in a good way!

What will happen at the Sunrise Ceremony?

We will form a circle in the Quad. Dr. Mandy Cheromiah (Laguna Pueblo), CFNP Executive Director, will welcome everyone. Then, Elder Eugene Black Crow will provide a blessing/prayer and words of encouragement to the People. Next, those in attendance will have an opportunity to introduce themselves. We'll have closing remarks and invite the community to join us at the CFNP for refreshments and fellowship!



In case of rain, plan to gather at the Center for the Futures of
Native Peoples, 239 W. Louther St.
Questions? Contact Dr. Cheromiah | cheromia@dickinson.edu

Employee Announcements





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)*

Building Community and Belonging at Dickinson - a Collaborative Effort



Faculty and staff are invited to participate in **Dickinson Community events this fall**, which are meant to help us build our capacity as an **inclusive, welcoming, and justice-minded community**. Please **pre-register** to confirm your participation in one or all the events listed below:

Conversations Worth Having: Building Community Through Dialogue with Dr. Elavie Ndura

Friday, August 30 | 10 a.m. - noon | HUB Social Hall

Dr. Elavie Ndura¹¹ will conduct a 2-hour interactive workshop. In her work with the International Peace Research Association, Dr. Ndura specializes in academic program building for inclusive excellence, cultural competency development, and curriculum design for equity and justice. Her workshop will focus on how to build healthy community practices that acknowledge structural inequality, while striving for justice. **Register by clicking here**¹².

Anti-Racist Practices for Daily Life book lecture/talk with Rev. Dr. Jennifer Harvey

Thursday, September 26 | 7 - 8:30 p.m. | Allison Hall

The Rev. Dr. Jennifer Harvey¹³ will present a public lecture and book talk *Anti-Racist Practices for Daily Life*¹⁴. Dr. Harvey is a nationally known anti-racist educator whose third book, *Raising White Kids: Bringing Up Children in a Racially Unjust America* (2019) was a *New York Times* nonfiction bestseller. Currently serving as Dean of Garrett Theological Seminary, Dr. Harvey brings to Dickinson more than two decades of experience in higher education, where she has built a career helping predominantly white institutions make changes necessary to become thriving, equitable communities. Register here¹⁵.

Ethics Common Read

Monday, October 28 | 4:30-6 p.m. | Waidner-Spahr Library

¹¹<https://iprafoundation.org/elavie-ndura-2/#:~:text=Elavie Ndura is a dedicated,diverse and complex academic settings.>

¹²<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-9pzYs451nJDrWgZiMzIUzZURTIDVUZONUZNNkg1NVhYV0kwRUNPRIFSSS4u>

¹³<https://jenniferharvey.org/>

¹⁴<https://jenniferharvey.org/books>

¹⁵<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-9pzYs451nJDrWgZiMzIUzZUNTNNWWUhKSIREWIZHQjVVTlhQTIBRTUhHQy4u>

The Ethics Common Read, facilitated by Dickinson professor Dr. Amy McKiernan, will feature the book *Failures of Forgiveness: What We Get Wrong and How to Do Better*¹⁶, by Dr. Myisha Cherry¹⁷. Dickinson community members will recall that Dr. Cherry visited our campus as a Clarke Forum speaker in the fall of 2023, discussing her earlier book, *The Case for Rage: Why Anger Is Essential to Anti-Racist Struggle*. This year, the Ethics Across Campus and the Curriculum program will pay careful attention to themes related to accountability, moral injury, and moral repair, engaging Dr. Cherry's thoughts on forgiveness and community-building as part of the emotional valence of justice-oriented work. **Register** for the Common Read **by clicking here**¹⁸.

Faculty and staff wishing to read the books above may purchase or acquire their own book (in any form). The books can be found in libraries or purchased from a variety of vendors (i.e. Amazon, Barnes & Noble, etc.). *Failures of Forgiveness: What We Get Wrong and How to Do Better*, by Dr. Myisha Cherry, is available online through the Waidner-Spahr Library.

2nd Annual Employee Tailgate



Friday, September 6 | 4 - 6 p.m. | Belvedere/Biddle Field

¹⁶<https://press.princeton.edu/books/hardcover/9780691223193/failures-of-forgiveness>

¹⁷<https://www.myishacherry.org/>

¹⁸<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-9pzYs451nJDrWgZiMzIUzZUM1AyQ0FSWkFVV0FZWIFSSVRUViY2VUU1Mi4u>

Bring your family and join colleagues for some pre-game fun on **Friday, September 6, from 4-6 p.m. on Belvedere Field** (behind the home team bleachers at Biddle Field) followed by the ***Red Devil football team*** season opener against Randolph-Macon College! Kick-off is at 6 p.m.

Food Trucks & Beverages will be provided by Creekview Food, Next Level Pizza, 717 Tacos, Grappling Crab Shack, Mad Dash Artisan Grilled Cheese, Kona Ice, Back Porch Brewing, and Castlerigg Wine Shop. Food trucks & beverages will be free of charge to employees and their guests. Food (excluding alcoholic beverages) may be purchased by students and other visitors.

50/50 raffle tickets (cash only) to support the United Way Campaign will be sold at the Tailgate event. The winner will be announced during halftime of the game.

Pre-registration is required and can be completed ¹⁹ **here**. **The deadline to register is Wednesday, September 4.**

We hope to see you there!

2024 United Way of Carlisle & Cumberland County Pacesetter Campaign

Dickinson College is a *Pacesetter* for the United Way²⁰ of Carlisle & Cumberland County's annual campaign²¹. Our campus campaign will begin in mid-August and wrap up in early September—to help set the pace for the larger community's fall campaign. You will soon receive information about supporting the United Way of Carlisle & Cumberland County. As always, 100% of any donations benefit members of the Carlisle community!

¹⁹<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-1SW1AfhJmIGk-QX18ISTZIUMuc3RUFPR1RCQU42MUxRVTA5STFESDFSUS4u>

²⁰<http://carlisleunitedway.org/>

²¹<http://carlisleunitedway.org/campaign/>



United Way Day of Caring

Friday, October 11 | Beginning at 8 a.m.

Allison Hall | 99 Mooreland Avenue

Itinerary

- 8-8:30 a.m.: Kickoff at Allison Hall
- 8:30 a.m. - noon: Day of Caring volunteers at project locations
- 12:15 -1:15 p.m.: Lunch at LeTort Park Pavilion

Are you looking to volunteer? Sign up here²²!

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

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

Register within Totara²³ to let us know of your intent to participate. Jason Maddux²⁴ – community impact director, United Way of Carlisle and Cumberland County – will receive a list

²²<https://totara.dickinson.edu/course/view.php?id=59>

of volunteers and make the volunteer assignments. You can also sign up directly with United Way today for yourself, a group, or family at <https://uwcarlisle.org/day-of-caring/>²⁵.

Reminder of Community Service Benefit: All employees must first receive approval from their supervisors before registering for the event. All exempt and nonexempt employees will be allowed to volunteer for up to eight (8) hours of paid time from July 1 to June 30.

To indicate your interest in this community volunteer opportunity, please register for this program prior to Thursday, September 19. Sign up here!²⁶

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

Call 717-243-4805 or email Jason@uwcarlisle.org²⁷

Employee Spotlight



²³<https://totara.dickinson.edu/course/view.php?id=59>

²⁴<mailto:Jason@uwcarlisle.org>

²⁵<https://carlisleunitedway.org/day-of-caring/>

²⁶<https://totara.dickinson.edu/course/view.php?id=59>

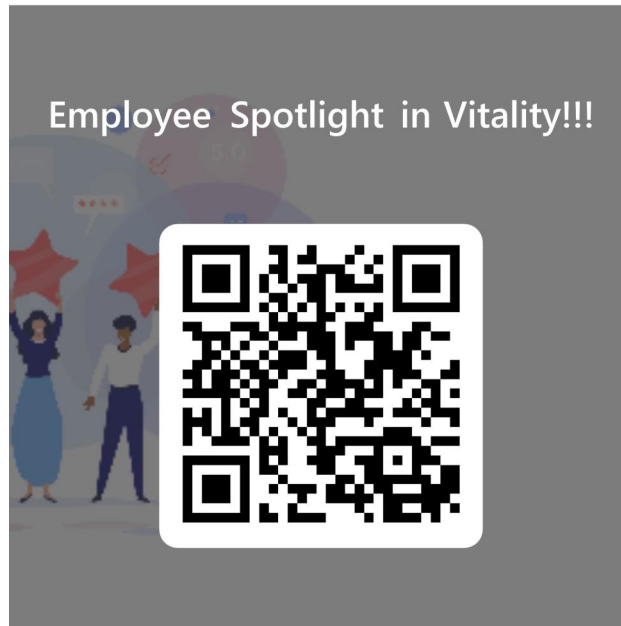
²⁷<mailto:Jason@uwcarlisle.org>

Employee Recognition Comments

During the Recognition Brunch, on Thursday, May 30, participants were asked to write down who they are thankful for or who they would like to recognize. Below are some randomly selected comments:

- **Academic Technology Staff:** *All of my colleagues in Academic Technology for making work feel less like work.*
- **Amity Fox:** *For encouragement and believing in me. For her tireless advocacy for students and navigating their developing planning and professional skills with equanimity and firmness.*
- **Ashley Telep:** *For always making sure we have quality food and goes above and beyond for special plate ups.*
- **Catrina Hamilton-Drager:** *Always reaching out to welcome and say hello. She is an amazing boss, mentor, and friend who helps many new faculty and ADCs. She held her position for one more year to help transition and has kept things going, supporting faculty for all four years.*
- **Chris Germain:** *For overseeing the largest crew on campus that does an amazing job that goes unnoticed. Jersey is the Man! He is a good boss and the best boss ever. He always gets me the items/machines I need to do my job.*
- **Dining Services Staff:** *I would like to thank the dining staff for always working hard and going above and beyond to make everyone's day a little easier.*
- **Heather Ingram:** *Phenomenal admin teams.*
- **Jess Howard, Theresa Arndt, Maureen O'Brien Dermott & Jim Gerencser:** *During the transition time of retiring Library director and hiring and onboarding a new director - these fine folks kept the library running; took on roles and responsibilities beyond their jobs and have trained me to the good work our Library team achieves. Love them - and being in a middle management role is not easy!*
- **Judy Fickel:** *Because she showed me the meaning of real strength and courage...how to be brave.*
- **Lyndsey Lyons:** *For her infectious spirit and drive to support students and build informative, fun, and delightful events; and because she is AMAZING!*

- **Shana Kitner:** *She is always willing to take on more work without complaint and often with inspiration.*
- **Student Accounts Staff:** *My coworkers in Student Accounts for putting up with me. We all work very well together which makes our department, in my eyes, the best!*



If you would like to **recognize an employee** for their personal or professional accomplishments **in an upcoming issue of Vitality**, please complete the honoree submission form by clicking *here*²⁸ or scan the QR code.

²⁸<https://forms.office.com/r/1BMj9krjds>

Compliance | Policies



Protecting Our Community | Live Session Schedule and Online Modules

Thursday, August 29 | 2-3:30 p.m. | Althouse 207 (*NOTE: schedule and room change*)

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 here²⁹ to register for the *interactive, in-person session* in Totara. Select "go to event" and "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.edu³⁰ or contact Carol Shaffer at ext. 1152.



²⁹<https://totara.dickinson.edu/course/view.php?id=31>

³⁰<mailto:devwell@dickinson.edu>

Get the Most Out of Your Benefits



How Your EAP Supports Whole Family Care



Whole family care is an approach to care that recognizes how the health and well-being of each family member can influence the health and well-being of the entire family unit.

The goal of whole family care is to create a supportive environment that promotes the overall health and well-being of individual family members, leading to better outcomes for all.

Life transitions, challenging relationships, and coping with loss or change can have a far-reaching impact, taking a toll on individual family members and the family as a whole.

Here are some examples of when whole family care, including family therapy, could be the preferred approach:

- **Child and teen behavioral concerns.** Is your child having trouble at school, struggling to control their emotions, having trouble making friends, experiencing bullying, showing signs of substance abuse, a mental health concern, or an eating disorder?
- **Struggles with your marriage or partner.** Studies show that when adult relationships struggle or end, children also experience the impact. Family therapy can help partners communicate better, diagnose and address the underlying concerns, and develop a strategy to reduce tensions and ease family discord.
- **Conflicts in raising children.** Parents may have different parenting styles—and these differences

can cause conflict among family members. Family therapy can help partners address favoritism, develop consistency regarding rules, expectations, and discipline, and define appropriate communication and emotional support.

- **Coping with common life challenges.** During a lifetime, families may experience the death of a close family member, a change in employment or financial status, a natural disaster, a criminal attack, or conflicts with friends, neighbors, or extended family members.

Your Assistance Program provides resources and referrals to you and your family members, including access to family therapy. Our intake specialists can guide you and your family to appropriate care. Services are free, confidential, and accessible 24/7. To learn more or to access these services, call 855-775-4357 or [visit online](#).

Reliance Standard's Employee Assistance Program (EAP) program option is available to all active, eligible full-time employees. For more information and a list of comprehensive benefits under Reliance Standard's program, please visit the link below:

Reliance Standard Comprehensive EAP Benefits³¹

For more information regarding Dickinson's EAP, please click here³².

³¹<https://rsli.mylifeexpert.com>

³²https://www.dickinson.edu/info/20083/human_resource_services/529/employee_assistance_program



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/schedule³³
- **Step 2** select Schedule a time to meet
- **Step 3** at the top of the screen where it says Enter your employer name type Dickinson and *WAIT for Dickinson to appear as a choice and then click on Dickinson (if you type Dickinson and hit Enter it may not work)*
- **Step 4** next under Select Appointment Type select either Virtual/phone/In Person once you have made your choice the dates will appear with available time slots.
- **Step 5** click on the plus button on the day you want to schedule and you will see the available times
- **Step 6** If you want to see future available date click on the Next Available button in the upper Right hand side of the screen to advance the dates

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.

³³<https://digital.fidelity.com/prgw/digital/wos/>

Browse their extensive educational webinar offerings by clicking here³⁴. 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!

TIAA Retirement Consultations



September 19 | 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 online³⁵ 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.***

³⁴<https://fidelityevents.com/allevnts/special>

³⁵<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

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)³⁶. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.



AUGUST 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](https://www.tiaa.org/webinars). Check back at any time for future webinars. These webinars are part of your retirement plan benefits.

August
07

Financial wellness & mental health

When you understand the connection between how you're doing emotionally and how you're saving money, your retirement journey can be easier and more successful.

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)

August
13

Opening doors to the future: Save in a 529 college savings plan

In this webinar you can learn how 529 college savings plans work and how to invest in one for a child, grandchild, yourself or another loved one.

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)

August
21

Live with confidence in retirement: 5 steps to creating your retirement income plan

Learn how different sources of retirement income work, how to build your strategy for lifetime income and what to consider when planning withdrawals from your retirement assets.

1 p.m. to 2 p.m. (ET)
Noon to 1 p.m. (CT)
11 a.m. to noon (MT)
10 a.m. to 11 a.m. (PT)

Reserve your spot

³⁶<https://www.tiaa.org/webinars>

Community | For the Greater Good



Join us for Dickinson's Heart Walk on Sunday, September 15!

Time: noon - 2 p.m.

Check-in at noon at the Kline Center Patio

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

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

Please consider joining Dickinson College's Heart Walk to support the 2024 AHA Heart Walk campaign today – or if inspired, making a donation (in any amount) online for this event to support heart research.

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

Sign up and join the walk today: <http://www2.heart.org/goto/TeamDickinson2024>³⁷

– OR –

You can visit <http://www2.heart.org/goto/DiamondEssenceWithin>³⁸, to make a contribution in support of life-saving medical breakthroughs and heart research!

Want to start your own mini-team? **GO FOR IT!** *Creating your own mini-team is quick and easy, and can be done by visiting:* <http://www2.heart.org/goto/DickinsonCollege>³⁹

³⁷https://www2.heart.org/site/TR;jsessionid=00000000.app30014a?team_id=838666&fr_id=10729&pg=team&NONCE_TOKEN=5FB304987C5E65C5CFB2736DD4DB8B89

³⁸https://www2.heart.org/site/TR;jsessionid=00000000.app30014a?px=2087857&fr_id=10729&pg=personal&NONCE_TOKEN=8A7B89F353DAFEFB23DB837579EBB71B

³⁹https://www2.heart.org/site/TR;jsessionid=00000000.app30014a?company_id=470305&fr_id=10729&pg=company&NONCE_TOKEN=3B2B1EDC5EF1065E9B63C6B7B1795D76X%2FqgM%3D&reserved=0



Save the Date: *Sunday, September 15*
2024 DICKINSON COLLEGE
Campus Heart Walk!

Being a Heart Walk Hero is as easy as 1, 2, 3!



Register with Dickinson College

Scan the QR Code above to register



Get Personal

Kick off your fundraising efforts
with a self donation.
Customize your page to tell your story.



Get Digital

Connect your fundraising
page to Facebook and download
the Heart Walk Mobile App.

Sunday, September 15, 2024

Dickinson College, Carlisle, PA

#CAPITALREGIONHEARTWALK

Questions? Ask Jeanette Diamond
diamondj@dickinson.edu

Community Blood Drives

Central Pennsylvania Blood Bank

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

- Cumberland County Blood Drives⁴⁰
- **Franklin County Blood Drives⁴¹**
- **Perry County Blood Drives⁴²**

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org⁴³ or call 1-800-771-0059.



⁴⁰https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁴¹https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁴²https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

⁴³<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 here⁴⁴ or contact farm@dickinson.edu⁴⁵.

Sunset Farm Tour & Cooking Demo

⁴⁴<https://blogs.dickinson.edu/farm/csa/>

⁴⁵<mailto:farm@dickinson.edu>



Thursday, September 19 | 5:30 – 7 p.m.

Begin with the cooking demo with Joe Rosas - then go for a sunset walk following the demo.

Unwind at the College Farm after a day in the office. Take an interactive stroll with farm managers and learn about the many exciting projects underway in the fields, pastures, and barns, along with the Biogas facility. This will include a 45-60 min walk on varying surfaces. Please wear appropriate shoes to keep your feet happy and safe!

Additionally, participants will enjoy a cooking demo by the Farm's chef with some delicious organic food served to those attending!

Enroll and sign-up in Totara⁴⁶.

⁴⁶<https://totara.dickinson.edu/course/view.php?id=493>

Nutrition Corner



Green Tea Berry Smoothie

Chill with this refreshing berry smoothie!

Enjoy as an on-the-go breakfast, cool snack, or a sweet end to your evening meal! *If you are not a fan of berries or your are ready for a taste of fall, try this Pumpkin Spice Smoothie⁴⁷!*

⁴⁷<https://recipes.heart.org/en/recipes/pumpkin-spice-smoothie>

Servings: 4 Serving Size: 1 1/2 cups per serving

Ingredients for the Green Tea Berry Smoothie

- 3 cups water
- 8 single serving bags green tea
- 16 ounces frozen mixed berries (about 3 cups)
- 2 medium bananas (peeled, cut in half, frozen)
- 1 cup fat-free, plain Greek yogurt
- 2 teaspoons fresh, grated, peeled gingerroot (optional)
- 2 teaspoons vanilla extract (optional)
- 2 teaspoons chia seeds (optional) OR 2 teaspoons flax seeds (optional)

Directions

1. Add the water to a small saucepan. Bring the water to a boil over high heat. Remove the pan from the heat. Add the tea bags. (Be sure the tea bags are submerged.) Let steep for 4 minutes. Discard the tea bags. Let the tea mixture cool for 30 minutes. Pour into a water pitcher. Refrigerate for 2 hours, or until chilled.
2. In a food processor or blender, process the tea, berries, bananas, yogurt, gingerroot and vanilla until smooth. Pour into four glasses. Sprinkle with the chia seeds.

Nutrition Tip: Using optional ingredients changes the nutritional values.

Cooking Tip: To make a single serving: In a food processor or blender, process 3/4 cup tea, 3/4 cup berries, 1/2 banana, 1/4 cup yogurt, 1/2 teaspoon gingerroot and 1/2 teaspoon vanilla. Sprinkle with 1/2 teaspoon chia seeds.

Nutrition Facts:

Calories: 136 | Total Fat: 1.0 g | Saturated Fat: 0.0 g | Cholesterol: 3 mg | Sodium: 23 mg | Total Carbohydrate: 29 g | Dietary Fiber: 5 g | Sugars: 18 g | Protein: 8 g

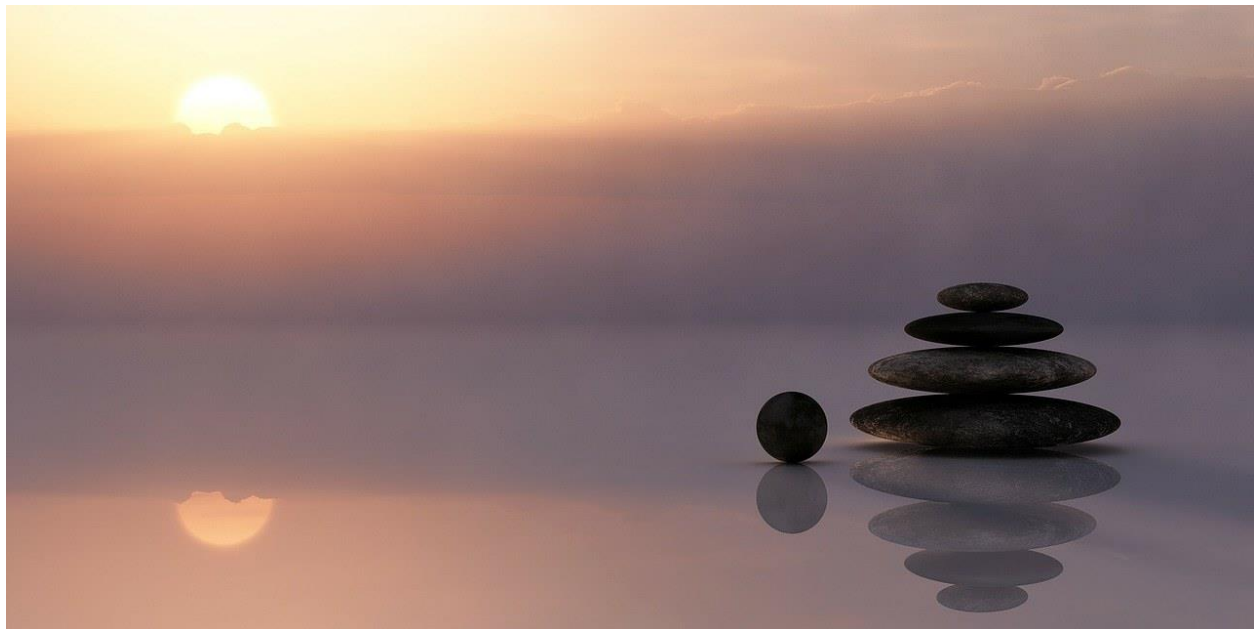
Dietary Exchanges:

2 fruit, 1 lean meat

*Recipe Source: American Heart Association*⁴⁸

Embed://<iframe width="705" height="397"
src="https://www.youtube.com/embed/ohzIJ5yP1qE" title="Green Tea Berry Banana Smoothie"
frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media;
gyroscope; picture-in-picture; web-share" referrerpolicy="strict-origin-when-cross-origin"
allowfullscreen></iframe>

Wellness@Dickinson



End of Summer Wellness Bingo

⁴⁸https://recipes.heart.org/en/recipes/green-tea-berry-banana-smoothie?utm_source=healthy+for+good+fy+2025&utm_medium=email&utm_campaign=CP_HFG_Send_2_072224&utm_content=Recipe+cta&sc_camp=7BEAEDB1401C4FE788C6A3E0085A3528



Just for fun!

As the summer winds down and campus life becomes active again, we encourage you to participate in a variety of activities for your physical, emotional, and overall health and wellbeing. Use this card to complete activities and submit it to be entered in a drawing for a Wellness@Dickinson prize!

Download a copy of the form by clicking here⁴⁹.

Prizes will be drawn based on completion. *(5 squares in a row—across, down, or diagonal; postage stamp [4 squares]; framed; or blackout.)* Return the completed form to Human Resource Services⁵⁰ by email or provide the printed copy.

Finding the Time & Energy to be Both a Parent and a Professional - A Health Advocate Webinar

⁴⁹https://www.dickinson.edu/download/downloads/id/15689/2024_fall_semester_wellness_bingo.pdf

⁵⁰<mailto:devwell@dickinson.edu>

Thursday, August 15 | 10 and 4 p.m. | Online Presentation

There is perhaps no more delicate balance than being both a parent and a working professional. So many of us struggle with how to divide our time, energy, and attention.

Join Karen Rech, EAP Program Manager and Senior Trainer of Health Advocate, as she discusses the realities of the modern working landscape for parents, time and household management, and how to approach balance in a new, more successful way. And learn how to find the most elusive thing of all: quality time just for yourself!

Register for the time that best fits your schedule:

10:00 a.m.⁵¹ 4:00 p.m.⁵²

Upcoming Webinars:

September 19 | Coping with Grief and Loss

10:00 a.m.⁵³ 4:00 p.m.⁵⁴

October 10 | Domestic Violence Awareness

10:00 a.m.⁵⁵ 4:00 p.m.⁵⁶

For a listing of on demand webinars, click here⁵⁷.

⁵¹<https://attendee.gotowebinar.com/register/2116128215125312600?source=memwebpg>

⁵²<https://attendee.gotowebinar.com/register/8175427944147716186?source=memwebpg>

⁵³<https://attendee.gotowebinar.com/register/408304082700894557?source=memwebpg>

⁵⁴<https://attendee.gotowebinar.com/register/1786525415444884826?source=memwebpg>

⁵⁵<https://register.gotowebinar.com/register/1670708358133500245?source=memwebpg>

⁵⁶<https://register.gotowebinar.com/register/1661509843855535709?source=memwebpg>

⁵⁷<https://www.healthadvocate.com/site/memberwebinars>



Blood Pressure Screening



Tuesday, September 10 | noon - 1 p.m. | HUB Mary Dickinson Room

Walk-ins welcome! No appointment necessary!

Biometric Screenings



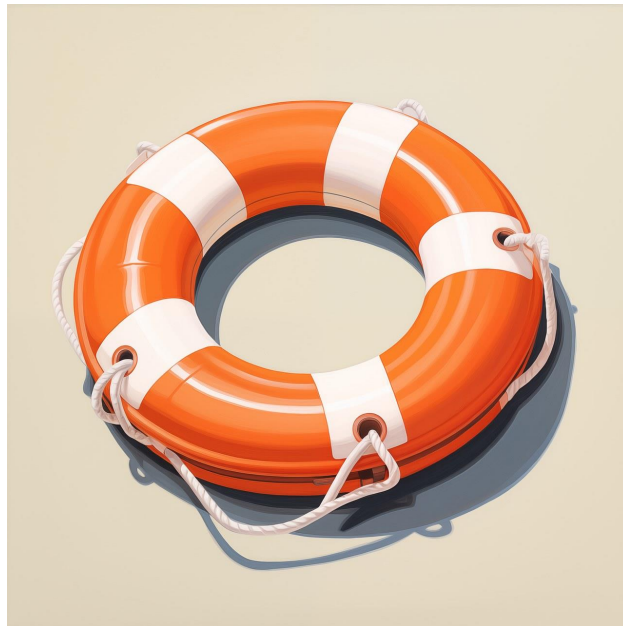
Thursday, September 12 | 7:30 - 9 a.m. | HUB Social Hall West

The Biometric Screening provides a snapshot of your health looking at your fasting total cholesterol and glucose. Blood pressure, height, weight, waist circumference and body mass index (BMI) also should be examined for a fuller picture. This is a collective review of your risk factors for developing heart disease, stroke and diabetes known as Metabolic Syndrome. The number of people with metabolic syndrome increases with age, affecting more than 40 percent of people in their 60s and 70s. Several factors increase your risk for developing the syndrome – high blood pressure, high cholesterol, diabetes or high blood sugar, a lack of physical activity, smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please plan to complete this health screening. ***For 2024-2025, the free biometric screening is available to the first 100 registrants or complete this screening during your annual well visit for your physical exam with your healthcare provider.*** Your Biometric screening must be completed on or before Friday, May 30, 2025 to meet the deadlines of the 2024-2025 Wellness Incentive Program Challenge!

Biometric screening appointments ***for EMPLOYEES*** are available this fall on September 12 from 7:30-9 a.m. Check-in at the HUB Social Hall West for this FREE screening (optional additional screenings are available via payroll deduction.) An additional screening is scheduled for Thursday, October 24 from 7-8:30 a.m. in the Facilities Management Breakroom.

Click to Enroll and sign-up now⁵⁸ for your biometric screening appointment. The free biometric screening includes a lipid/glucose profile. *Fasting is required for 10-12 hours prior to your scheduled appointment time for the most accurate results.* Additional optional screenings are available for a small fee that can be paid via payroll deduction.

Suicide Prevention and Awareness Training



Tuesday, September 17 | 11 a.m. - noon | HUB Social Hall West

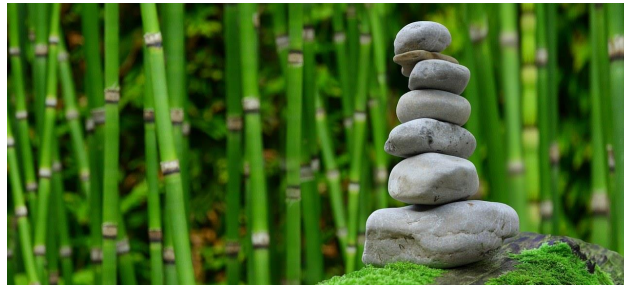
Conducted by Lauren Strunk, Executive Director of the Wellness Center

This training is designed to equip participants with the skills and confidence to recognize and respond to signs of suicide. By fostering awareness and promoting open conversations, this program aims to create safer communities and reduce the stigma associated with mental health issues. This training is ideal for anyone who wants to contribute to suicide prevention efforts at Dickinson or in the greater community.

⁵⁸<https://totara.dickinson.edu/course/view.php?id=51>

Enroll and sign-up in Totara.⁵⁹

Thoughtful Thursdays



Thursday, September 5 | 7:30-8 a.m. | McCauley Room, Old West

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

The next session will be held on October 3, in Memorial Hall, Old West.

Enroll and sign-up in Totara.⁶⁰

Flu Vaccinations

⁵⁹<https://totara.dickinson.edu/course/view.php?id=302>

⁶⁰<https://totara.dickinson.edu/course/view.php?id=307>



We are happy to offer flu vaccinations to students and employees of the College.

The College will host flu clinics on:

- Thursday, September 26, from 9:00 to 11:30 a.m.
- Monday, October 14, from 11:00 a.m. to 1:30 p.m.
- Wednesday, November 6, from 4:00 to 6:00 p.m.

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

Vaccinations will not be available for spouses and/or dependents. Please be sure to schedule an appointment with their primary care provider or a pharmacy offering flu shots.

CPR, First Aid & AED Blended Training for Employees



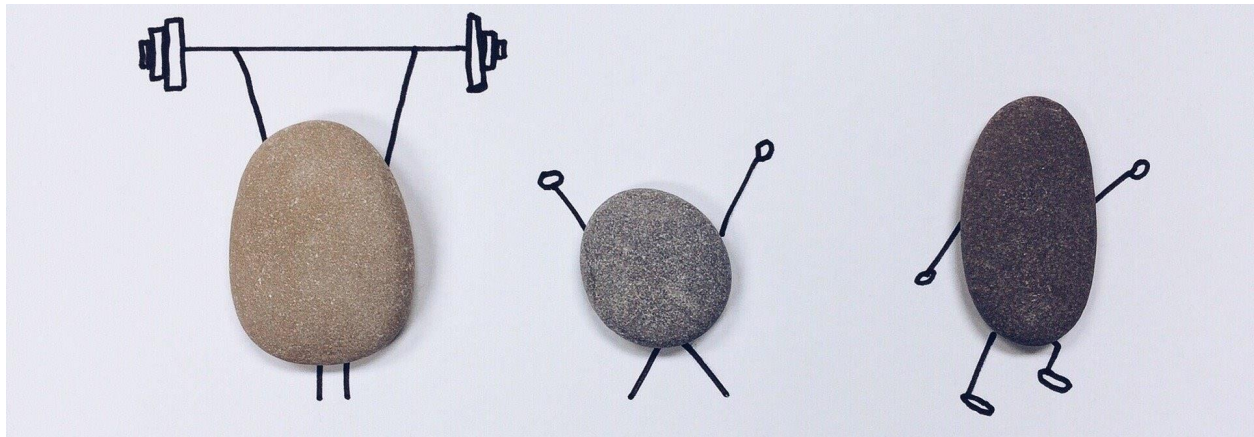
Tuesday, October 22 | 8-1 p.m. | DPS Training Room, Kaufman Building

This hands-on skills training prepares participants to respond to breathing and cardiac emergencies in adults, children age 12 or younger, and infants. Being certified will provide you with valuable skills that will prepare you to handle a potentially life-threatening situation. Successful participants will learn and achieve the skills needed to demonstrate and pass the written certification exams.

Enroll and sign-up in Totara⁶¹ to reserve your spot in this program.

To successfully complete this certification there is a mandatory completion of the online materials BEFORE arriving for the live training session on Tuesday, October 22, 2024. Participants will receive a link to complete the blended learning portion of this training in early October to allow plenty of time to complete prior to the live session. Please send an email to diamondj@dickinson.edu⁶² with any questions.

Wellness@Dickinson Fitness Programs



Fall Fitness Programs

⁶¹<https://totara.dickinson.edu/course/view.php?id=93>

⁶²<mailto:diamondj@dickinson.edu>



FREE Fall Semester Fitness Programs - Register NOW in *Totara* or *EngageD*!

Wellness programs offered for 2024-2025 begin the first couple of weeks in September, with fitness options designed with the department of Athletics to allow the maximum possible wellness opportunities for the campus community. Lunch Crunch will return this year (space is limited), along with a variety of other group fitness classes that can be found in EngageD by searching for key words *cardio*, *Pilates*, and *Zumba*.

Mondays

Pilates⁶³

Beginning Monday, September 2 | 3:30-4:30 or 4:30-5:30 p.m. | HUB Dance Studio

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

RSVP in EngageD⁶⁴ by searching *Pilates*.

Instructor: Jennifer Moore

⁶³<https://dickinson.campuslabs.com/engage/events?query=pilates>

⁶⁴<https://dickinson.campuslabs.com/engage/events?query=pilates>



Tuesdays

Zumba⁶⁵

Beginning Tuesday, September 3 / 5 to 6 p.m. | Allison Hall Community Room

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

RSVP in EngageD⁶⁶ by Zumba.

Instructor: Jeannette Kole



⁶⁵<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁶⁶<https://dickinson.campuslabs.com/engage/events?query=zumba>

DEW Power Yoga⁶⁷

Beginning Tuesday, September 10 | noon to 1 p.m. | HUB Dance Studio

DEW (**D**iamond **E**ssence **W**ithin) Power Yoga offers the possibility to find your inner power and builds from within to expand your ability from the inside outward. Yoga is for everyone - and whether you are new to yoga or have been practicing for a while - the empowerment of this **Baptiste-style** class brings results! This is a judgement-free practice for anyone who would like to join and practice yoga. The sequence of poses will warm you up from the inside and bring amazing results overall. Finish each session feeling energized yet relaxed!

Enroll and sign-up in Totara⁶⁸.

Instructor: Jeanette Diamond



Wednesdays

Camp Cardio⁶⁹

Beginning Wednesday, September 11 | noon to 1 p.m. | HUB Dance Studio

⁶⁷<https://totara.dickinson.edu/course/view.php?id=457>

⁶⁸<https://totara.dickinson.edu/course/view.php?id=457>

⁶⁹<https://totara.dickinson.edu/course/view.php?id=379>

Join us for an energetic and fun, heart-pumping, calorie-burning cardio class. This aerobic class will tone muscles and strengthen your heart with different aerobic formats such as: Hi/Lo, Strong, cardio-kickboxing, Zumba, and more.

Enroll and sign-up in Totara⁷⁰.

Instructor: Tina Salomone



Sports Yoga⁷¹

Beginning Wednesday, September 11 | 4:45 to 5:45 p.m. | HUB Dance Studio

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

Enroll and sign-up in Totara⁷².

Instructor: Jim Mader

⁷⁰<https://totara.dickinson.edu/course/view.php?id=379>

⁷¹<https://totara.dickinson.edu/course/view.php?id=47>

⁷²<https://totara.dickinson.edu/course/view.php?id=47>



Lunch Crunch⁷³

Beginning Wednesday, September 25 | noon to 1 p.m. | Functional Fitness Room, Kline Center

Tone your body with a lunchtime core strength and conditioning workout! A strong core supports your overall body function.

Enroll and sign-up in Totara⁷⁴. *Space is limited to 12 employees.*

Instructor: Padraic Wood



Thursdays

Cardio Fusion⁷⁵

⁷³<https://totara.dickinson.edu/course/view.php?id=459>

⁷⁴<https://totara.dickinson.edu/course/view.php?id=459>

Beginning Thursday, September 5 | noon to 1 p.m. | HUB Dance Studio

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

RSVP in EngageD by searching Cardio⁷⁶.

Instructor: Jennifer Moore



Zumba⁷⁷

Beginning Thursday, September 5 | 5 to 6 p.m. | Allison Hall Community Room

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

RSVP in EngageD by searching Zumba⁷⁸.

⁷⁵<https://dickinson.campuslabs.com/engage/events?query=cardio>

⁷⁶<https://dickinson.campuslabs.com/engage/events?query=cardio>

⁷⁷<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁷⁸<https://dickinson.campuslabs.com/engage/events?query=zumba>



Spin Class⁷⁹

Beginning Thursday, September 5, & Sunday, September 8 | 5:30-6:30 p.m. | Kline Fitness Center Spin Studio

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

RSVP in EngageD by searching Spin⁸⁰



⁷⁹<https://dickinson.campuslabs.com/engage/events?query=spin>

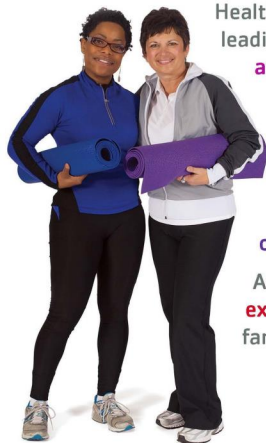
⁸⁰<https://dickinson.campuslabs.com/engage/events?query=spin>



FOR YOUTH DEVELOPMENT*
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Dickinson

CARLISLE FAMILY YMCA CORPORATE PARTNERSHIP



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

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

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

HERE'S HOW IT WORKS

I'M A Y MEMBER

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

I'M NOT A Y MEMBER

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

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

CORPORATE PARTNER RATE CHART

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

[^] living at the same address

Additional Information

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

Professional Development



College Prep for Parents



Part I - High School Counseling and Admissions - *Thursday, September 19*

Part II - Financial Aid and Tuition Benefits - *Thursday, September 26*

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

We encourage all parents to attend if your child is a junior or senior in high school and planning to attend college.

All sessions will be held in the **McCauley Room, Old West from noon to 1 p.m. Enroll and sign-up in Totara⁸¹.**

2024-2025 Management Development Program

Select Tuesdays beginning September 24, through April 15

9 a.m. to noon | McCauley Room Old West (Fall Semester)

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

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

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

- DiSC
- Cultural Competency & Conflict Management
- Developing Cultural Awareness as Management Practice
- Understanding Admissions

⁸¹<https://totara.dickinson.edu/course/view.php?id=42>

- Leadership
- Managerial Decision Making
- The Financing of Higher Education

Please email hrservices@dickinson.edu⁸² to obtain an application to participate in this program.



The Fundamentals of FERPA (online course)



⁸²<mailto:hrservices@dickinson.edu>

United Educator's Online Training | Enroll in Totara⁸³

This session provides an overview of the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended. FERPA sets forth requirements to protect the privacy of student's educational records.

As an employee of the College, you play an important role in keeping records private and ensure the privacy rights of students. In this online session, you will learn how to avoid violations through common situations. You will also learn how to respond, and when you should refer a request to another department.

For questions or more information, please contact the registrar's office⁸⁴.

⁸³<https://totara.dickinson.edu/course/view.php?id=125>

⁸⁴<mailto:reg@dickinson.edu>

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 now⁸⁵!

⁸⁵<https://dickinson0.sharepoint.com/sites/TechNews>



Contact Us



Wellness Program | Monthly Incentive Prize Winners

Congratulations to Erin Slattery, Psychology, winner for the month of July for fitness program participation during June!

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-Month⁸⁶. *(Remember to report your Marathon in a Month walking⁸⁷ 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.edu⁸⁸ 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

⁸⁶https://www.dickinson.edu/downloads/file/1239/marathon_in_a_month_walking_map

⁸⁷https://www.dickinson.edu/downloads/file/1238/marathon_in_a_month_tracking_your_walks

⁸⁸<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 Gateway⁸⁹ 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 policy⁹⁰ 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 Guide⁹¹

Dickinson/Biking⁹²

Dickinson/College Farm⁹³

Dickinson/Sustainability⁹⁴

⁸⁹<https://gateway.dickinson.edu/>

⁹⁰http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁹¹[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

⁹²<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁹³<http://www.dickinson.edu/collegefarm>

⁹⁴<http://www.dickinson.edu/sustainability>

TechNews⁹⁵

Trout Gallery⁹⁶

Theatre & Dance⁹⁷

Campus Announcements⁹⁸

Campus Events Calendar⁹⁹



2 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu¹⁰⁰

Human Resource Services Website¹⁰¹

⁹⁵<https://dickinson0.sharepoint.com/sites/TechNews>

⁹⁶<http://www.troutgallery.org/>

⁹⁷<https://www.dickinson.edu/theatreanddance>

⁹⁸<https://www.dickinson.edu/announcements>

⁹⁹<http://www.dickinson.edu/events>

¹⁰⁰<mailto:devwell@dickinson.edu>

¹⁰¹https://www.dickinson.edu/homepage/122/human_resource_services