



Vitality - May 2025

Dickinson

**HUMAN RESOURCE SERVICES**

*1 - Volume XIX | Issue 9*

## In This Issue

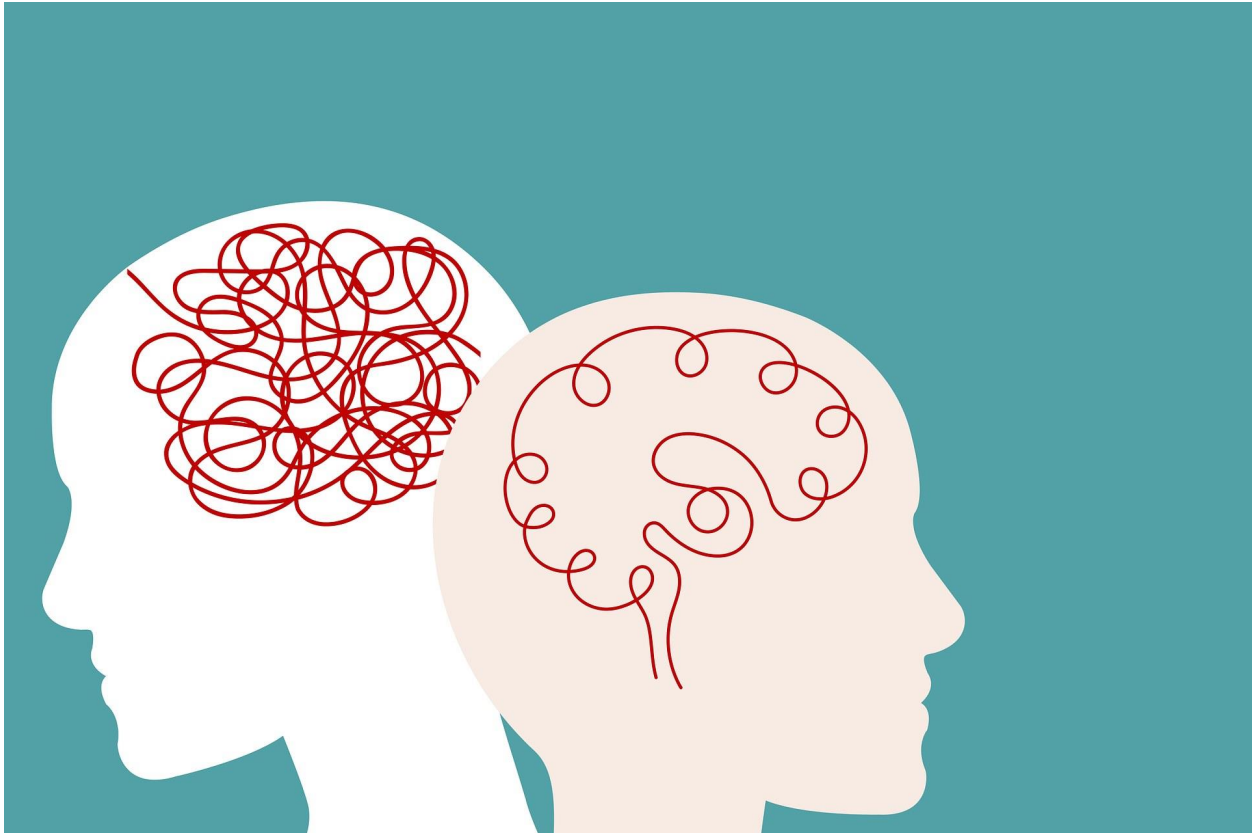


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*Accessibility View: Click on the three dots in the upper right corner, choose Accessibility View.*

## **May is Mental Health Awareness Month**





**Mental health is about more than just struggles.** It's about the full range of emotions we all experience, from the highs to the lows and everything in between.



#### **You matter. Your mental health matters.**



**Acknowledge your feelings, no matter what they are.** It's okay to not feel okay. Life has its ups and downs, and struggling is a normal part of the journey. No one feels "fine" all the time.



**Celebrate your wins, no matter how small.** It's okay to feel okay. You don't need to feel guilty about having good days or moments of peace. Embrace your strengths and happiness.



**If you're having a hard time, reach out.** Talk to someone you trust or seek professional help. Your feelings are valid, and asking for help is a strength, not a weakness.



**We all go through tough times, and supporting each other is key.** Encourage others, too. If someone opens up, listen without judgment. Let them know it's okay to reach out for help.



**There's no shame in getting help.** Mental health is just as important as physical health. Seeking support when you need it shows courage and self-awareness.

Make your mental health a priority. **We can help.**



Scan me to download our mobile app and log on today!  
First-time users will need a registration code.

Call • Email • Message • Live Chat

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**Mental Health and Me**

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### ***A Health Advocate Webinar***

**Thursday, May 8 | 10:00 a.m. or 4 p.m. | Webinar**

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

Join Karen Beaudoin of Health Advocate for a free webinar to explore strategies to manage mental/emotional health as well as understand where and when to seek help. We will also discuss early warning signs that you may need to seek help and techniques to maintain good mental health and well-being.

Sign up for the session that best fits your schedule:

**10:00 a.m.<sup>1</sup> | 4:00 p.m.<sup>2</sup>**

### **Upcoming Webinars:**

**Thursday, June 19: Get a Great Night's Sleep! Successful Tips and Tricks**

**10:00 a.m.<sup>3</sup> | 4:00 p.m.<sup>4</sup>**

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<sup>1</sup><https://register.gotowebinar.com/register/3264451567546803291>

<sup>2</sup><https://register.gotowebinar.com/register/6981264863336614230>

<sup>3</sup><https://attendee.gotowebinar.com/register/4325629821932047702?source=memwebpg>

<sup>4</sup><https://attendee.gotowebinar.com/register/916192698268437339?source=memwebpg>

**Thursday, July 17, 2025: Maximizing Your Life by Minimizing Worry**

**10:00 a.m.<sup>5</sup> | 4:00 p.m.<sup>6</sup>**

**Thursday, August 21, 2025: Raising Resilient Kids**

**10:00 a.m.<sup>7</sup> | 4:00 p.m.<sup>8</sup>**

For a listing of on demand webinars, click here<sup>9</sup>.

*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 website<sup>10</sup>. **Webinars are open to ALL employees.***

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### Employee Assistance Program

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***What is an EAP?***

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<sup>5</sup><https://attendee.gotowebinar.com/register/4108800632992711257?source=memwebpg>

<sup>6</sup><https://attendee.gotowebinar.com/register/1391112453851345497?source=memwebpg>

<sup>7</sup><https://attendee.gotowebinar.com/register/6751686837073257048?source=memwebpg>

<sup>8</sup><https://attendee.gotowebinar.com/register/8670483061612139616?source=memwebpg>

<sup>9</sup><https://www.healthadvocate.com/site/memberwebinars>

<sup>10</sup><http://www.healthadvocate.com/>

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

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

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

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

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

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

### ***Why have an EAP?***

The success of Dickinson College depends on each of our employees being as healthy and productive as possible. If the program helps you identify and resolve problems early rather than going through a long and often painful process of trying to cope, your well-being will improve, and the College will benefit from your positive attitude and optimum effectiveness.

### ***Who can use the EAP?***

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

### ***What does the EAP Provide?***

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

### ***Will my EAP Contact be Confidential?***

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

### ***Who Provides the EAP Service?***

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

### ***FRANCO PSYCHOLOGICAL ASSOCIATES, P.C.***

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

[www.francopsychological.com](http://www.francopsychological.com)<sup>11</sup>

Should you want to seek professional services outside of Carlisle, you can be referred to an appropriate EAP provider nearby. The Clinical Director of Franco Psychological Associates is available to respond to this need and to answer any other questions you might have related to the EAP.

**An additional EAP program option** is also available to all active, eligible full-time employees through **AllOne Health** (formerly *ACI Specialty Benefits, RelianceMatrix*). For more information

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<sup>11</sup><https://www.francopsychological.com/>

and a list of comprehensive benefits under AllOne Health's program, please visit the links below:

- AllOne Health Member Portal<sup>12</sup>
- AllOne Health Summary of Services<sup>13</sup>

## Life comes with challenges. **Your Assistance Program is here to help.**

Reach out to your Assistance Program for short-term counseling, financial coaching, caregiving referrals and a wide range of well-being benefits to reduce stress, improve mental health and make life easier.

The following services are free to use, confidential, and available to you and your family members:

### **Mental Health Sessions**

Up to 3 telephonic sessions to help manage stress, anxiety and depression, resolve conflict, improve relationships, overcome substance abuse and address any personal issues.

### **Life Coaching**

To help reach personal and professional goals, manage life transitions, overcome obstacles, strengthen relationships, and build balance.

### **Financial Consultation**

To help build financial wellness related to budgeting, buying a home, paying off debt, managing taxes, preventing identity theft, and saving for retirement or tuition.

### **Legal Consultation**

To help with a variety of personal legal matters including estate planning, wills, real estate, bankruptcy, divorce, custody, and more.

### **Life Management**

To provide information and referrals when seeking childcare, adoption, special needs support, eldercare, housing, transportation, education, and pet care.

### **Personal Assistant**

To help manage everyday tasks and give back time by providing information and referrals for home services, repairs, travel, entertainment, dining and personal services.

### **Medical Advocacy**

To help navigate insurance, obtain doctor referrals, secure medical equipment or transportation, and plan for transitional care and discharge.

### **Member Portal and App**

Access your benefits 24/7/365 with online requests and chat options, and explore thousands of articles, webinars, podcasts and tools covering total well-being.

EAP benefits are free of charge, 100% confidential, available to all family members regardless of location, and easily accessible through AllOne Health's 24/7, live-answer, toll-free number. EAP services are provided by AllOne Health, under agreement with Reliance Matrix.

Reliance Matrix is a branding name. Reliance Standard Life Insurance Company (Home Office Schaumburg, IL) is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. First Reliance Standard Life Insurance Company (Home Office New York, NY) is licensed in New York and Delaware. Standard Security Life Insurance Company of New York (Home Office New York, NY) is licensed in all states. Absence services are provided by Matrix Absence Management, Inc. Product features and availability may vary by state.



Contact AllOne Health  
**855-RSL-HELP** (855-775-4357)  
<http://allonehealth.com/reliance-matrix>  
Company Code: RSL1859

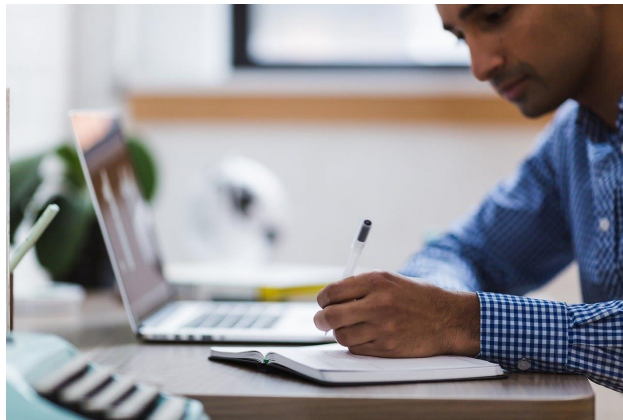


Powered by



<sup>12</sup><https://reliance-matrix.mylifeexpert.com/>

<sup>13</sup>[https://www.dickinson.edu/download/downloads/id/16125/allone\\_health\\_summary\\_of\\_services.pdf](https://www.dickinson.edu/download/downloads/id/16125/allone_health_summary_of_services.pdf)



### ***Fear and Anxiety: Moving Forward***

**Wednesday, May 14 | 1:30 - 2:30 p.m. | [Register here](#)<sup>14</sup>**

Fear and anxiety can cause challenges in being fully present and enjoying our lives. In this class, participants will discuss the similarities and differences between fear and anxiety, while learning how they can impact our ability to be productive and comfortable. Together, we will explore the power of harnessing our thoughts towards a pathway for successfully managing our fears and anxieties, as well as resources and coping strategies that can help us to move forward.

### ***Psychological First Aid: Addressing the Human Aspect of Crisis***

**Wednesday, May 21 | noon - 12:45 p.m. | [Register here](#)<sup>15</sup>**

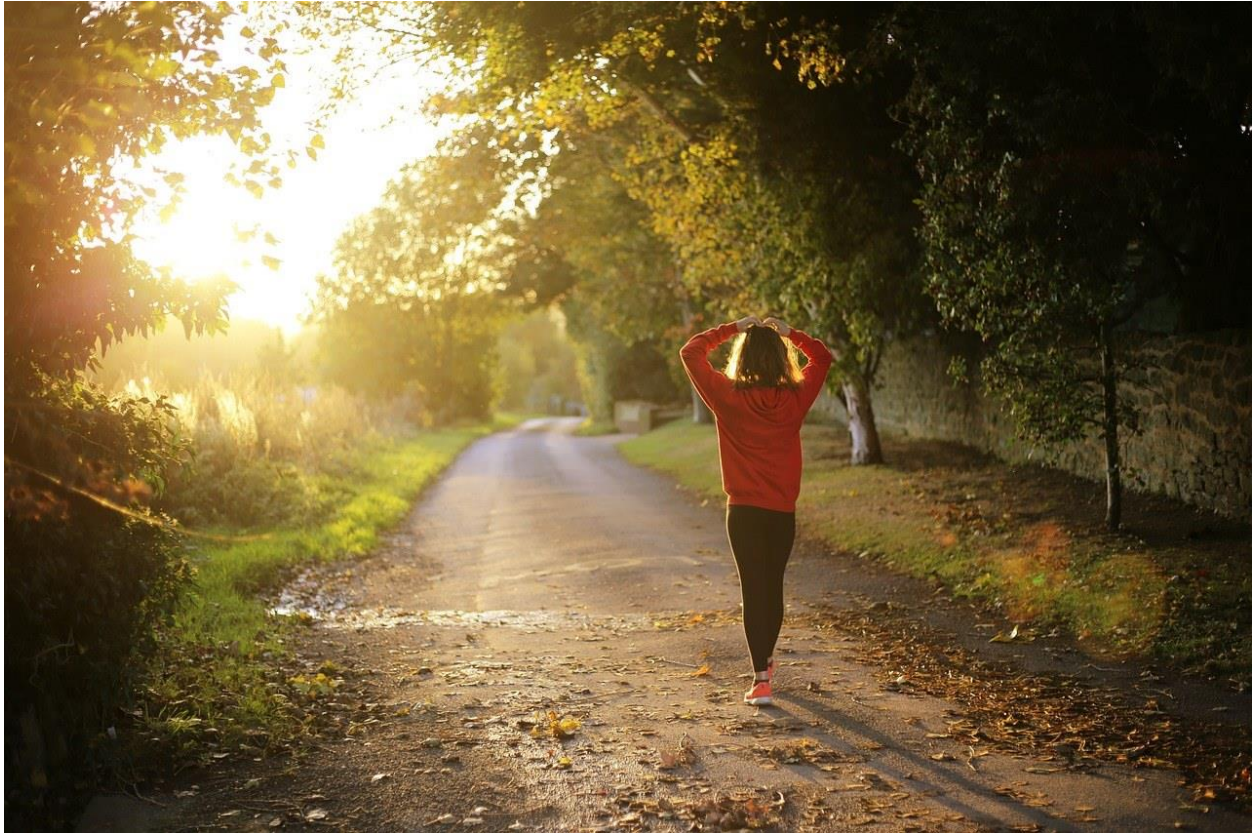
Psychological first aid is a simple, yet powerful way of helping someone in distress. It is a form of helping that involves paying attention to the person's reactions, active listening and if relevant, practical assistance to help address immediate problems and basic needs. Learning PFA skills and understanding reactions to crises empowers the helper not only to help others, but also to apply the same skills to their own crises.

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<sup>14</sup><https://allonehealth.com/event/fear-and-anxiety-moving-forward/>

<sup>15</sup><https://allonehealth.com/event/psychological-first-aid-addressing-the-human-aspect-of-crisis/>

## 2025 Spring Into Fitness Challenge





Challenge winners will be determined by the greatest percentage of cumulative participation, and also the highest average number of minutes per participant! These winners will be announced in the next issue of Vitality.

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*Log your fitness activities here<sup>16</sup>! Entries are due **Friday, May 9!***

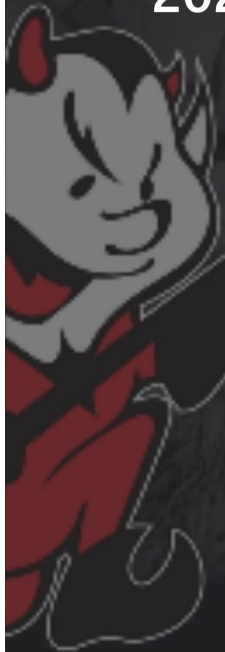
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<sup>16</sup><https://forms.office.com/r/HmwX2jfaqv>

I GOT ACTIVE TODAY!

## 2025 SIFC Fitness/Activity Reporting Form



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## Employee Announcements



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## Employee Recognition Brunch

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2 - [Click here to register](#)<sup>17</sup>

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## Benefits Update

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The following information was included in a campus email update sent on April 18:

### ***Employee Health Care Premiums***

<sup>17</sup><https://forms.office.com/r/WuX8qRX2uA>

The budget, which will be presented to the Board of Trustees on May 2, includes a 2.8% increase to employee health care premiums. This amount has been reduced from 8% by reallocating funds from the final supplemental payment to retirees. As a reminder, these payments were phased out over a four-year period, and during that time funds were reallocated to enhance benefits, reduce the increase to employee health care premiums or increase the college's match to retirement contributions. The college will absorb the remainder of the 8% increase to the overall cost of our self-funded plan.

### ***Dental/Vision Premiums***

Employee premiums for dental and vision coverage will not change this year.

### ***Flexible Spending Accounts***

In accordance with the IRS, health care flexible spending account limits will increase by \$100 to \$3,300 per year. Dependent care flexible spending account limits will not change this year.

### ***New for FY26: Pet Insurance***

The college will be offering voluntary pet insurance through MetLife. Individuals may customize their plan by choosing the deductible and other elements of plan coverage. Interested employees will sign up directly through MetLife via a link on the benefits webpage.

If you have any questions, please contact [hrservices@dickinson.edu](mailto:hrservices@dickinson.edu)<sup>18</sup>.



The annual open enrollment period **starts on May 6 and ends on May 21**. Open enrollment is conducted online via Self-Service Banner. As a reminder, **Flexible Spending Accounts** for health and/or dependent care reimbursement **MUST be re-established** each fiscal year during open

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<sup>18</sup><mailto:hrservices@dickinson.edu>

enrollment. Additional announcements will be sent regarding open enrollment. If you have any questions, please contact [hrservices@dickinson.edu](mailto:hrservices@dickinson.edu)<sup>19</sup>.

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## 2025 Performance Appraisals

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On Thursday, May 1, the 2025 Annual Performance Appraisal form was sent to staff members via email. Due to the implementation of an upgrade to Workday, this appraisal will be handled outside of the Totara system and consists of an overall summary for the review period from July 2024 to June 2025 and the development of goals for fiscal year 2026.

The appraisal process should be completed by Friday, August 29. Fully completed and signed forms by both the employee and the supervisor should be returned via the form entry found here: <https://www.dickinson.edu/xfp/form/472>. The form link is also available on the "employee" channel of the Gateway.

Please note: employees who had a three- or six-month introductory review scheduled after January 31, 2025, were not included in the May 1, email. Introductory reviews will continue to be completed in Totara.

Questions should be directed to Dennette Moul<sup>20</sup> or Carol Shaffer<sup>21</sup>.

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<sup>19</sup><mailto:hrservices@dickinson.edu>

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## Bookstore & FAS Mail Center - Employee Charging

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The ability for employees to charge on account will discontinue at the Bookstore and FAS Mail Center, beginning July 1, 2025. This convenience is rarely used by employees and the implementation of the new Workday system would add complexity to the process since it would require additional integrations. The Bookstore and FAS Mail Center both accept cash and credit cards as forms of payment.

Questions should be directed to Student Accounts<sup>22</sup>.

## Employee Spotlight



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<sup>20</sup><mailto:mould@dickinson.edu>

<sup>21</sup><mailto:shaffeca@dickinson.edu>

<sup>22</sup><mailto:stuacct@dickinson.edu>

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### *Student Employee and Supervisor of the Year*

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During National Student Employment Week, Dickinson took time to recognize the accomplishments and the contributions that are made by Dickinson College student employees' and their supervisors. On Tuesday, April 8, we celebrated the nominees and award recipients for both the Supervisor of the Year and the Student Employee of the year. These students and supervisors were recognized as going above and beyond in their work, and who engaged themselves as leaders in the Dickinson community. During the ceremony, Renee Cramer, Provost & Dean of the College, assisted Heather Dunn, Assistant Director of Student Employment, with the presentation of certificates and awards.

#### **Congratulations to the 2025 Student Employee of the Year:**

- **Darcely Pena '25**, *Analytics & Institutional Research*, nominated by Darren Glass.

#### **Honorable Mention:**

- **Mary Charlotte Sterling '25**, *Access and Disability Services and SOAR*, nominated by Aimee Confer.

#### **Congratulations to the 2025 Student Employee of the Year Nominees:**

- **Lucian Kapushoc '25**, *Theatre & Dance*, nominated by Jason Nedrow.
- **Will O'Connor '25**, *Dining Services*, nominated by Ian Long and Randol Heberlig.
- **Etsub Taye '26**, *Center for Civic Learning and Action*, nominated by Lily Gage.

#### **Congratulations to the 2025 Supervisor of the Year:**

- **Juli Bounds**, *Theatre & Dance Department*, nominated by Mel Sumner

#### **Congratulations to the 2025 Supervisor of the Year Nominee:**

- **Benjamin Smith**, *Dining Services*, nominated by Leo Burchell







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### Campus Life Leadership Recognition Ceremony

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The Office of Campus Life sponsors the Leadership Recognition Ceremony each spring to recognize students, organizations, staff and faculty members for a variety of achievements. This year's ceremony was held on April 28, and recognized the following:

**Student Senate Staff of the Year: Dottie Warner**, *Executive Director of Conference and Special Events*

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

**Advisor of the Year: Ebru Kongar**, *Professor of Economics*

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

**Student Senate Faculty Member of the Year: Amy McKiernan, Associate Professor of Philosophy**

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

**Fraternity & Sorority Life Faculty Advisor Award: Tara Renault, Assistant Vice President of College Advancement**

The Faculty Advisor Award recognizes a faculty or staff member who has been an outstanding advisor to a fraternity or sorority for the 2024-2025 academic year.

**Joyce A. Bylander Excellence in Diversity Education Award: Kim Masimore, Head Women's Lacrosse Coach/Senior Woman Administrator/Assistant Athletic Director; and Katie Schweighofer, Director Women's and Gender Resource Center**

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

*Provided by: Ryan Patton, Campus Life*

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## 2025 Benefits and Wellness Fair Door Prize Winners

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

Below is a list of prize winners. We look forward to seeing more in 2026!

**Adriana Montgomery**, *Dining Services*: Harmony 3 (light, speaker, and phone charger) from Optum Rx

**Maureen O'Brien Dermott**, *Library Services*: Three Month Household Membership from Carlisle Family YMCA

**Bill Sadvary**, *Infrastructure Systems*: Travel Mug from Health Advocate

**Breanna Portilla**, *Facilities Management*: Oral Care Waterpik from United Concordia

**Carla Emig**, *Office of Financial Aid*: Amazon Fire Max 11, from Reliance Matrix and Legend of Silver Creek healthy gift basket (*entries determined/drawn by vendor off-site*)

**Chastity Seburn**, *Facilities Management*: Farm Works Gift Certificate from Human Resource Services (*word search prize*)

**Flora Daniel**, *Dining Services*: Duffle Bag from Meritain Health

**Joann Holevinski**, *Dining Services*: Reusable Tote Bag, Sunglasses, Hot/Cold Pack, and Lunch Cooler from Commute PA

**Kyle Smith**, *Facilities Management*: Farm Works Gift Certificate from Human Resource Services

**Lisa Sweet**, *Financial Operations*: Gift bag with book: *Rising Strong*, by Brene Brown from Franco Psychological Associates, PC

**Makayla Seburn**, *Facilities Management*: Backpack from Fidelity Investments

**Micala Hotra-Schubert**, *Library Services*: Farm Works Gift Certificate from Human Resource Services (*bonus puzzle prize*)

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



















## Compliance | Policies



The **Summary Annual Reports** for the following are available:

- The above report reflects the financial conditions and transactions for July 1, 2023, to June 30, 2024. You may print and/or view PDF versions of the report. Printed copies will also be posted on the Facilities Management and Dining Services bulletin boards.

<sup>23</sup>[https://www.dickinson.edu/download/downloads/id/16505/2023\\_dickinson\\_college\\_consolidated\\_health\\_and\\_welfare\\_plan\\_515\\_sar.pdf](https://www.dickinson.edu/download/downloads/id/16505/2023_dickinson_college_consolidated_health_and_welfare_plan_515_sar.pdf)

# Understanding your medical bills

After a medical visit, your provider will typically submit a claim to your insurance. Once processed, you'll receive a billing statement for any remaining balance. Reviewing your medical bills carefully can help you make sure you're being billed correctly.

## Your medical bill: Areas to review

Here are a few key areas to pay attention to on your medical bill and what each term means.

- 1 Date of Service:**  
Indicates the date of your appointment or when services were provided.
- 2 Description of Service:**  
A brief description of the service or procedure you received, like an office visit or a lab test.
- 3 Charge:**  
This is the full price your provider has set for the service or procedure you received. It may not be the amount you are responsible for paying. The charge may be adjusted and reduced based on your insurance plan.
- 4 Payment/Adjustment:**  
This column shows the discounted rate your insurance company and provider have agreed upon if they are in-network, as well as the amount your insurance company has already paid.
- 5 Patient Responsibility/Balance:**  
Finally, this is the actual amount of money you are responsible for paying to the provider.



## Next steps:

What to do after you've reviewed your bill



**If you've checked your bill and everything seems accurate, great!**

Now you're ready to send payment to your provider.



**If anything seems inaccurate,**  
call your provider's billing department and ask them about it before you pay the bill.



Scan me to download our mobile app and log on today!  
First-time users will need a registration code.

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. ©2025 Health Advocate HA-M-2411037-5.3FLY

 **HealthAdvocate™**

*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 website<sup>24</sup>.*



<sup>24</sup><http://www.healthadvocate.com/>

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## TIAA Retirement Consultations

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**Wednesday, May 21 | 9 a.m. - 5 p.m. | HUB Side Room 203**

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 online<sup>25</sup> 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.***

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## Webinars

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TIAA's collection of webinars cover financial topics from foundational to advanced. They offer practical solutions to help navigate your finances. Register at [tiaa.org/webinars2025](https://tiaa.org/webinars2025)<sup>26</sup>.

***May Webinar Series<sup>27</sup>: Navigate market turbulence with confidence***

- **Tuesday, May 13 noon to 12:30 p.m.**

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<sup>25</sup><https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

<sup>26</sup><https://webinars.tiaa.org/wcc/experience/ELITETIAAIFSSubmaster/3133860/4753882/tiaa-webinars-2025>

<sup>27</sup><https://event.on24.com/eventRegistration/EventLobbyServlet?target=reg20.jsp&eventid=4934846&sessionid=1&key=6825E1FB479ADF4B6F829561C3BFCBD2&groupId=6099689&sourcepage=register>

- **Tuesday June 10 from noon to 12:30 p.m.**
- **Wednesday, July 9 from noon to 1 p.m.**

Market volatility continues to challenge investors. From shifting global policies to economic uncertainty, now is the time to equip yourself with timely insights and actionable strategies.

Join TIAA for a webinar series led by their Wealth Chief Investment Office, which will help you better understand current trends—and offer guidance to help you stay focused on your long-term financial goals.

#### **Topics will include:**

- Drivers behind today's market volatility and what to watch next
- Strategies to help diversify and protect your portfolio
- Key considerations for revisiting financial plans in uncertain times
- Tools and resources to stay informed and take action with confidence

Register here<sup>28</sup>

#### **Upcoming Webinars:**

**Wednesday, May 7 at noon:** *How can I afford college for my kids or grandkids?*<sup>29</sup>

**Thursday, May 15 at 3 p.m.:** Financial wellness and mental health - Insights from the TIAA Institute<sup>30</sup>



<sup>28</sup><https://event.on24.com/eventRegistration/EventLobbyServlet?target=reg20.jsp&eventid=4934846&sessionid=1&key=6825E1FB479ADF4B6F829561C3BFCBD2&groupid=6099689&sourcepage=register>

<sup>29</sup><https://webinars.tiaa.org/wcc/experience/elitetiaaifssubmaster/3133860/4753882/tiaa-webinars-2025>

<sup>30</sup><https://webinars.tiaa.org/wcc/experience/elitetiaaifssubmaster/3133860/4753882/tiaa-webinars-2025>

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 educational webinar offerings by clicking here<sup>31</sup>.

**On Demand Option** - Fidelity Viewpoints: Market Sense<sup>32</sup>

Each week, Fidelity's investment leaders share insights and strategies regarding the latest market conditions.

## Medicare 101



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<sup>31</sup><https://communications.fidelity.com/tem/WI/webcast/hub/>

<sup>32</sup>[https://fidelityevents.com/Market-Sense?utm\\_campaign=WIREplay](https://fidelityevents.com/Market-Sense?utm_campaign=WIREplay)



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## Roadmap to Medicare

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**Wednesday, May 14 | noon - 1 p.m. | Webinar**

Register with HTA here<sup>33</sup>.

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

***Learn How to Get and Stay Medicare Insurance Ready***

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

**Learn Important Timeframes:**

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

**Make sure your coverage is complete:**

- What does Medicare cover and not cover

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<sup>33</sup><https://register.gotowebinar.com/rt/4489350402881333856>

- Is secondary insurance necessary and what are the options
- How do a Medicare Supplement and Original Medicare coordinate

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

**All are welcome--Please feel free to forward the registration link<sup>34</sup> to a friend!**

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

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

HTA Financial Services is dedicated to offering services and educational programs about Medicare and Long-Term Care Planning with a mission to alleviate confusion around these two topics.

Although anyone can attend these programs, the information is focused on those *nearing age 65, working past age 65, nearing retirement, or retired.*

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<sup>34</sup><https://register.gotowebinar.com/rt/4489350402881333856>

## Community | For the Greater Good



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*Take a moment to share your opinions, interests, and concerns about transportation in your community. The PA Transportation Survey was shared by the Carlisle Area Chamber of Commerce:*

**<https://survey.talkpatransportation.com/#/Survey>**

**Community Blood Drives**

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### ***Central Pennsylvania Blood Bank***

*Click on the links below to see a schedule of the blood drives **during the month of May** for the following areas:*

- **Cumberland County Blood Drives<sup>35</sup>**
- **Franklin County Blood Drives<sup>36</sup>**
- **Juniata-Perry County Blood Drives<sup>37</sup>**

*For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit [717giveblood.org](http://717giveblood.org/)<sup>38</sup> or call 1-800-771-0059.*

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<sup>35</sup>[https://www.dickinson.edu/download/downloads/id/12731/central\\_pennsylvania\\_blood\\_bank\\_cumberland\\_county\\_blood\\_drives.pdf](https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf)

<sup>36</sup>[https://www.dickinson.edu/download/downloads/id/12735/central\\_pennsylvania\\_blood\\_bank\\_franklin\\_county\\_blood\\_drives.pdf](https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf)

<sup>37</sup>[https://www.dickinson.edu/download/downloads/id/12734/central\\_pennsylvania\\_blood\\_bank\\_perry\\_county\\_blood\\_drives.pdf](https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf)

<sup>38</sup><http://717giveblood.org/>

## Down on the Farm



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[Join Our CSA](#)

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The College Farm is an eighty-acre, USDA-certified organic farm and a living laboratory where students can gain distinctive, hands-on learning experiences. Student employees, graduate apprentices and volunteers are involved in all aspects of food production and research. The farm serves as a venue for the Dickinson community and its neighbors to experience a holistic approach to land stewardship rooted in management practices that work to sustain the natural environment.

Enjoy our fresh produce by joining our Campus Supported Agriculture (CSA)! Our harvest season runs from May through December, and we grow over 80 distinct varieties of vegetables, fruits, and herbs. With our CSA, you can:

- select your share size (small or large);
- select your share frequency (weekly or bi-weekly);
- select your share season (24-weeks or 30-weeks);
- select your pickup location (on the College Farm, at Kaufman Hall on Dickinson's campus, or at Project SHARE in Carlisle);
- customize your share each week;

- AND, you can add on our certified 100% grass-fed, humanely raised beef products!

Sign up for our CSA here: Dickinson College Farm<sup>39</sup>.

Learn more about the CSA on our blog: Campus Supported Agriculture (CSA) – Dickinson College Organic Farm<sup>40</sup>

Questions? Email [farm@dickinson.edu](mailto:farm@dickinson.edu)<sup>41</sup>



**Farm Works at 169 W. High Street**

**Hours: Monday through Saturday, 11 a.m. - 2 p.m.**

**Visit their website<sup>42</sup> to see featured soups and salads.**

**You can also shop Farm Works online<sup>43</sup> or visit them at Farmers on the Square each Wednesday from 3-6 p.m.**

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<sup>39</sup><https://dickinsoncollegefarm.csaware.com/store/>

<sup>40</sup><https://blogs.dickinson.edu/farm/csa/>

<sup>41</sup><mailto:farm@dickinson.edu>

<sup>42</sup><https://www.dickinson.edu/farmworks>

<sup>43</sup><https://dcorganicfarm.square.site/>



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### Thoughtful Thursdays

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**May 8 | 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.<sup>44</sup>

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



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### 4-Week Personal Nutrition Workshop

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#### **Spring Refresh: Your 4 Week Personal Nutrition Workshop**

*First module will be published Monday, May 12*

*Conducted by Courtney Hager MS, RDN, LDN, Campus Dietitian*

- The sessions are all **online and available at your own pace** (no in-person meetings, content posted weekly for you to work on).
- It is perfect for checking in with your nutrition and making manageable, but meaningful improvements.

**Content will include:**

- How to use a food journal without wasting time and energy.
- Basics of nutrition (What is metabolism? Should I cut carbs? How much protein do I need?)
- Mindful eating practices (using hunger and fullness cues, eating for enjoyment and eating for health, etc.)
- Interpreting food labels and product claims (Are "enriched" and "fortified" foods better? What's the difference between total sugar and added sugar on the food label? Etc.)

**Sign up here**<sup>45</sup> or scan the QR Code.



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**Lyme Disease Webinar**

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<sup>45</sup><https://forms.office.com/r/zLBgrEVpfU>



***A Decade of Progress in Lyme Disease Research and Clinical Care with Johns Hopkins Medicine***

**Tuesday, May 6 | 7 - 9 p.m. | Free Livestream Webinar via Zoom**

***Presented by John Aucott, MD***

*May 2025 marks the 10th Anniversary of the Johns Hopkins Lyme Disease Research Center and Clinical Care Program. Please join representatives from Johns Hopkins to learn about developments in diagnostics, biomarker discovery, advanced neuroimaging, dysautonomia, and why multidisciplinary care is vitally important. Hear about the science that is validating that Lyme disease has a biologic basis and is NOT psychosomatic.*

**Register Here<sup>46</sup>**

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<sup>46</sup>[https://us02web.zoom.us/webinar/register/WN\\_21OtQ7YmRO-H8KQ9S6l8jg#/registration](https://us02web.zoom.us/webinar/register/WN_21OtQ7YmRO-H8KQ9S6l8jg#/registration)

## Spring and summer exercise safety tips



The beautiful weather may inspire you to take your fitness routine outdoors. However, exercising in the sun and heat requires you to take extra precautions to ensure you stay safe. Follow these tips to stay cool, hydrated, and protected.



### Stay hydrated

- Drink water before, during, and after your workout, even if you don't feel thirsty. Aim to drink at least 16 to 24 ounces of water per hour of exercise.
- Snack on hydrating fruits and vegetables like watermelon, cantaloupe, and cucumbers.



### Protect yourself from the sun

- Apply sunscreen with an SPF of 30 or higher that protects against both UVA and UVB rays. Reapply it every two hours or after sweating or swimming.
- Wear sunglasses with UV protection to shield your eyes.



### Time your exercise around the sun and heat

- Plan your outdoor workouts in the early morning or late afternoon or evening when the heat and sun's rays are less intense.
- Consider exercising indoors during the hottest parts of the day. Go to the gym if you belong to one, or try an at-home workout that you can do inside.



### Listen to your body

- Stay mindful of your body's signals, and adjust your workout intensity or duration as needed to prevent heat-related illnesses.
- Stop exercising and seek medical attention immediately if you experience symptoms of heat-related illness, such as rapid heart rate, nausea or vomiting, dizziness, high body temperature, confusion, or intense sweating.



Scan me to download our mobile app and log on today!  
First-time users will need a registration code.

Call • Email • Message • Live Chat

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## Water Aerobics



Water Aerobics<sup>47</sup> | Mondays through May 12 | 5 - 6 p.m. | Kline Center Pool

***Watch for announcements for free fitness programs coming this fall.***

For questions or assistance with registrations, please send an email to [devwell@dickinson.edu](mailto:devwell@dickinson.edu)<sup>48</sup> or call ext. 1503.

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<sup>47</sup><https://totara.dickinson.edu/course/view.php?id=21>

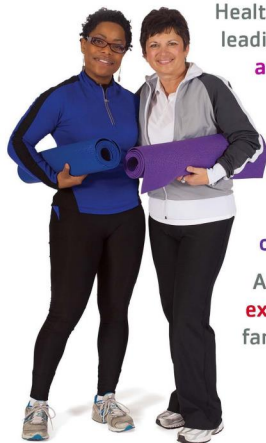
<sup>48</sup><mailto:devwell@dickinson.edu>



FOR YOUTH DEVELOPMENT\*  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# Dickinson

## CARLISLE FAMILY YMCA CORPORATE PARTNERSHIP



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

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

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

### HERE'S HOW IT WORKS

#### I'M A Y MEMBER

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

#### I'M NOT A Y MEMBER

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

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

### CORPORATE PARTNER RATE CHART

| Eligible Categories                          | Monthly Rate |
|----------------------------------------------|--------------|
| Young Adult                                  | \$26.40      |
| Adult                                        | \$30.40      |
| Senior Adult                                 | \$28.80      |
| 2 Adults <sup>^</sup>                        | \$46.40      |
| 1 Adult with Dependents <sup>^</sup>         | \$51.20      |
| 2 Adults with Dependents <sup>^</sup>        | \$55.20      |
| 2 Senior Adults <sup>^</sup>                 | \$44.80      |
| 1 Senior Adult with Dependents <sup>^</sup>  | \$47.20      |
| 2 Senior Adults with Dependents <sup>^</sup> | \$49.60      |

<sup>^</sup> 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.

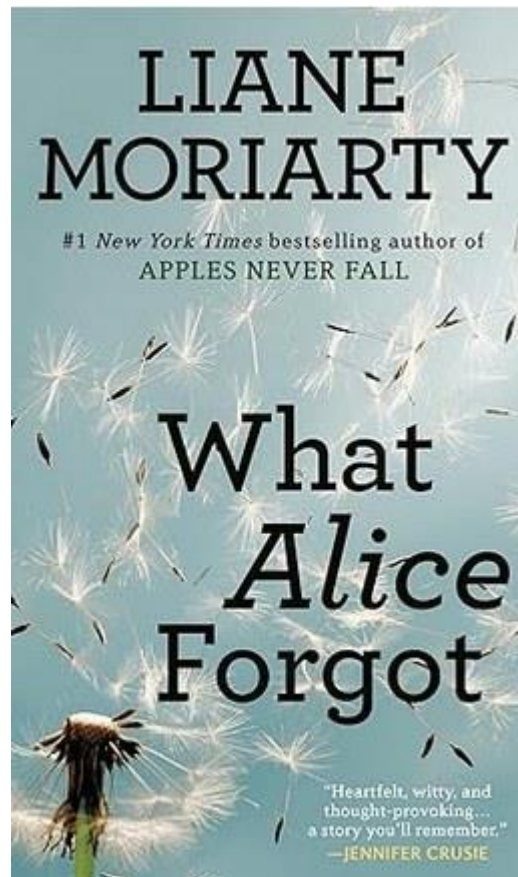
## Professional Development



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### Book Discussion: What Alice Forgot by Liane Moriarty

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**Tuesday, May 13 | noon - 1 p.m. | The Hartman House**

*Lead by: Jeanette Diamond, Enterprise Systems*

**Join us for this (buy or borrow your own) book discussion on May 13. This book can be found on Amazon<sup>49</sup>, or your local bookstores or libraries.**

*Alice Love is twenty-nine, crazy about her husband, and pregnant with her first child. So imagine Alice's surprise when she comes to on the floor of a gym (a gym! She HATES the gym) and is whisked off to the hospital where she discovers the honeymoon is truly over—she's getting divorced, she has three kids, and she's actually 39 years old. Alice must reconstruct the events of a lost decade, and find out whether it's possible to reconstruct her life at the same time. She has to figure out why her sister hardly talks to her, and how is it that she's become one of those super skinny moms with really expensive clothes. Ultimately, Alice must discover whether forgetting is a blessing or a curse, and whether it's possible to start over...*

Enroll and sign-up in Totara<sup>50</sup>.

Source: Amazon<sup>51</sup>

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### Career Development Conference Fund

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Non-exempt employees are eligible to participate in the Career Development Conference Fund offered by the college to support attending training seminars or workshops off-campus.

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<sup>49</sup><https://www.amazon.com/What-Alice-Forgot-Liane-Moriarty/dp/0425247449>

<sup>50</sup><https://totara.dickinson.edu/course/view.php?id=43>

<sup>51</sup><https://www.amazon.com/What-Alice-Forgot-Liane-Moriarty/dp/0425247449>

More information can be found in the Employee Handbook<sup>52</sup>:

*Supervisors must confirm that the program would enhance particular skills related to the work of the department. **Funding is limited to \$200 per person per year to be used for registration fees. Requests will be funded on a first come, first served basis until the budget for the fund has been exhausted.***

*The Conference Fund will not be used to pay for certifications that are required by an employee's position (i.e. CPR, blood-borne pathogens, Act 120, teacher certification, etc.). These funds can be provided by individual departments. In addition, the funds are not intended to be used to pay for degree-type programs.*

To submit a conference fund request, please complete the form by clicking here<sup>53</sup>.

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<sup>52</sup>[https://www.dickinson.edu/homepage/1364/career\\_development\\_conference\\_fund](https://www.dickinson.edu/homepage/1364/career_development_conference_fund)

<sup>53</sup>[https://www.dickinson.edu/download/downloads/id/10813/career\\_development\\_conference\\_fund\\_application.pdf](https://www.dickinson.edu/download/downloads/id/10813/career_development_conference_fund_application.pdf)

## Information and Technology Services



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### Tech Transformation

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Visit the Tech Transformation site<sup>54</sup> for the most recent updates and timelines for all three Tech Transformations that are happening simultaneously:

- **Learning Management System (LMS):** Dickinson will be moving from Moodle to D2L BrightSpace
- **Mobile Computing Initiative (MCI):** aims to modernize campus teaching and learning spaces, allowing students to use their own devices in classrooms and accessing college software

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<sup>54</sup>[https://www.dickinson.edu/homepage/1714/tech\\_transformation](https://www.dickinson.edu/homepage/1714/tech_transformation)

- **Core Systems Modernization (CSM)**: the College will transition its human capital management (human resources), finance, and student administrative needs from Banner to Workday. Subscribe to Workday News<sup>55</sup> to keep abreast of the Workday launch. Inquiries and questions may be sent to [workday@dickinson.edu](mailto:workday@dickinson.edu)<sup>56</sup>.

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### Workday Project Update

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The **Workday** project team continues to make strong progress, and we're happy to report that we remain on track and are moving forward as planned. This month, our primary focus areas are Unit Testing, Reporting, and Integrations—each a critical building block in ensuring a smooth and successful implementation.

#### ***Unit Testing: Verifying Functionality and Design***

We've officially started **Unit Testing**, a key milestone where we test individual components of the Workday system to confirm they function as designed. Our team has finalized the test scenarios, and many of those who participated in **Functional Alignment Sessions** are now

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<sup>55</sup><https://www.dickinson.edu/xfp/form/469>

<sup>56</sup><mailto:workday@dickinson.edu>

directly involved in developing and reviewing meaningful test cases. Their work on the scenarios is helping us ensure the system aligns with our needs and expectations.

During ***Unit Testing***, we are:

- Validating core system configurations
- Ensuring test scenarios produce expected results
- Confirming the system reflects documented design decisions
- Identifying any issues from data conversion
- Conducting isolated tests of independent processes

This testing process allows us to uncover and resolve any issues early, supporting the integrity and reliability of the Workday platform before we move into broader testing phases later in fall 2025.

Click the link to view the full May 2025 Workday News issue and archived issues: Workday News<sup>57</sup>

Click the “subscribe” link and receive Workday News monthly issues direct to your inbox: Subscribe to Workday News<sup>58</sup>

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**Change Agent Network: Volunteers Needed!**

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<sup>57</sup>[https://www.dickinson.edu/homepage/1763/workday\\_communications](https://www.dickinson.edu/homepage/1763/workday_communications)

<sup>58</sup><https://www.dickinson.edu/xfp/form/469>



**Big changes are coming with Workday, and we want to make sure every voice is heard, and every department is supported.** That's where you come in! In late summer, we're launching a **Change Agent Network (CAN)**, a team of volunteers who will help keep their colleagues informed and ready for the transition to Workday. **CAN members come from all areas of campus to communicate, advocate, and act as liaisons throughout our Workday launch.** They will play a crucial role, helping the campus community prepare Dickinson for Workday.

**CAN** volunteers will:

- Represent their colleagues and others to relay Workday information and impacts
- Attend CAN meetings to stay informed and share identified impacts of change(s)
- Communicate key messages to their campus contacts and colleagues
- Share feedback with the Workday Change Management Team
- Provide support and assistance with planning during the transition
- Spend about 1-4 hours per month (August 2025 - February 2026) on Change Agent activities

**Who Should Volunteer?** You don't need to be a Workday expert, we're looking for:

- Good communicators and trusted team members
- People who are curious, collaborative, and positive about change
- Anyone who wants to play a meaningful role in shaping the future of campus systems.

**We'd love to have you on board!**

**Click Here<sup>59</sup> to let us know you are interested in becoming a Change Agent Network (CAN) Volunteer!**

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## **TechNews**

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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 now<sup>60</sup>!



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<sup>59</sup>[https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-y3d6\\_zGPSnKnZJSpk6QIMxUOEPMWINKSjNIWlhFSExCSTgzOUxaS0NORS4u&route=shorturl](https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-y3d6_zGPSnKnZJSpk6QIMxUOEPMWINKSjNIWlhFSExCSTgzOUxaS0NORS4u&route=shorturl)

<sup>60</sup><https://dickinson0.sharepoint.com/sites/TechNews>

## Contact Us



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### Wellness Program | Monthly Incentive Prize Winners

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**Congratulations to *Jennifer Schaefer*, Mathematics and Computer Science**, winner for the month of **April** 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-Month<sup>61</sup>. (Remember to report your Marathon in a Month walking<sup>62</sup> to us by the 15th of the

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<sup>61</sup>[https://www.dickinson.edu/downloads/file/1239/marathon\\_in\\_a\\_month\\_walking\\_map](https://www.dickinson.edu/downloads/file/1239/marathon_in_a_month_walking_map)

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.edu](mailto:devwell@dickinson.edu)<sup>63</sup> or call ext. 8084.

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### Wellness Incentive Taxability Notification

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

In recognition and appreciation of your participation in the wellness programs, we offer healthy reward incentives. As a reminder, in accordance with IRS regulations, awards and gifts to employees from the college are considered taxable income and the college is required to withhold taxes.

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

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### Professional Development & Wellness Program Registrations and Attendance

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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

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<sup>62</sup>[https://www.dickinson.edu/downloads/file/1238/marathon\\_in\\_a\\_month\\_tracking\\_your\\_walks](https://www.dickinson.edu/downloads/file/1238/marathon_in_a_month_tracking_your_walks)

<sup>63</sup><mailto:devwell@dickinson.edu>

the Gateway<sup>64</sup> 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 policy<sup>65</sup> 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.*

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### Campus Resource Quick Links!

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How To Guide<sup>66</sup>

Dickinson/Biking<sup>67</sup>

Dickinson/College Farm<sup>68</sup>

Dickinson/Sustainability<sup>69</sup>

TechNews<sup>70</sup>

Trout Gallery<sup>71</sup>

Theatre & Dance<sup>72</sup>

Campus Announcements<sup>73</sup>

Campus Events Calendar<sup>74</sup>

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<sup>64</sup><https://gateway.dickinson.edu/>

<sup>65</sup>[http://www.dickinson.edu/info/20314/professional\\_development\\_and\\_wellness/1502/policies\\_and\\_procedures](http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures)

<sup>66</sup>[http://www.dickinson.edu/info/20043/about/1562/dickinson \"how to\" guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

<sup>67</sup><http://www.dickinson.edu/info/20052/sustainability/2317/biking>

<sup>68</sup><http://www.dickinson.edu/collegefarm>

<sup>69</sup><http://www.dickinson.edu/sustainability>

<sup>70</sup><https://dickinson0.sharepoint.com/sites/TechNews>

<sup>71</sup><http://www.troutgallery.org/>

<sup>72</sup><https://www.dickinson.edu/theatreanddance>

<sup>73</sup><https://www.dickinson.edu/announcements>

<sup>74</sup><http://www.dickinson.edu/events>



## **HUMAN RESOURCE SERVICES**

### *3 - Professional Development and Wellness*

*PO Box 1773 | Carlisle PA 17013-2896*

*717-245-1503 | [devwell@dickinson.edu](mailto:devwell@dickinson.edu)<sup>75</sup>*

*Human Resource Services Website<sup>76</sup>*

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<sup>75</sup><mailto:devwell@dickinson.edu>

<sup>76</sup>[https://www.dickinson.edu/homepage/122/human\\_resource\\_services](https://www.dickinson.edu/homepage/122/human_resource_services)