



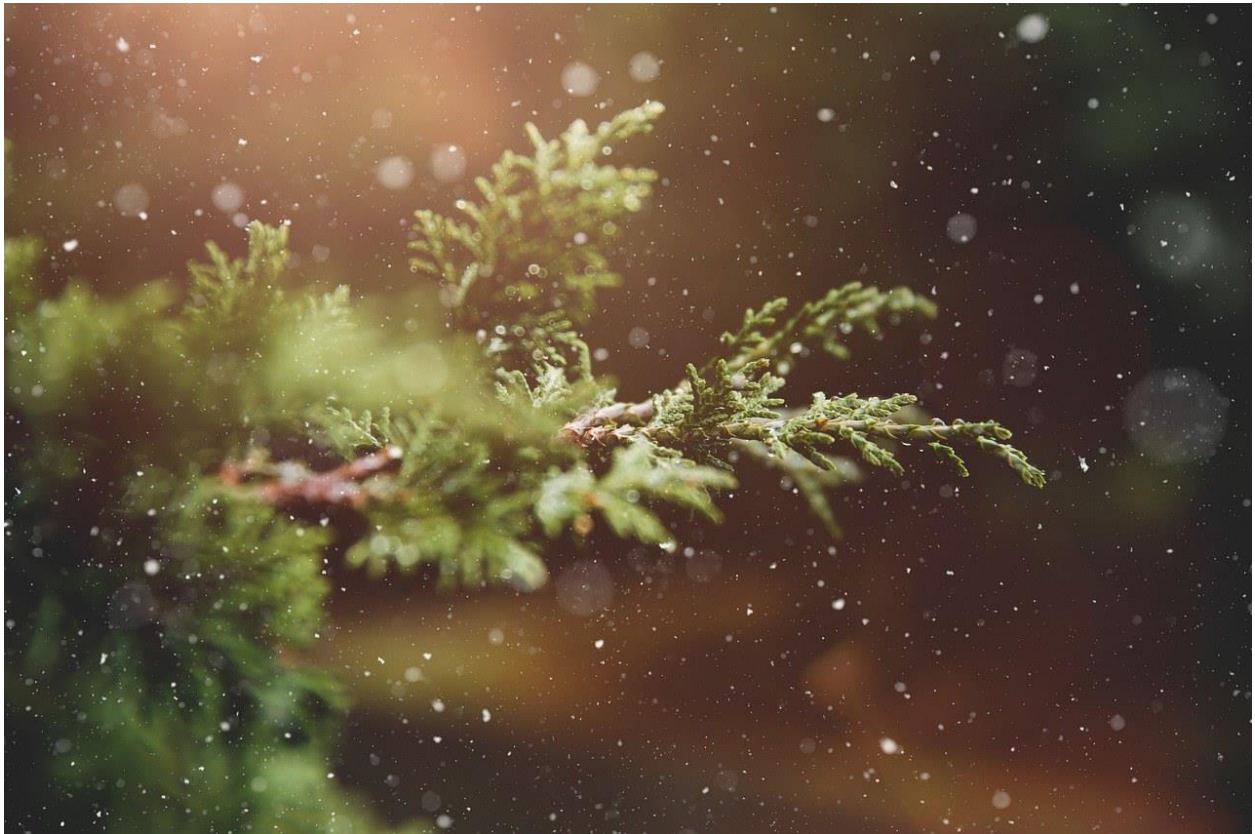
Vitality - Winter 2024-2025

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XIX | Issue 5

In This Issue



- **Winter Weather Preparedness and Safety Tips**
- **Fall Into Fitness Challenge Highlights**
- **Employee Announcements**
- **Compliance | Policies**
- **Employee Spotlight**
- **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.

Winter Weather Preparedness & Safety Tips



Winter Storms Can Bring Snow, Sleet, and Freezing Rain Across the Entire United States and Its Territories.

According to the National Weather Service¹, even Hawaii gets snow on its Big Island, and major cities as far south as Atlanta and Dallas have been paralyzed by snow and ice. In the Northeast, cold temperatures, various types of precipitation, and more present unique hazards in which having a plan ahead of time can make a world of difference. Here are a couple tips for handling the winter months ahead:

Outdoors and Traveling:

- Dress in layers, cover skin and limit time outside. Layers of loose-fitting, lightweight clothing will keep you warmer than one bulky sweater
- Ice and snow, take it slow—slower speed, slower acceleration, slower steering, and slower braking
- Clear snow and ice off fire hydrants so fire departments can gain access
- Maintain your vehicle: Check the battery, tire tread, and windshield wipers—keep your windows clear, put no-freeze fluid in the washer reservoir, and check your antifreeze
- Keep extra supplies in your vehicle such as a flashlight, blanket, jumper cables, shovel, snow brush/ice scraper, and some snacks in case you become stuck while on the road
- Try to park in areas with little to no snow cover to minimize slips and falls

Walking on Snow and Ice:

- Wear appropriate footwear with a good tread—avoid plastic or leather soles.
- Be aware that the north sides of buildings are often slicker from the lack of sunlight.
- Remember to take shorter strides to maintain your center of balance on slippery surfaces.

General Reminders:

¹<https://www.weather.gov/safety/winter>

- Ahead of and during inclement weather, the college receives regular updates from the National Weather Service which it uses to guide its response.
- If the college is delayed or closed, please make every effort to arrive on campus at the designated opening time. For example, if there is a delayed opening until 10 a.m., please arrive at 10 a.m. Our facilities staff do an incredible job of clearing away snow and ice, but parked cars arriving earlier than requested often hinder these efforts and can create additional slick spots later or leave untreated areas.
- In the event of a delay or closure, the college will make every attempt to communicate with you via all available methods, including Red Alert. All pertinent details will typically be discussed in this messaging.

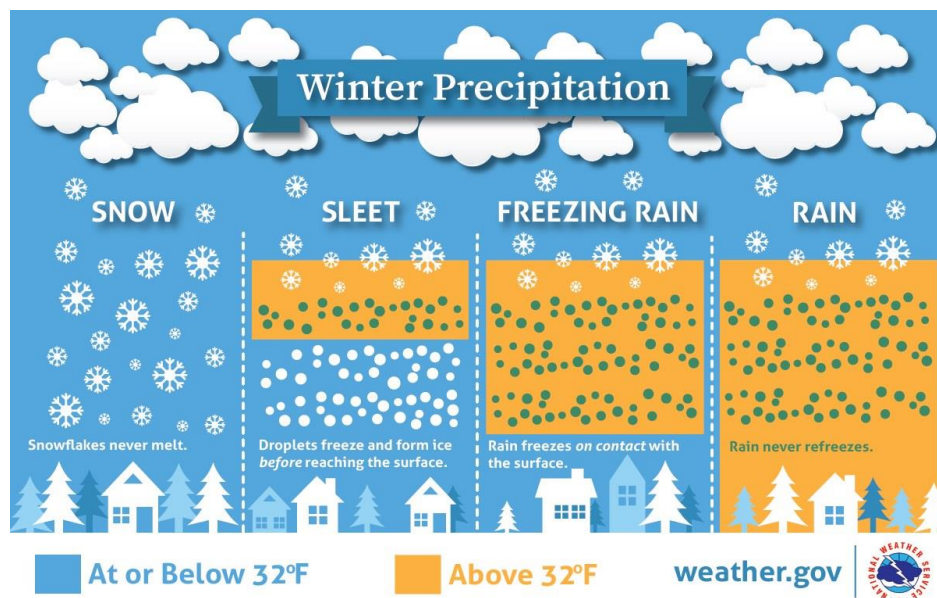
Sources and additional information:

Protecting Yourself from Winter Weather² (Ready.gov)

Winter Storm Safety³ (Weather.gov)

Natural Disasters and Severe Weather: Winter⁴ (cdc.gov)

Heating Fire Safety⁵ (usfa.fema.gov)



²<https://www.ready.gov/winter-weather>

³<https://www.weather.gov/safety/winter>

⁴<https://www.cdc.gov/disasters/winter/>

⁵<https://www.usfa.fema.gov/prevention/home-fires/prevent-fires/heating/>

Preventing Slips, Trips, and Falls

Winter weather can make walking surfaces hazardous. Here are some essential tips to help you stay safe:

1. **Use Handrails:** Always hold onto handrails when using stairs to maintain your balance and prevent falls.
2. **Walk, Don't Run:** Move carefully, especially on snow or ice. Try the "penguin method" of walking on ice: take short, shuffling steps and keep your center of gravity over your front leg to improve stability.
3. **Report Slippery Areas:** If you encounter any slippery surfaces, indoors or outdoors, report them to Facilities immediately so they can be treated.
4. **Stick to Treated Paths:** Whenever possible, use designated walking surfaces that have been treated for ice and snow to minimize the risk of slipping.
5. **Follow Delayed Opening Schedules:** Pay attention to any delayed opening schedules announced by the college. These delays are often put in place to ensure that walkways and roads are properly treated and safe for travel. Remember to check all Dickinson College social media, the college radio station, and local news sources for the latest information on delayed openings.

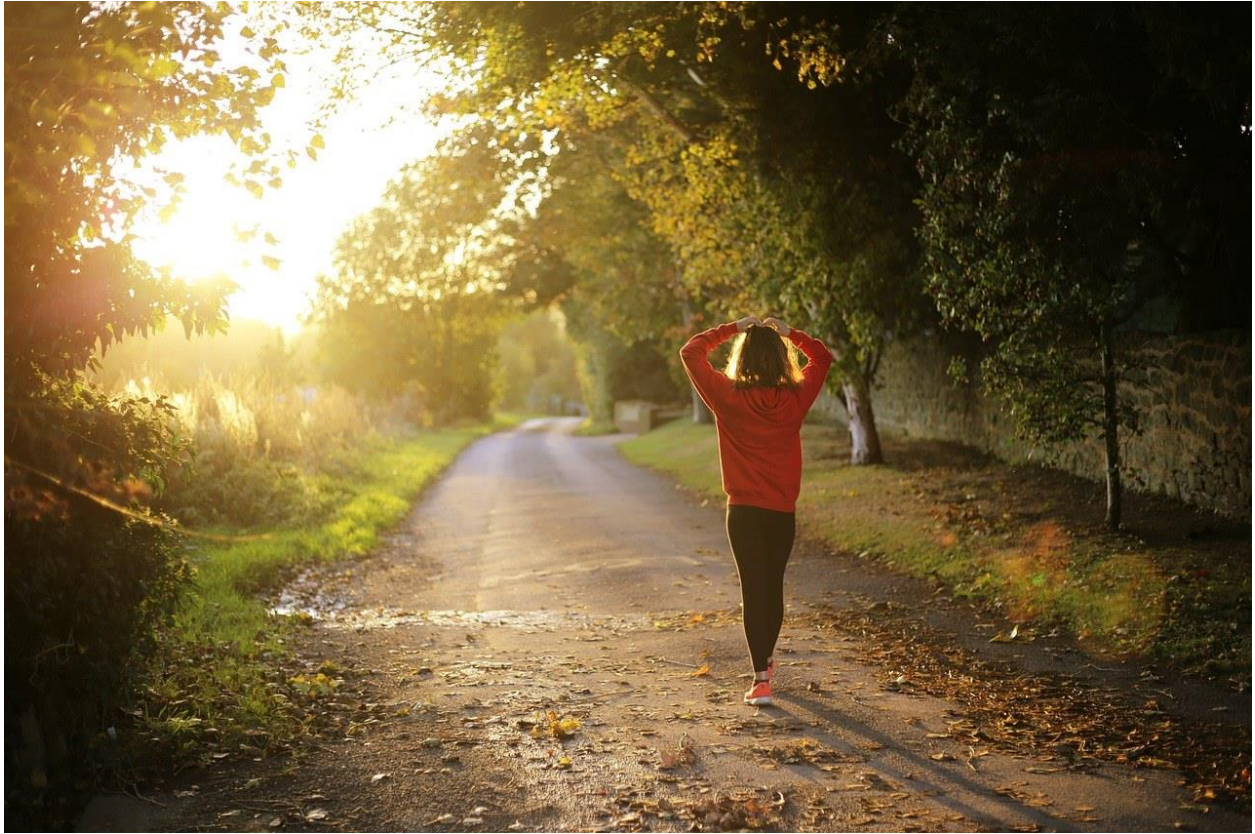
Questions? Please contact Kevin Walters⁶, Safety and Emergency Management Specialist.

⁶<mailto:walterke@dickinson.edu>



2 - <https://www.cdc.gov/winter-weather/safety/>

2024 Fall Into Fitness Challenge Highlights



The 2024 Fall Into Fitness Challenge began on October 6 and continued through November 16, with 46 participants completing all six weeks of the Challenge! Ten mini-teams competed in the weekly challenge activities that were designed to boost participation and engagement through social connectivity and fun. Individual participants reported cumulative weekly steps and

active/exercise minutes, along with special programs or activity participation to determine the overall outcome and winners during the Fall Into Fitness Challenge period. ***As a group, the Challenge participants were active for 75,431 minutes - and cumulatively had 11,522,538 steps!***

Harmony Way mini-team members took the lead for the *highest average cumulative active/exercise minutes per mini-team member*, followed closely by ***Naughty Fine Nine, Green Devil Certified*** and the ***Academic Affairs All Stars***!

Green Devil Certified stepped above and beyond all mini-teams earning the highest cumulative steps as a mini-team during the fall challenge period! Runner-up status for cumulative steps is shared by ***Academic Affairs All Stars, Harmony Way*** and ***Risky Business*** respectively.

For the weekly mini-team challenges, the weekly winners include:

- Week 1: *Naughty Fine Nine*
- Week 2: *Academic Affairs All Stars*
- Week 3: *Devilishly Fit*
- Week 4: *Cash Cats*
- Week 5: *Green Devil Certified*
- Week 6: *Harmony Way*

Individual Kudos for the following participants this fall:

- *Highest cumulative steps*: Cara Kamoie '26, *Green Devil Certified*
- *Highest cumulative active/exercise minutes*: Mary Silva, *Naughty Fine Nine*
- *Most Spirited Participant*: Marian Strait, *Harmony Way*
- *Highest Participation Level for Bonus Activities*: Sheri Davis-Cordell, *Harmony Way*

10K-a-day Step Challenge Winners:

- Michelle Spencer, *Risky Business*
- Cara Kamoie '26, *Green Devil Certified*

All awards and kudos were determined by the data reported for weekly participation in the online reporting form. Prizes for the above outcomes will be awarded with by delivery to participants or will be available in Human Resource Services. ***A notification email will be sent to Challenge participants once prizes are available for distribution.***

Reducing Holiday Stress



STRESS & STRAIN: BODY & BRAIN

Worries about work, money, health care and staying safe in the post-pandemic environment — as well as broader issues such as discrimination and climate change — can pile on the stress.

If you're feeling overwhelmed, try these ways to reduce your stress yourself. Ask for help or a referral from your health care professional for other ways to lower your stress.



WHY IT MATTERS

Simply put, stress can kill. People with high levels of chronic stress or psychological distress are more likely to die of various causes, research shows, including heart disease and stroke.

Chronic stress is also linked to anxiety disorders and major depression. And stress can underlie other problems, such as irritability, sleep disruption, headaches, changes in appetite, gut discomfort and reduced fertility.

TRY THESE STRESS-BUSTERS

Fight stress by focusing on your physical and mental health.



Get out of the house:
Take a walk in nature and enjoy the sights and sounds.



Sleep tight: Set a regular bedtime and wakeup routine and turn off or dim electronic screens as bedtime approaches.



Use your network:
Reach out and connect regularly with family and friends.



Put your mind to it: Explore mindfulness, a type of meditation that focuses your attention on your present experiences without interpretation or judgment.



Lean on a furry friend:
Pets may help reduce physiological reactions to stress.



Work it out: Regular physical activity — a recommended 150 minutes of moderate activity, 75 minutes of vigorous activity, or a mix of both weekly — can help relieve tension, anxiety and depression and give you immediate benefits from exercise.

For more tips on the mind-heart-body connection, visit [heart.org/BeWell](https://www.heart.org/BeWell).

© Copyright 2024 American Heart Association, Inc. D516983 5/24

3 - American Heart Association⁷

Holiday Game Plan: Handling Holiday Stress

A Health Advocate Webinar (recording)

⁷<https://www.heart.org/en/healthy-living/healthy-lifestyle/stress-management/stress-strain-body-brain>

The holidays are supposed to be a time of joy and excitement, but for many of us, this season can also lead to feeling stressed or overwhelmed. From family to finances, the holidays often create high expectations that may not be realistic. Finding ways to adapt during this unique season and set boundaries you are comfortable with can help you overcome some of these common challenges.

Karen Rech, Program manager and Senior Trainer of Health Advocate, explores strategies and begin creating your own game plan to reduce and manage stress for a calmer and brighter holiday season. **Click here to view the recording**⁸.



⁸<https://www.healthadvocate.com/video/HolidayGamePlanWebinar1124.html>

Create meaningful holidays



It's the most wonderful time of the year, right? But if you're putting a ton of time and energy into having the perfect holiday, it's probably not so wonderful. This holiday season let's try to focus on simply enjoying the season by making it more meaningful. Below, check out our top tips help you have the best possible time with your family, friends, and loved ones.

Talk to your family and brainstorm ideas to try new, simpler, and more rewarding traditions that everyone can enjoy. For example, take a moonlit walk and track animal prints or spot winter birds for a magical experience. Bring along a thermos of hot chocolate!

Give everyone a task to do. Whether it's prepping appetizers, leading a game, or watching over the kids' table, getting everyone involved can help make memories and help everyone feel important.

Focus on the people you get to see, the special moments you will enjoy, and being thankful for the time you are able to spend together. For example, share a sweet memory of your cousin, sibling or parent at the table to help reignite the warm feelings and sense of belonging that make family gatherings meaningful.

Help a sick or elderly loved one. The holidays are a great time to bring cheer to your loved one who is ill or elderly. Whether you take a task off their plate or simply spend time with them, your love and support can help them have a happier holiday.

Scale back. If your holiday celebrations feel like too much, consider scaling back. For example, why not have a Pollyanna where each person buys a nice gift for one person, instead of each member of the family buying for all the other family members?

Set your own priorities. As the onslaught of holiday-themed photos begins populating your social media feed, it can be easy to feel like you're not doing enough to keep up with your friends and family. But it is important to focus on what matters most to you. This will help you enjoy the season and find balance.

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-M-2401041-2.12FLY



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. *Webinars are available for everyone.*

Employee Announcements



⁹<http://www.healthadvocate.com/>



John and Beth Jones invite you and a guest to celebrate the holidays with colleagues and friends!

Please join us for an evening to include heavy hors d'oeuvres and refreshments.

Holiday Reception

Friday, December 13, 2024

6-8 p.m.

Social Hall, Holland Union Building

Come celebrate the holiday season with colleagues while enjoying light refreshments and some holiday cheer during this open house style event.

Please RSVP here¹⁰ by Friday, December 6.

In the spirit of the season, please consider contributing to Dickinson's United Way Pacesetter Campaign either through the online pledge form¹¹ or the United Way of Carlisle and Cumberland County's website¹².

¹⁰<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-1SW1AfhJmIGk-QX18ISTZIURTMgyMzBVUDZEODZROk2UE5FTzBUTi4u&route=shorturl>

¹¹https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrl2E0ybiLVirn22-2V2j_6JxkRPj-v8zisWoQJUNldIVE1IV0k5RVUwRVFFTjIJVEdERzgZQS4u

¹²<https://uwcarlisle.org/donate/>

The poster features a green background with festive holiday decorations at the top, including a gold ornament, a green geometric ornament, and a pine branch. A wrapped gift with a green ribbon is visible on the right side. The text is centered and uses a mix of bold, serif, and script fonts.

Monday, December 9
11:30 am - 2:00 pm
HUB Social Hall

Green Gifts Workshop

Find or create FREE sustainable gifts for this giving season!
Beeswax Candles | Cards | Jewelry | Ornaments

Dickinson
CENTER FOR SUSTAINABILITY
EDUCATION

In partnership with campus partners

Join the Center for Sustainability Education (CSE) on **Monday, December 9 from 11:30 am - 2:00 pm in the HUB Social Hall for the famous Green Gifts Workshop and Gift Giveaway!** This FREE, open-house format event is open to all students, faculty, and staff. Come for the whole time or whatever works for your schedule. Groups from across campus will host craft/gift-making stations with all the supplies necessary to make sustainable gifts for others using up-cycled materials. Green your gift giving this year, and make- don't BUY! Come learn from us how to make life easier and cheaper.

The event is DIY-style and **you will be able to take-home (and giveaway) everything you make!** Partners from across campus will be leading fun, interactive tables that include handmade

beeswax candle-making, ornaments, jewelry making, cards, crafts etc. We will also provide cocoa, coffee and cookies. Bring your own mug so we can be zero waste.

CSE will also be running a “**Give-Away Table**,” which is a space to leave, take, or trade free gifts for others. Think yard sale, but everything is FREE! We have diligently been collecting items like vintage Dickinson swag, household items, mugs, books, bags, etc. to giveaway to YOU. We also invite anyone to clean out their spaces and leave any unwanted used/like new items that someone may want to take away with them or up-cycle as a gift. Contact sustainability@dickinson.edu¹³ for a pick up.

Green Gift Partners Include:

- *Dickinson College Farm*
- *Theatre and Dance Department Costume Studio*
- *ENST Majors Committee*
- *The Handlebar, Dickinson’s Bicycle Cooperative*
- *The Makery*
- *The Hive, Dickinson’s Beekeeping Cooperative*

We hope to see you there!

What is Discrimination in PA?

Tuesday, December 10 | 11:30 a.m. - 2 p.m. | Allison Community Room

¹³<mailto:sustainability@dickinson.edu>

Hosted by the Popel Shaw Center for Race & Ethnicity. Contact Yvette Davis¹⁴ for more information. RSVP in EngageD by scanning the QR code.



¹⁴<mailto:davisy@dickinson.edu>

WHAT IS DISCRIMINATION IN PA?

PA Human Relations Commission
Director of Education, **Desiree Chang**,
will lead a workshop about the basics
of anti-discrimination safeguards. The
PA Human Relations Act (PHRA) and
the PA Fair Education Opportunities
Act (PFEOA) will be discussed.



12/10/2024

11:30am - 2:00pm



Allison Community Room

99 Moreland Avenue, Carlisle,
PA 17013. Free Parking in the
lot and the street



Desiree Chang

Pennsylvania Human Relations Commission
Director of Education & Outreach

**COMPREHENSIVE
LEARNING**

**EXPERT
INSTRUCTION**

**NETWORKING
OPPORTUNITIES**



For more information contact

Yvette Davis at

davisy@dickinson.edu

Dickinson

POPEL SHAW CENTER
FOR RACE & ETHNICITY

2024 Year-End Reminders

Timesheet Deadlines

- Time sheets for the pay period of 12/01/2024 through 12/14/2024 must be submitted and approved by noon on 12/16/2024.
- Time sheets for the pay period of 12/15/2024 through 12/28/2024 must be submitted and approved by noon on 12/30/2024.

Please note: Time sheets appear in chronological order in Self Service Banner and the most recent timesheet appears first in the queue. Pay close attention to the pay period dates you are selecting when entering your hours.

Other Year-End Items

As the end to 2024 quickly approaches, please take a moment to review and make any updates to your personal information on file.

- **Review/Update your permanent mailing address**

Employees who have moved during the year and haven't updated their address should complete and submit a new Certificate of Residency¹⁵ to Human Resource Services.

- **Review/Update Electronic Tax Information**

Dickinson encourages all employees to elect to receive only electronic versions of both Form W-2 and 1095-C through Banner Self Service. If you consented to the electronic W-2/1095-C in a previous year, your consent remains in effect for 2024. Please review your electronic consent for the W2 Tax and Wage Statement and 1095-C form in Self Service Banner and make any updates by 12/31/24.

Employees who consent to receiving electronic tax form(s) will not receive a paper form(s) and agree to obtain them through Banner Self Service. The consent will remain in effect until withdrawn by the employee through Banner Self Service or upon termination. If an employee does not consent, a paper form(s) will be mailed, no later than January 31, via the US Postal Service to the current address on record.

How to Elect Electronic Tax Statements¹⁶

- **Review/Update your federal withholding status**

The IRS encourages everyone to use the Tax Withholding Estimator¹⁷ to perform a "paycheck checkup." This will help you make sure you have the right amount of tax withheld from your paycheck.

¹⁵https://www.dickinson.edu/download/downloads/id/10622/residency_certification_form_2019.pdf

¹⁶https://www.dickinson.edu/download/downloads/id/13277/how_to_elect_electronic_tax_statements.pdf

Employees who wish to update their withholding status should submit a new Form W-4 Employee's Withholding Allowance Certificate¹⁸ to HR Services.

Employees who claim "exempt" from federal income tax withholding on the W-4 form during 2024, will need to submit a new *Form W-4 Employee's Withholding Allowance Certificate* by 2/15/2025 to maintain their exempt status for calendar year 2025.



¹⁷<https://www.irs.gov/individuals/tax-withholding-estimator>

¹⁸<https://www.irs.gov/pub/irs-pdf/fw4.pdf>

Employee Spotlight



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:

ADCs: *Our academic department coordinators because they make the world go round!*

Amanda DeLorenzo: *Hard worker, passionate, talented, kind, creative. Dickinson is lucky to have her.*

Andrew Connell: *Great Leadership!*

Anthony Cervino & Antje Pfannkuchen: *For stepping into their roles early as co-directors of the Clarke Forum.*

Becky White: *She is a great new addition to our team this year, and quickly learned and became invaluable.*

Carol Wetzel: *She keeps things running!*

Chasity Seburn: *She is always there for support and knows just about every single building. She will help out whenever you need help.*

Duane Marriott: *All of the extra work he has done all year.*

Ed Ellis: *For making everyone laugh (making them smile/be happy).*

Facilities Management Staff:

- *The entire facilities and housekeeping staff...They all do such good work!*
- *Our entire facilities crew - they are AMAZING!*
- *All of our facilities staff, which go unrecognized. They are truly the glue to the functionality of our campus.*
- *The staff in facilities and grounds staff - particularly Dale, Brian, Ken, Steve and Mike - who were always willing (even if they didn't want to) to help us get the Paz Center completed and looking amazing!*
- *Each single one from housekeeping to maintenance staff - because they work 24/7 and handle all requests throughout campus! Thank you, all!*

Financial Aid: *Financial Aid colleagues are stars!*

Jeanette Diamond:

- *For all that she does to provide wellness and development opportunities. Not only does she work so hard on providing initiatives but is involved and shows leadership by example.*
- *She has shown me around and made me feel welcome, made sure I am aware of ways I can connect.*

Kris Betts & Jen Clough: *For their ongoing support and remarkable work.*

Maria Ritchie: *She is a stellar addition to the Provost's team. It's been fun being new together.*

Mary Hair:

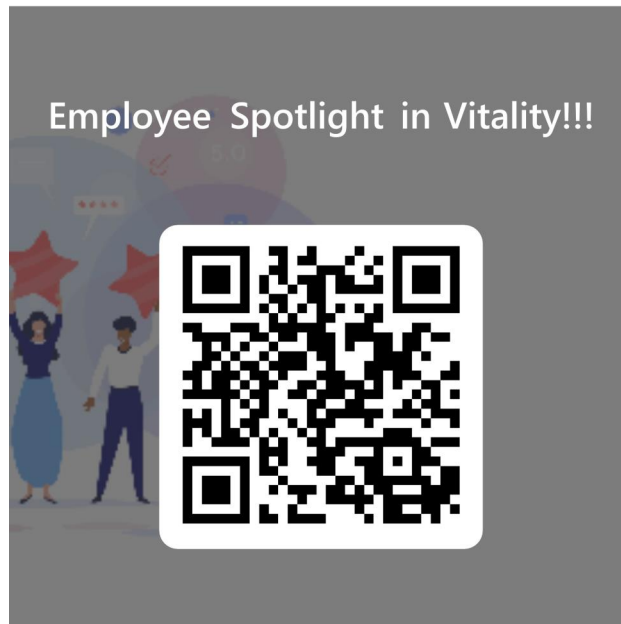
- *Would Dining Services exist without her?*
- *For going above and beyond daily in her duties and helping others.*
- *For her devotion to keeping the Dining Hall running as smoothly as possible.*

Rob Beckelheimer: *For being an outstanding boss. He is very kind and understanding.*

Staff of Enrollment Management:

- *Everyone in Enrollment Management Division for an amazing 2024-2025 cycle. We not only exceeded our incoming class goal but we successfully navigated so many challenges on an unprecedented level FAFSA simplification and VP search.*
- *The Enrollment Division is the most supportive hard-working group of people I've ever had the honor to work with. They make hard work seem easy.*

The Project Crew & Jodie Bowermaster: *Behind the scenes - setting up the very many events hosted by the college.*



*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 ¹⁹here or scan the QR code.*

¹⁹<https://forms.office.com/r/1BMj9krjds>

Compliance / Policies



Employee Handbook - New Online Format

We are excited to announce that the Employee Handbook has been redesigned into a new online format, similar to the online Campus Policies Manual. This sleek and functional design allows for easier navigation, enabling you to quickly find information that was previously available in the PDF format. The handbook sections are now organized with accordion-style pop-out links, making it simple to review topics and locate specific information.

Click to view the Employee Handbook²⁰ in this new format!

Summary of Annual Reports

- **Emeriti - 2023²¹**

²⁰https://www.dickinson.edu/homepage/1719/employee_handbook

- **Tax Deferred Annuity Retirement Plan - 2023²²**
- **Defined Contribution Retirement Plan - 2023²³**

The above reports reflect the financial conditions and transactions for January 1, 2023 to December 31, 2023. You may view PDF versions of the above reports.

Required Training

2024 Title IX Required Training

All employees and student workers must complete the 2024 Title IX Required Training annually. Please complete the course by **clicking here²⁴** or log into Totara via the Gateway. The certification tile is located within your dashboard or home page.

*Note: This is in addition to the biennial Protecting Our Community certification requirements, which now includes only one course requirement for completion: Prevent Discrimination and Harassment Together **or** Workplace Harassment Fundamentals.*

Information Security Awareness Program: Fall 2024

Information Technology Services requires **all employees** to complete the Information Security Awareness Program²⁵ by December 13, 2024 or within 60 days of enrollment. The approximate time to complete all five courses is less than 20 minutes. You may stop and start at your

²¹https://www.dickinson.edu/download/downloads/id/15915/2023_emeriti_sar.pdf

²²https://www.dickinson.edu/download/downloads/id/15921/2023_tax_deferred_annuity_summary_annual_report.pdf

²³https://www.dickinson.edu/download/downloads/id/15920/2023_defined_contribution_retirement_plan_summary_annual_report.pdf

²⁴<https://totara.dickinson.edu/course/view.php?id=516>

²⁵<https://totara.dickinson.edu/totara/program/view.php?id=71>

convenience. Please go to Information Security Awareness Program: Fall 2024²⁶ to complete the program requirements. The program is also available within your dashboard in Totara. If you have questions regarding the course content, please reach out to the Help Desk²⁷. If you are having trouble accessing a course, please email devwell@dickinson.edu²⁸.

Get the Most Out of Your Benefits



Employee Compensation Statement

The annual employee compensation statements for 2024 were made available via the Gateway in November. The annual compensation statement summarizes the salary and benefits you receive as an employee of Dickinson College. This summary serves as an information tool to assist you in making important decisions for you and your family. Please read the information carefully. If you have any concerns about the statement or questions related to a specific benefit, please contact Human Resource Services²⁹.

²⁶<https://totara.dickinson.edu/totara/program/view.php?id=71>

²⁷<mailto:helpdesk@dickinson.edu>

²⁸<mailto:devwell@dickinson.edu>

²⁹<mailto:hrservices@dickinson.edu>

Flu Vaccine

The best way to prevent the flu and complications of influenza is to get vaccinated yearly. The Center for Disease Control (CDC) recommends everyone ages 6 months and older should get a yearly flu shot. This protects you, your family, and your community.

The Flu Vaccine is FREE*

The seasonal flu vaccine is available at no cost to **Meritain Health members**³⁰ who have benefits that cover preventive services. (**Most other commercial plans cover a flu vaccination at no cost to the member, as well.*) The vaccine is available from your primary care provider (and some pharmacies) for adults and for children 6 months and older.

Optum Rx³¹ also helps provide members with access to vaccinations. During the flu season, you can visit your local pharmacy or find a pharmacy by visiting optumrx.com³². Members can receive their vaccinations at the location and time of their choosing.

Who Should Get a Flu Vaccine?

The Centers for Disease Control and Prevention³³ (CDC) recommends everyone 6 months and older get the flu vaccine. It is very important for people at higher risk to get the flu vaccine. This includes health care workers and caregivers of children younger than 6 months.



³⁰<https://www.meritain.com/resources-for-members-meritain-health-insurance/>

³¹<http://www.optumrx.com/>

³²<http://www.optumrx.com/>

³³<https://www.cdc.gov/flu/prevent/flushot.htm>



TIAA Retirement Consultations

Thursday, December 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 available 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 your 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 online³⁴ 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

³⁴<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

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)³⁵. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.



DECEMBER 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.

December
04

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

Learn how to manage money, uncover how to set goals, balance your budget and use debt wisely. With the know-how you need and a little determination, you can put yourself on the path to greater lifelong financial security.

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)

December
12

How can I afford college for my kids or grandkids

Saving for a child's education is a crucial financial decision that can have a lasting impact on their future. In this webinar you'll gain insights into how to make the best decisions for your situation.

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



³⁵<https://www.tiaa.org/webinars>

Webinars

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

Browse their extensive educational webinar offerings by clicking here³⁶. From small classes and coaching sessions to large multi-session webinars they have something that can help you take your knowledge to the next level!

Fidelity's Quarter Four 2024 Live Web Workshops Schedule³⁷

³⁶<https://fidelityevents.com/allevnts/special>

³⁷<https://totara.dickinson.edu/course/view.php?id=458>

Community | For the Greater Good



American Association of University Women & Free xChange

CAREER

Clothing Drive



November 21 - December 11

Drop Off Locations



CSE, Atwater, DW,
Rector Atrium & Tome,
Kaufman, Stern,
Althouse & More!

ITEMS NEEDED:

- Professional Pants & Skirts
- Professional Blouses & Tops
- Professional Jackets & Blazers
- Business Casual Clothing

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 December:***

- Cumberland County Blood Drives³⁸
- Franklin County Blood Drives³⁹
- Juniata County Blood Drives⁴⁰
- **Perry County Blood Drive⁴¹**

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org⁴² or call 1-800-771-0059.



Carlisle Holiday Downtown BINGO

The Downtown Carlisle Association is encouraging you to shop small and support local businesses all season long with a fun and festive Holiday BINGO contest. You can choose to do one or all three options:

- **Retailers⁴³**

³⁸https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

³⁹https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁴⁰https://www.dickinson.edu/download/downloads/id/16094/central_pennsylvania_blood_bank_juniata_county.pdf

⁴¹https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

⁴²<http://717giveblood.org/>

- Restaurants⁴⁴
- Experiences⁴⁵

Winners will receive LoveBucks certificates. Click here⁴⁶ for the official rules. Download your BINGO card by clicking on the links above.

For more information and to view a map of Downtown Carlisle, **click here**⁴⁷.

BINGO

DOWNTOWN CARLISLE RETAILERS



⁴³<https://lovecarlisle.com/Resources/1-93.pdf>

⁴⁴<https://lovecarlisle.com/Resources/1-94.pdf>

⁴⁵<https://lovecarlisle.com/Resources/1-95.pdf>

⁴⁶<https://lovecarlisle.com/Resources/1-92.pdf>

⁴⁷<https://lovecarlisle.com/news/56-Play-Downtown-BINGO-while-youre-shopping-small-this-holiday-season>

BINGO

DOWNTOWN CARLISLE RESTAURANTS

 Spend \$50 at Any Location	 Cheers to having a Beer with a Friend	 Noodled Nourishment	 Grab Wings	 Try a festive Holiday Cocktail
 Buy a Sweet Treat	 Grab a Hot Coffee at a Cafe	 Get Dessert	 Buy Coffee for a Friend	 Purchase Chocolates
 Post a Glowing 5-Star Review	 Time for a Healthy Salad	 Take a Selfie Dining Out in an ugly Christmas Sweater	 Warm up with a Soup	 Date Night
 Go out for Breakfast	 Make it a Taco Tuesday	 Get a Pizza	 Have a Sub	 Get BBQ or a Burger
 Buy a Gift Card	 Try Dinner at a New Place	 Spend \$25 at Any Location	 Try Something New at Your Favorite Spot	

BINGO

DOWNTOWN CARLISLE EXPERIENCES



Carlisle Community Perception Survey

On behalf of the Downtown Carlisle Association, please take a moment to complete the Carlisle Community Perception Survey⁴⁸. This is a vital step (500 responses are required) to the DCA's

⁴⁸https://forms.office.com/pages/responsepage.aspx?id=ap7s1ZGcdkqP9H7I486rpiM0FqYduFtJpaCn_8IJEHpUMEJZQk02UUVBUDNKMIIHWIJFN1o4TTRLRCQIQCN0PWcu&route=shorturl

goal of becoming a designated Main Street America program⁴⁹ through the PA Downtown Center and the Department of Community and Economic Development. Becoming a designated Main Street America program will allow the DCA to become eligible for grant programs including the new Main Street Matters Program⁵⁰ launched by Gov. Shapiro. These funds help to support our downtown cores and surrounding neighborhoods with tools to create healthy, vibrant, and welcoming communities. Funding is available to support revitalization efforts in planning, business support, aesthetic improvements, and the increase of safety and security. And a vibrant downtown is vital to the success of Dickinson.

Survey questions are simple ratings from strongly agree to strongly disagree. And as an extra incentive, each week all survey takers will be eligible to win \$25 in LoveBucks⁵¹!



⁴⁹<https://padowntown.org/programs/main-street-program/>

⁵⁰<https://dced.pa.gov/newsroom/shapiro-davis-administration-announces-new-20-million-main-street-matters-program-is-open-and-accepting-applications-for-funding/>

⁵¹<https://lovecarlisle.com/lb>

Down on the Farm



Gifts from the Land: Online Shopping with the College Farm

Are you looking for a unique gift for the upcoming holiday season? Consider ordering one-of-a-kind gifts from the College Farm through their online store! Ordering is easy with local pick up and FedEx delivery options. Click here⁵² to shop and place your orders. Don't delay! The deadline for placing orders is ***noon on December 19.***

⁵²<https://dcorganicfarm.square.site/farm-works-online>





Farm Works at 169 W. High Street

Hours: 11 a.m. - 2 p.m.

Now open on Saturdays!

Visit their website⁵³ to see featured soups and salads.

You can also shop Farm Works online⁵⁴ or visit them at Farmers on the Square each Wednesday from 3-7 p.m.

Nutrition Corner



Sparkling Green Tea Cranberry Spritzers

A simple no-sugar-added mocktail.

Embed://<iframe width="705" height="397"

src="https://www.youtube.com/embed/JeFr1Buc7QU" title="Sparkling Green Tea Cranberry

⁵³<https://www.dickinson.edu/farmworks>

⁵⁴<https://dcorganicfarm.square.site/>

Spritzers" frameborder="0" allow="accelerometer; autoplay; clipboard-write; encrypted-media; gyroscope; picture-in-picture; web-share" referrerpolicy="strict-origin-when-cross-origin" allowfullscreen></iframe>

Serving: 4 | **Serving size:** 1 1/2 cups

Ingredients

4 cups water

4 single serving bags green tea

1 cup 100% cranberry juice OR 1 cup 100% cranberry-pomegranate juice

2 cups ice cubes

1/2 cup seltzer (flavored or plain) OR 1/2 cup low-sodium club soda (chilled)

4 slices orange (optional) OR 4 wedges lime (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. Let steep for 4 minutes. (Be sure the tea bags are submerged.) Discard the tea bags. Let the tea mixture cool for 30 minutes. Pour into a water pitcher. Stir in the cranberry juice. Refrigerate for 2 hours, or until chilled.
2. At serving time, put the ice cubes into four glasses. Pour the tea mixture into the glasses. Top each serving with the seltzer. Garnish with the orange slices. Serve immediately.

Cooking Tip: To create cranberry-flavored ice cubes, fill an ice tray with 100% cranberry juice and freeze.

Nutrition Facts Per Serving: Calories: 32 | Total Fat: 0.0 g | Saturated Fat: 0.0 g | Polyunsaturated Fat: 0.0 g | Monounsaturated Fat: 0.0 g | Cholesterol: 0 mg | Sodium: 4 mg | Total Carbohydrate: 8 g | Dietary Fiber: 0 g | Sugars: 8 g | Protein: 1 g

Dietary Exchanges: 1/2 fruit

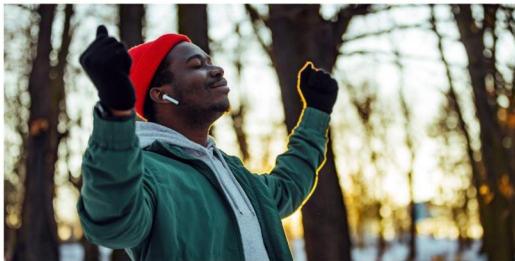
Source: American Heart Association⁵⁵

Wellness@Dickinson



⁵⁵<https://recipes.heart.org/en/recipes/sparkling-green-tea-cranberry-spritzers>

Finding Your Mojo: How a Sense of Purpose Fuels Your Inner Drive



Having a sense of purpose is an important aspect of your whole health. Although it's deeply personal and unique to everyone, having a sense of purpose brings meaning and direction to life.

This, in turn, provides motivation, determination, and momentum. It's like an inner spark that motivates you to get up in the morning—and to keep moving forward despite the setbacks.

Having a sense of purpose also helps to nurture and support other aspects of health and life, which then has a positive influence on your whole health. Here are some examples:

- **Improved mental and emotional health.** Having a sense of purpose inspires you to pursue interests beyond yourself. This helps to strengthen your mental and emotional health, making it easier to manage stress and ward off anxiety and depression.
- **Healthier habits and improved physical health.** When you're mentally and emotionally strong, it's easier to maintain healthy habits, like eating well, getting adequate exercise and sleep, and seeking regular medical checkups.
- **Stronger relationships and social connections.** Having a sense of purpose inspires you to take on responsibilities and get involved in activities and causes. This not only helps you to build relationships with others, but

it also helps you develop a sense of identity and belonging, which helps to prevent isolation and loneliness.

Finding a sense of purpose looks different for everyone, but here are some strategies to consider:

- **Take time to reflect on what matters most to you.** What are your core values, passions, and interests? What do you find meaningful, engaging, and enjoyable?
- **Try new experiences.** Look for opportunities that you find uplifting and rewarding, such as volunteering or getting involved in causes that matter to you. Consider opportunities outside of your comfort zone.
- **Be open to growth and discovery.** Just as life evolves, so do your priorities—and your sense of purpose. Continue to be open to new ideas and opportunities that fill your life with meaning and joy.

There may be times when it's helpful to seek guidance from a mental health professional. To learn more, contact your Assistance Program. Services are free, confidential, and available to you and your family members. You can access them 24/7 by visiting [Member Support](#).

Contact AllOne Health
855-RSL-HELP (855-775-4357)
<http://allonehealth.com/reliance-matrix>
Company Code: RSLI859

 **reliance**matrix
A MEMBER OF THE TOKIO MARINE GROUP

Powered by
ALLONE
HEALTH

Blood Pressure Screening

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

Walk-ins welcome! No appointment necessary!

The next scheduled screening is Tuesday, January 14.



A Quick Guide to the Mediterranean Diet - Nutrition Information Session

Wednesday, December 11 | noon - 1 p.m. | Stern Center, Room 102

Presented by Courtney Hager, RD LDN

If you're looking for good nutrition, lots of flavor, and fewer hard-to-follow rules, the Mediterranean Diet may be just what you need. The Mediterranean Diet is known for being heart-healthy, brain-beneficial, and good for overall health. Come learn about research-backed ideas to make changes to your plate and your health.

Enroll and sign-up now⁵⁶ to attend this nutrition session to learn more about the Mediterranean Diet and ways to both improve your nutrition as well as your health!



UPMC Virtual Events

UPMC Virtual Events is your source for Tele-Town Halls, UPMC Podcasts, and the Alive & Well Series. For more information, **click here**⁵⁷. Registration links are available via Totara.

- Wednesday, December 11, at 6:30 p.m.: **Comprehensive Guide to Chronic Kidney Disease and Transplant Options**



⁵⁶<https://totara.dickinson.edu/course/view.php?id=94>

⁵⁷<https://totara.dickinson.edu/course/view.php?id=64>

Power of the Positive – Cultivating Optimism

A Health Advocate Webinar

Thursday, December 12 | 10:00 a.m. or 4 p.m. | Webinar

Optimism is all about perspective. Just when you think you are failing or when things seem to be going wrong, a change of perspective can shine a bright light of realization that you might be succeeding in other ways.

During this webinar, Jennifer Hinds, M.Ed. Health Advocate Trainer, will discuss ways to cultivate authentic optimism that enhances resiliency and helps individuals and groups navigate change. We'll also discuss what optimism is and is not and, ultimately, how to put it to work to promote more positivity in others.

Sign up for the session that best fits your schedule:

10:00 a.m.⁵⁸ 4:00 p.m.⁵⁹

Upcoming Webinars:

January 16 - Depression, Anxiety, and Burnout: Moving Toward Hope and Health

10:00 a.m.⁶⁰ | 4:00 p.m.⁶¹

February 20 - Understanding Forgiveness

10:00 a.m.⁶² | 4:00 p.m.⁶³

⁵⁸<https://register.gotowebinar.com/register/7311242591043031134?source=memwebpg>

⁵⁹<https://attendee.gotowebinar.com/register/2029011709835067224?source=memwebpg>

⁶⁰<https://attendee.gotowebinar.com/register/5457542955635451998?source=memwebpg>

⁶¹<https://attendee.gotowebinar.com/register/6398545688616398422?source=memwebpg>

⁶²<https://attendee.gotowebinar.com/register/4104052937936259674?source=memwebpg>

⁶³<https://attendee.gotowebinar.com/register/7523207545366179933?source=memwebpg>

For a listing of on demand webinars, click here⁶⁴.

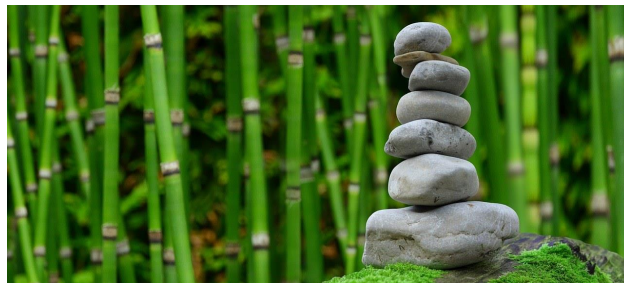


Thoughtful Thursdays

Thursday, February 6 | 7:30-8 a.m. | Memorial Hall, 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!

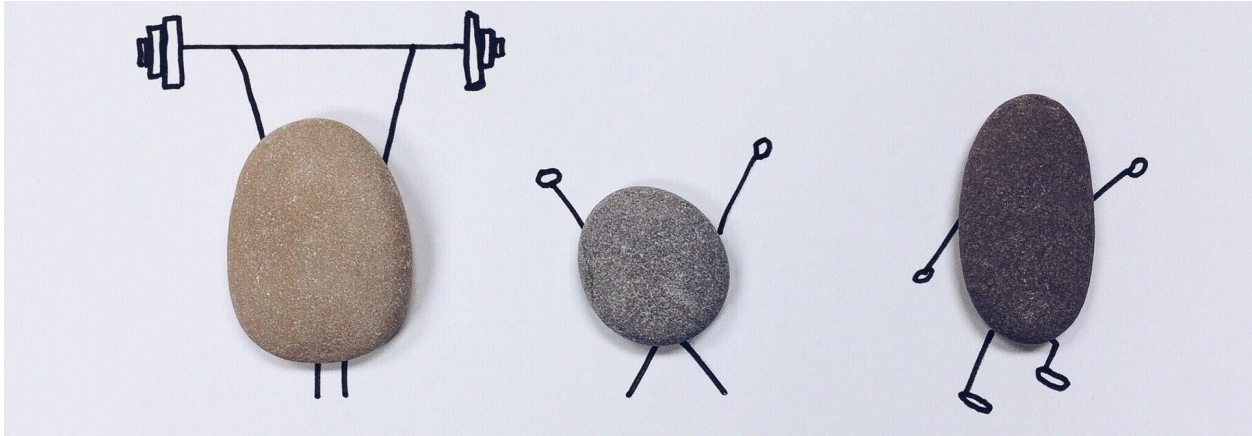
Enroll and sign-up in Totara.⁶⁵



⁶⁴<https://www.healthadvocate.com/site/memberwebinars>

⁶⁵<https://totara.dickinson.edu/course/view.php?id=307>

Wellness@Dickinson Fitness Programs



Fall Fitness Programs



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

Wellness programs offered for the fall semester continue through Thursday, December 12, and resume after winter break during the month of January, with fitness options offered through the department of Athletics as well as Human Resource Services to allow the maximum possible wellness opportunities for the campus community.

Fitness classes will not be offered during Winter Break.

Mondays & Wednesdays

Pilates⁶⁶

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 EngageD⁶⁷ by searching *Pilates*.

Instructor: Jennifer Moore

After winter break, classes will resume on January 20 and 22.



Tuesdays & Thursdays

Zumba⁶⁸

5 to 6 p.m. | Allison Hall Community Room

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

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

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

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 EngageD⁶⁹ by Zumba.

Instructor: Jeannette Kole

No class December 3 and 5. After winter break, classes will resume on January 21 and 23.



Thursdays

Cardio Fusion⁷⁰

Thursdays | 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!

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

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

RSVP in EngageD by searching Cardio⁷¹.

Instructor: Jennifer Moore

Spring semester schedule has not been posted.



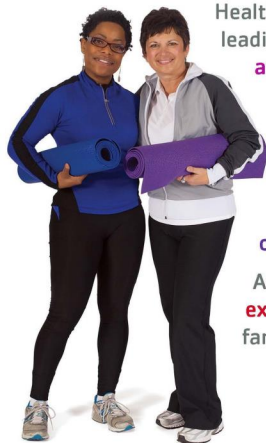
⁷¹<https://dickinson.campuslabs.com/engage/events?query=cardio>



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



Preparing for a Role in Supervision

This interactive series is for employees looking to prepare for a future in management. The series will cover fundamental skills that all individuals need to know before making that leap into management. The program will be comprised of four (4) modules, each a hands-on, instructional workshop focused on relevant topics in the supervising of employees. Topics that will be offered within the program will include:

- Employment Regulatory Basics | Wednesday, March 19
- Intrinsic Drivers | Friday, March 21
- Supervisory Techniques | Wednesday, March 26
- Coaching for Performance | Friday, March 28

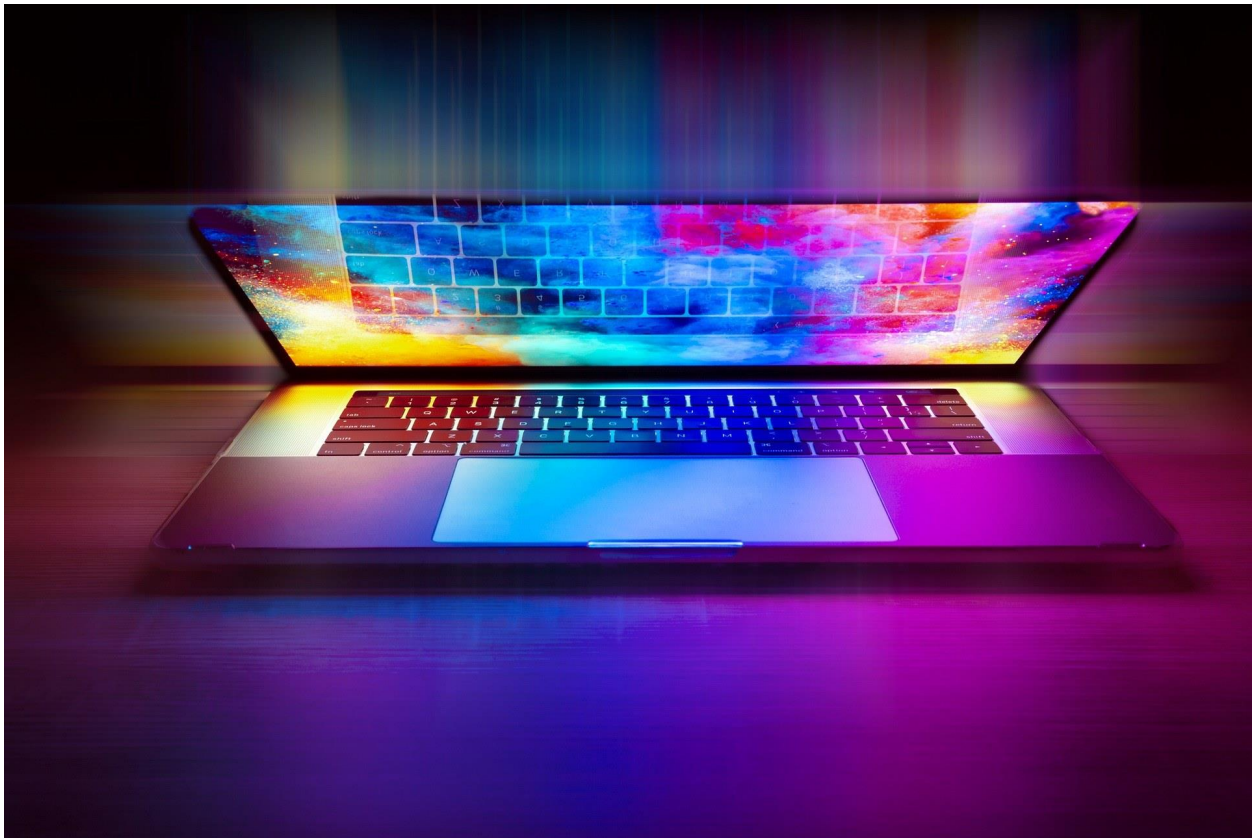
All sessions will be held in The Stern Center, room 102, from 9-11 a.m.

Enroll and sign-up through Totara⁷².

⁷²<https://totara.dickinson.edu/course/view.php?id=36>



Information and Technology Services



TechNews

Are you challenged with all of the constant technology updates and changes? Looking for a few quick tips or information to help with your technology abilities? Check out the ***TechNews*** portal

in OneDrive! TechNews is filled with very quick reads and 2-3 minute videos that include common uses, answers to the most common questions we receive, what to use when, as well as helpful tips and tricks. Click to learn more now⁷³!



Contact Us



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

Wellness Program | Monthly Incentive Prize Winners

Congratulations to Paula Yust, Psychology, winner for the month of **November** for *fitness program participation!*

Have you been active in our Wellness@Dickinson programs? If so, you are eligible to be included in our monthly fitness prize drawing! The Wellness incentive prize winner for each month is randomly selected based on their fitness program participation. Eligibility for the monthly incentive drawings includes all active/registered employee participants in all physical exercise programs offered through the Wellness program, in addition to the Marathon-in-a-Month⁷⁴. *(Remember to report your Marathon in a Month walking⁷⁵ to us by the 15th of the month.)* **The random drawings are held after the close of business on the fifteenth of each month for the previous month.** All physical exercise programs that have registration via Gateway will automatically be included in the monthly drawings. For more details or to request a form to record your marathon-in-a-month miles, please send an email to devwell@dickinson.edu⁷⁶ or call ext. 8084.

Wellness Incentive Taxability Notification

We thank you for being an active participant in the wellness programs at Dickinson College. We value all employees and offer a variety of programs throughout the year to encourage wellbeing while offering educational, fun opportunities to engage the mind and body while creating a positive inclusive social environment for the campus community. We hope you enjoy participating in these programs and events throughout the academic/fiscal year.

In recognition and appreciation of your participation in the wellness programs, we offer healthy reward incentives. As a reminder, in accordance with IRS regulations, awards and gifts to

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

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

⁷⁶<mailto:devwell@dickinson.edu>

employees from the college are considered taxable income and the college is required to withhold taxes.

The value of your incentive(s) will be added to your income through payroll, which could result in a decrease in your net pay because of additional tax withholdings on the value or dollar amount. The tax withholding will coincide with the payroll period closest to the date that you receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

Professional Development & Wellness Program Registrations and Attendance

The college offers many opportunities for professional development and wellness programs throughout the year, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the Gateway⁷⁷ or by contacting Human Resource Services. To offer an equal opportunity for all employees to participate in these programs, we request staff members to register after confirming availability with supervisory staff to ensure that scheduling permits attendance.

In the event that you register and find that you are unable to attend, our policy⁷⁸ requests cancellations 48 hours prior to the start time of the program or event so that we can offer the spot to another. This will also allow us to adjust registration counts with CASE and the catering department. Giving advance notice of cancellation allows for the college's resources to be allocated in the best possible way and is a sustainable practice for us all.

Campus Resource Quick Links!

How To Guide⁷⁹

Dickinson/Biking⁸⁰

⁷⁷<https://gateway.dickinson.edu/>

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

⁷⁹[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

Dickinson/College Farm⁸¹

Dickinson/Sustainability⁸²

TechNews⁸³

Trout Gallery⁸⁴

Theatre & Dance⁸⁵

Campus Announcements⁸⁶

Campus Events Calendar⁸⁷



5 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁸⁸

Human Resource Services Website⁸⁹

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

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

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

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

⁸⁴<http://www.troutgallery.org/>

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

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

⁸⁷<http://www.dickinson.edu/events>

⁸⁸<mailto:devwell@dickinson.edu>

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