

# Vitality

A Human Resource Services Publication  
Dickinson College



FEBRUARY 2014/Volume VIII, Issue 5



The 2013 campaign at Dickinson raised \$25,105 and continues to successfully support *the 27 partner agencies and the 40 programs* affiliated with United Way of the Carlisle and Cumberland County. All of the overhead and administrative costs associated with the United Way are covered by generous donations from several local companies in Carlisle. 100% of the donations go to the programs, benefiting those less fortunate in the Carlisle community. Thank you to the Dickinson community for participating in this year's campaign and making a positive difference in the lives of others!

## Congratulations to the winners of the Dickinson/United Way Campaign giveaways:

- James Kuenzie – Adirondack Chair
- Richard Heckman – \$25 Declining Balance card
- Kimberly Morgan – Vacation Day
- Leslie Swartz – Dickinson Sweatshirt
- Bonnie Wann – Dickinson Blanket
- Jenny Rhoads – Dickinson Ball Cap

## Safety Suggestion Winner!



Sandy Gutshall was selected as a \$50 workplace safety committee safety suggestion winner for recommending the addition of AEDs in high traffic areas such as ATS, Allison, and Admissions and for suggesting that shrubbery along Church Avenue be trimmed to provide a better view for motorists pulling out of the Admissions lot. Congratulations Sandy!

If you would like to submit a safety suggestion to the workplace safety committee please contact any safety committee member or e-mail [safety@dickinson.edu](mailto:safety@dickinson.edu).

## Renewable Energy & Energy Efficiency Sustainability Workshop Series

Hosted by the Department of Physics & Astronomy

**SATURDAYS: February 22, March 29, April 26**

**Tome Science Building, Rector Science Complex | 9 a.m.–noon**

During each of these sustainability workshops, Hans Pfister, associate professor of physics, will introduce participants to the basic physics concepts of the day's topic. Then the participants will form small teams and, in a series of hands-on activities, learn about renewable energy devices and devices that increase energy efficiency.



### Saturday, February 22 Saving Hundreds with Energy Efficient Lighting

How much money can you save by replacing your incandescent bulbs with compact fluorescent lights (CFLs)? What is the difference between LCD and CFL bulbs? Learn the answers to these and many more questions related to lighting. You and your team members will measure the power consumed by incandescent, CFL

and LCD bulbs. Find out how you can save hundreds of dollars while reducing your CO2 emissions.

### Upcoming topics for March & April:

**March 29**

*Wind Turbine 101: The Basics of a Wind Turbine*

**April 26**

*The Q-Box: A Thermal Storage Device to Reduce Heating and AC Costs.*

The workshops are free but registration is required. Please call ext. 1413 to register.

For more information please contact Hans Pfister at [pfister@dickinson.edu](mailto:pfister@dickinson.edu) or call ext. 1307.



## Did You Know?

### Physical inactivity is the fourth leading risk factor for global mortality.

Globally, six percent of deaths are attributed to physical inactivity. This follows high blood pressure (13%), tobacco use (9%) and is equal to high blood glucose (6%).

Moreover, physical inactivity is the main cause for approximately 21–25% of breast and colon cancers, 27% of diabetes and 30% of ischaemic heart disease burden.

Source: WELCOA



## Feeling a Little Tired? Better Get Some Sleep!

### New study suggests that lack of sleep can actually damage our brain.

Source provided by WELCOA:

<http://www.boston.com/lifestyle/health/blogs/daily-dose/2014/01/02/pulling-all-nighter-may-cause-brain-damage/HNfyARHF11PSTZqsW2BejN/blog.html>

## New Hires & Retirees

DECEMBER 2013

*Pamela Foulds, Facilities Management*

*Errol Huffman, Dining Services*

*Moira Kelley,*

*Center for Global Study & Engagement*

*Nicole Minardi,*

*Alumni & Parent Engagement*

We say farewell and thank **Elaine Mellon**, Academic Department Coordinator for the departments of History and Anthropology, for her 30 years of service to the college.

## Worker's Compensation Panel adds AllBetterCare



The college has an established panel of health care providers, aka Worker's Compensation Panel, for you to choose from for treatment if you experience an on-the-job injury. We are pleased to announce the addition of AllBetterCare located at 1175 Walnut Bottom Road in Carlisle and 6481 Carlisle Pike in Mechanicsburg as an Occupational Medicine facility on our Worker's Compensation Panel effective January 2014. At AllBetterCare, Dickinson employees may now receive walk-in care, seven days a week from 8 a.m.–8 p.m. for their work related injury.

As a reminder, if you are injured on the job, you should report the incident to your immediate supervisor, Human Resource Services, or Public Safety within 24 hours of the incident by either using an incident report form or calling ext. 1503 for Human Resource Services or ext. 1349 for Public Safety. All injuries, no matter how slight, should be reported to Human Resource Services. Failure to report can result in the delay or denial of your claim. When seeking treatment for a work related injury, please be sure to notify the treating physician that you are a Dickinson employee and seeking treatment for a work related injury. If you have questions or need more information about job-related injuries or other medical providers on the panel go to [www.dickinson.edu/info/20083/human\\_resource\\_services/508/workers\\_compensation](http://www.dickinson.edu/info/20083/human_resource_services/508/workers_compensation) contact Human Resource Services at ext. 1503 or e-mail [hrrservices@dickinson.edu](mailto:hrrservices@dickinson.edu).

## Retirement Planning Sessions



### TIAA-CREF Individual Counseling Sessions

A TIAA-CREF representative will be on-campus during the months of February and March on:

- **Thursday, February 13** | HR Annex Conference Room, 61 N. West Street
- **Wednesday, March 19** | Finance & Administration Conference Room, 2nd Floor Old West

To schedule a personal meeting with TIAA-CREF, please visit [www.tiaa-cref.org/moc](http://www.tiaa-cref.org/moc) or call 1-800-842-2010. Appointments may be scheduled with TIAA-CREF between 9 a.m.–5 p.m. on the dates listed above.



### Fidelity Individual Counseling Sessions

A Fidelity representative will be available during the months of February and March on:

- **Wednesday, February 12** | HUB side room 203
- **Wednesday, March 19** | HUB side room 201

To schedule a personal meeting with Fidelity, please visit [www.fidelity.com/atwork/reservations](http://www.fidelity.com/atwork/reservations) or call 1-800-642-7131 with your preferred time. Appointments may be scheduled on the date listed above between 9 a.m.–5 p.m.

## MyFreeTaxes.com



Did you make less than \$58,000 in 2013 as an individual or as a family? If so, then My Free Taxes may be able to assist you with filing your 2013 tax returns. [MyFreeTaxes.com](http://MyFreeTaxes.com) is a free service offered that helps you file your federal and state income taxes online, safely and quickly! The information and documents needed for this tax preparation service are: social security number or tax identification number; W2 forms, 1099s, 1098s and other income forms; childcare provider name/address/and tax ID; bank routing and account numbers for checking and savings accounts. This valuable service is offered to Dickinson employees and students in partnership with United Way of the Capital Region. To access this opportunity for assistance, please call 1-855-My-Tx-Help (or 1-855-698-9435) or visit [www.MyFreeTaxes.com/Dickinson](http://www.MyFreeTaxes.com/Dickinson).

## Value Based Insurance Design (VBID)

The Value Based Insurance Design (VBID) Program kicked off on July 1, 2013, as a new part of the employee benefits package at Dickinson College. This program provides extra savings for specific medical services and prescription drugs and is available to all employees and family members who are enrolled in the Dickinson College medical & prescription drug insurance plan through HealthAmerica with asthma, chronic obstructive pulmonary disease (COPD), coronary artery disease (CAD), diabetes, and heart failure.

The program is provided at no cost to eligible members and is designed to improve or maintain ones health by encouraging interaction with their treating physician and making it easier to maintain compliance by taking prescribed medication. HealthAmerica administers the VBID program on the college's behalf and participation in this program is **voluntary and confidential**.

### What can I expect if I participate in this program?

HealthAmerica's Disease Management team will provide you with access to a Registered Nurse Manager who can provide you with printed information on your condition and answer health-related questions you may have. They will reach out to you within 10 days of your enrollment into the program to introduce themselves and review the program structure with you.

The program requires that you meet with your participating physician at least on an annual basis to ensure you are receiving the appropriate care treatment plan and medication advice to support your health. **For more information on how to enroll in the VBID program, or for enrollment forms, please visit the Human Resource Services Web site under the Employee Wellness/ Preventative Health tab or under the Insurance Benefits link.**

### SEND COMPLETED VBID ENROLLMENT FORM TO:

**E-mail:** [DickinsonVBID@cvty.com](mailto:DickinsonVBID@cvty.com)

**Fax:** 866-804-4862

**Mail:** HealthAmerica  
Attn: Melissa Keller  
3721 Port Drive  
Harrisburg PA, 17111

If you have further questions about the VBID program, please contact HealthAmerica member services at 1-800-252-5742.

## Summary Annual Reports

Summary Annual Reports for the following have been completed:

- Hospitalization & Medical,
- Accidental Death & Dismemberment & Life Insurance,
- Flexcomp Program,
- Group Long Term Disability and
- Travel Insurance.

These reports reflect the financial conditions and transactions from July 1, 2012 to June 30, 2013. You may print and/or view a pdf version of this report at: [www.dickinson.edu/download/downloads/id/2101/2013-consolidated-health-and-welfare-summary-annual-report](http://www.dickinson.edu/download/downloads/id/2101/2013-consolidated-health-and-welfare-summary-annual-report).

Printed copies will also be posted on the Facilities Management and Dining Services bulletin boards.

## W-2 forms

A printable version of your 2013 W-2 is available in Banner Self-Service by going to the 'Tax Form' section under the 'Employee' tab and choosing 'W2 Year End Earnings Statement'. Hard copies were mailed to employee home addresses on Monday, January 27. If your address has changed, please contact Human Resource Services via e-mail at [hrrservices@dickinson.edu](mailto:hrrservices@dickinson.edu). If you have not yet received your W-2, please contact Payroll at [payroll@dickinson.edu](mailto:payroll@dickinson.edu).



# NUTRITION CORNER



HOLISTIC HEALTH  
INCENTIVE PROGRAM  
CHALLENGE 2013-2014

## College Farm: CSA FAQs

Submitted by *Chris Rudy, RD LDN* & *Ali Frohman, College Farm Program Coordinator*

The College Farm is located just 6 miles from campus in beautiful Boiling Springs, PA. Dickinson College students assist with all aspects of the farm's food production as employees or volunteers.

### What is a CSA?

CSA stands for "Campus Supported Agriculture". It is a produce subscription program in which you pay ahead for a "share"—a portion of the season's harvest—and in return you receive fresh, seasonal, certified organic produce weekly or bi-weekly.

### How long is the CSA?

The CSA lasts from late May to early December (30 weeks). We also have a 24-week option that ends in late October. Pro-rated options for summer travelers are available, too!

### What veggies and fruits are offered in the CSA?

The farm grows 50+ certified organic vegetables and fruits. In 2013, an average

of 17 different veggies and fruits were offered at each CSA pickup! You'll find snap peas, salad greens, herbs, watermelons, scallions, bell peppers, broccoli and much more.

### Where do I pick up my CSA?

Members can pick up at the farm on Tuesdays or on campus on Fridays.

### How many people would a weekly share vs. the bi-weekly share feed?

A bi-weekly share can supply an avid cook or group of 2-3 that eat at home often. If you cook a lot, love veggies and your group has 3 members or more, then we would suggest a weekly share. Many members choose to find a CSA partner and split a regular share.

### I'm new to cooking. Will you help me find recipes?

We send out helpful prep suggestions and recipes through our weekly newsletter. Members also receive a discount on our monthly homesteading workshops at the farm. *See the Garlic Kale recipe included below.*

### How can I get more information?

More information about prices, perks and pickup times—plus our downloadable application—is available at [www.dickinson.edu/csa](http://www.dickinson.edu/csa)

## Recipe: Garlic Kale

Source: Recipe by Demara via [Allrecipes.com](http://Allrecipes.com)

### INGREDIENTS

- 1 bunch kale
- 2 tablespoons olive oil
- 4 cloves of garlic, minced

### DIRECTIONS

1. Tear the kale leaves into bite-size pieces from the thick stems; discard the stems.
2. Heat the olive oil in a large pot over medium heat. Cook and stir the garlic in the hot oil until softened, about 2 minutes. Add the kale and continue cooking and stirring until the kale is bright green and wilted, about 5 minutes more.

The HHIP Challenge for 2013-2014 began on July 1, 2013 and is in full swing with 216 staff (22.6%), completing the first step of the two-step challenge—the Biometric Screening. Approximately 8% of staff have also completed the health risk assessment (HRA), which is the second part of the challenge, and have received their \$100 Visa gift card reward. The Challenge continues through June 30, 2014 with more opportunities to complete the Biometric Screening on Thursday, February 13 from 7:30-9:30 a.m. in HUB side rooms 201-203 and again on Tuesday, April 22. To learn more about how you can **earn a \$100 Visa gift card (and more)**, please visit the [Employee Wellness/Incentives](#) Web page under Human Resources Services.

## Marathon-in-a-Month: November and December Winners

Congratulations to **Mary Ann Leidigh, Alumni and Parent Engagement**, for being the November monthly winner and **Neil Sanders, Bookstore**, for the December monthly winner in the Marathon-in-a-Month monthly participant drawings for a \$25 Visa gift card. The Marathon-in-a-Month is a month-long, cumulative walking activity, beginning on the first of each month and running through the last day, to reach a total of **26.2 miles or more** for each calendar month. Participants simply walk several days per week on selected or individual walking routes to reach the mileage goal. Mileage must be submitted to Human Resource Services by the fifteenth of each month following completion of the marathon miles (i.e. submit by December 15 for the month of November) to be eligible for the monthly drawings. For more details or to request a form to record your marathon miles, please send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 1026.

# Gym Membership Reimbursement Program:

As of July 1, 2012, all full-time and part-time employees are eligible to receive a 50% reimbursement of their monthly gym membership fees based on the gym selection of their choice with a maximum monthly reimbursement of \$30 per month. To qualify for reimbursement, employees must obtain proof of their monthly membership fee and their quarterly attendance from the gym membership office showing an attendance rate equal to 30 or more sessions per quarter. \* Documentation must be forwarded to [Jeanette Diamond](mailto:Jeanette.Diamond@ Dickinson.edu) in Human Resource Services. For more details send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) or call ext. 8084.

**NOTE:** *Personal training sessions are not included in the gym membership discount program.*

\* *Quarters are based on the time periods of January–March, April–June, July–September and October–December.*

## Carlisle Gym memberships and Special Fitness programs:



### Boot Camp Monthly Pass Transformation Training & Fitness

*Instructor: Kirk Ream*

**Available year-round**

**369 E. North Street, Suite 3, Carlisle, PA 17013**

Transformation Boot Camp is a fun-filled, fast-paced class that will not only help you feel and look better but will improve the way you move. Using a variety of exercise equipment including stability balls, medicine balls, resistance tubing and bands, participants will be engaged in activities that are designed to improve the strength, balance, coordination and performance of individuals at any exercise level. Come and enjoy the fitness difference of Transformation Boot Camp! Register directly with Transformation Training & Fitness by calling 717-609-0799 or send an e-mail to [mailbox@transformation-training.net](mailto:mailbox@transformation-training.net).



**Carlisle Family YMCA**  
311 South West Street  
Carlisle, PA 17013

Dickinson employees are welcome at the YMCA which offers exciting onsite programming that includes a variety of fitness classes, workshops and nutritional coaching. Economic, low pricing is offered for both individuals and families. For more information please visit [www.CarlisleFamilyYMCA.org](http://www.CarlisleFamilyYMCA.org) or call 717-243-2525.

**NOTE:** *Remember to identify yourself to the YMCA staff as a Dickinson College employee for inclusion and consideration for Dickinson's gym membership fee reimbursement program.*



### Ethos Fitness

1785 West Trindle Road, Building 600  
Carlisle, PA 17013

**Studio Phone:** 717-249-5142

**E-mail:** [Info@EthosFitnessStudio.com](mailto:Info@EthosFitnessStudio.com)

[www.ethosfitnessstudio.com](http://www.ethosfitnessstudio.com)

Ethos is a new fitness studio located in the Carlisle Community offering cardio-fitness classes, Pilates, Yoga and Zumba. Monthly membership packages range from \$32-\$118. Please call, send an e-mail, or visit the studio or the Web site to learn more.



### Gold's Gym Membership

Dickinson employees enjoy the following benefits at Gold's Carlisle and Chambersburg locations:

- 50% off enrollment fee—only \$49 down
- \$24.99 per month membership fee
- No contract, all rates are monthly
- 50% monthly fee reimbursement per Dickinson's policy \*
- Group Exercise classes for Cycling, Pilates, Yoga, Zumba and more
- Add daycare or unlimited tanning for only \$10 per month extra

\* \$30 maximum monthly reimbursement amount



### Planet Fitness

1186 Walnut Bottom Road  
Carlisle, PA 17015  
**Phone:** 717-701-8581

**Club hours:** Open and staffed 24 hours / 7 days a week!

**Membership rates special offer through February 21:**  
\$10 per month + start-up/registration fee of \$39.

Please visit the club or [Web site](#) for more information or to join and begin your journey to fitness for 2014!

# Professional Development & Wellness Events

For detailed information about any of these programs, go to the Events Registration System in the CLIQ application via the employee Gateway (<http://gateway.dickinson.edu>), e-mail us at [devwell@dickinson.edu](mailto:devwell@dickinson.edu), or call ext. 1503.



## Purchasing Card Reconciliation Training

*Instructor: Miriam McMechen*

**Thursday, February 6**  
**South College (2nd floor),**  
**Room 212-214 | 1:30–3 p.m.**

If you are a Dickinson College purchasing cardholder or the proxy for a cardholder, please join us for a purchasing card training/refresher course. We will go over how to use the card as well as how to code transactions online. Be sure to bring your login information and any questions you may have to the class.

## 7 Habits of Highly Effective People

**February 6, 13, 20, 27**  
**Stern Center, room 102**  
**11:45 a.m.–1:15 p.m.**

*The 7 Habits of Highly Effective People* is designed for individuals to apply timeless principles that yield positive results, witness improved communication, build and strengthen relationships, increase influence, and gain better focus on critical priorities. At the end of the program, participants will be able to:

- Prioritizing tasks
- Improving working relationships
- Becoming more efficient
- Managing multiple tasks
- Enhancing communication skills
- Voicing Opinions with Confidence

- Being patient and listening to others
- Increasing self confidence
- Being more assertive
- Improving organizational skills

## Faculty, Administrator, and Staff (FAS) Pride @ Dickinson Safe Zone Training

*Instructor: Brian Patchcoski, Director of the Office of LGBTQ Services*

**February 6**

**HUB side rooms 201-202 | 9 a.m.–noon**  
The Pride @ Dickinson Safe Zone Program seeks to create a safer and more inclusive campus environment for all members of the campus community by reducing heterosexism, homophobia, biphobia, and transphobia. Through the training program and the display of Pride @ Dickinson stickers, the program creates a visible and supportive network of gay, lesbian, bisexual, transgender, queer, and ally members of the campus community who have a basic knowledge about issues of sexual orientation and gender identity and are able to provide support and referrals to members of the campus community. A continental breakfast will be provided at the training sessions. For more information, please visit: [go.dickinson.edu/LGBTQ](http://go.dickinson.edu/LGBTQ). Trainings can also be scheduled by appointment for groups of six or more. If you wish to bring a Pride @ Dickinson Safe Zone training to your department, contact: [LGBTQ@dickinson.edu](mailto:LGBTQ@dickinson.edu).



## When Can I Retire?

*Presented by Wells Fargo*

**Friday, February 7**

**HUB side rooms 204-205 | noon–1 p.m.**  
Attend this program to learn facts about retirement, preparing and saving for retirement, budgeting, health care, social security, life insurance estate planning and financial planning.

## Banner Self-Service Budget Training

*Instructor: Margaret Stafford*

**Tuesday, February 11**

**South College (2nd Floor),**  
**Room 212-214 | 9–10:30 a.m.**

This workshop is designed to help Budget Officers and/or their designated proxies understand and monitor their assigned budgets and restricted funds. Included topics are:

- Definition of key budget concepts
- Explanation of budget coding and processes on campus
- How to access and read budgets in Banner Self-Service
- Management of budgets and monies from other sources (restricted funds)

This workshop is suitable for both new Budget Officers/Proxies and those individuals who simply want a refresher course on Dickinson's budget processes.

## Roundtable Conversation: Team Building & Individual Preferences

*Presented by Dan Jensen*

**Tuesday, February 11**

**Stern Center, room 102 | 8-9:15 a.m.**

This workshop will examine the fundamentals of forming and chartering the team by examining team members' strengths and weaknesses through various assessment tools (MBTI, Herrman Brain Dominance Model, motivation patterns). It also addresses the Stages of Team Development (Tuckman) as well as importance of defining the "5 R's" (team rules, roles, relationships, responsibilities, results).

# Professional Development & Wellness Events

For detailed information about any of these programs, go to the Events Registration System in the CLIQ application via the employee Gateway (<http://gateway.dickinson.edu>), e-mail us at [devwell@dickinson.edu](mailto:devwell@dickinson.edu), or call ext. 1503.

## ReviewSnap Refresher Workshops

*Instructors:*

*Jeanette Gribble and Denise Houser*  
**Information Commons Classroom,  
Library Lower Level | 9–9:30 a.m.**

The annual performance review period for 2014 is beginning as we start off a new year. ReviewSnap refresher workshops are offered for all who would like to brush up on their online access skills for completing the review process. Please plan to attend one of the following dates by registering in CLIQ:

- Tuesday, February 18
- Thursday, March 13
- Monday, April 21
- Thursday, May 22
- Wednesday, June 11
- Wednesday, July 23

## Nutrition 102: Managing Common Nutrition Challenges

*Presented by Chris Rudy, RD LDN*

**Wednesday, February 5  
Stern Center, room 102 | noon–1 p.m.**

This session covers difficulties many people face with regard to eating a healthy diet. Topics covered include making healthy choices when dining out, eating healthy at any budget, changes across the lifespan, and knowing when to seek help from a dietitian.



## WellSense Medical Consumerism – 4-Session Series

*Presented by Susan McGreevy,  
Health America*

**SPRING SESSION DATES: February 11,  
February 25, March 11, March 25**

**Location varies by date | noon–1 p.m.**

Learning how to be a wise medical consumer is an important component of maintaining health. Participants will review healthy habits to maintain optimal wellness, identify preventive screenings needed to detect health problems at an early stage, and how to take a proactive approach to their health.

WellSense is a four-session series that delves into the following topics: Building your healthcare team; Prevention—your best defense; The Right Prescription and Protect your health.

## Biometric Screenings

*Administered by Holy Spirit Hospital*

**THURSDAYS: February 13 and April 22**

**HUB side rooms 201-203**

**7:30–9:30 a.m.**

The Biometric Screening provides a snapshot of your health looking at your total cholesterol, glucose, blood pressure, height, weight, waist circumference and body mass index (BMI). It is a collective review of your risk factors for developing heart disease, stroke and diabetes known as Metabolic Syndrome. The number of people with metabolic syndrome increases with age, affecting more than 40 percent of people in their

60s and 70s. Several factors increase your risk for developing the syndrome—high blood pressure, high cholesterol, diabetes or high blood sugar, a lack of physical activity, smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please register for this free health screening.

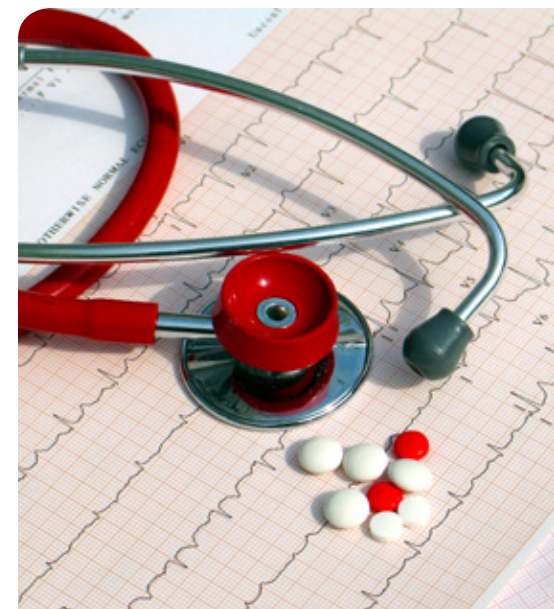
## Heart Disease Information Session

*Presented by Dr. Lenke Erki of Holy Spirit Health Systems' cardiovascular group*

**Thursday, February 13**

**HUB, Social Hall West | noon–1 p.m.**

Heart disease is the leading cause of death among Americans. A healthy diet and lifestyle are the keys to reducing your risk factors for cardiovascular disease. Learn ways to reduce your risk for heart disease and CAD. Coronary artery disease (CAD) is the most common type of heart disease. CAD happens when the arteries that supply blood to heart muscle become hardened and narrowed. This is due to the buildup of cholesterol and other material, called plaque, on their inner walls. Want to learn more? Plan to attend this noon time informational session.



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## Nutrition & Biometric Screening Results Information Sessions

Presented by Chris Rudy, RD LDN

**WEDNESDAYS: March 5 and May 7**

**Stern Center, room 102 | noon–1 p.m.**

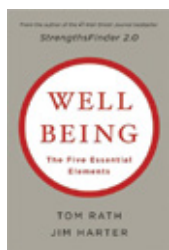
Do you have nutrition questions related to your biometric screening results? Dickinson's dietitian will review nutrition recommendations related to lowering cholesterol, lowering blood pressure, diabetes prevention, and nutrition management of diabetes and establishing healthy lifestyle habits to reach or maintain a healthy body weight.

## Wellbeing

Presented by Steve Riccio

**March 6**

**HUB side rooms 205-206 | noon–1 p.m.**



Much of what we think will improve our wellbeing is either misguided or just plain wrong. Contrary to what many people believe, wellbeing isn't just about being happy. Nor is it

only about being wealthy or successful. And it's certainly not limited to physical health and wellness. In fact, focusing on any of these elements in isolation may drive us to frustration and even a sense of failure. When striving to improve our lives, we are quick to buy into programs that promise to help us make money, lose weight, or strengthen our relationships. While it might be easier to treat these critical areas in our lives as if they operate independently, they don't. Gallup's comprehensive study of people in more than 150 countries revealed five universal, interconnected essential elements that shape our lives—Career, Financial, Social, Physical and Community Wellbeing.

## CPR, First Aid & AED Certification

Presented by the Department of Public Safety

**Monday, March 10**

**DPS Conference Room**

**8 a.m.–noon: Certification class**

**1–5 p.m.: Recertification class\***

The CPR/First Aid/AED certification course provides training to prepare participants to respond to breathing and cardiac emergencies in adults, children age 12 or younger, and infants. Being certified will provide you with valuable skills that will prepare you for a potentially life-threatening situation. The training for skills is followed by a skills demonstration test and a written exam.

*\*Recertification requires a current/valid card for the participant.*

## Update on Employment Law: What Every Supervisor Should Know

Presented by Denette Moul,

*Rising Sun Consultants*

**Thursday, March 14**

**Stern Center, room 102 | 9–10:30 a.m.**

As a supervisor how often have you heard "I'm sorry we are not able to do that"? This workshop will give you the employment compliance information you need to make decisions that are lawful and in the best interest of employees and management. Gain a basic understanding of the major legislative acts that impact how we supervise employees including EEO, FLSA and Labor Relations.

