

Vitality

A Human Resource Services Publication
DICKINSON COLLEGE



MARCH 2014/Volume VIII, Issue 6

Renewable Energy & Energy Efficiency Sustainability Workshop Series

Hosted by the Department of Physics & Astronomy

SATURDAYS: March 29 and 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, March 29

Wind Turbine 101: The Basics of A Wind Turbine

What is the best shape for turbine blades? Why are they twisted? What is the optimal angle of attack? How does a wind turbine produce electricity? How can we change a wind turbine's AC electricity into DC? How can I build my own backyard wind turbine? These and many other questions will be answered during this hands-on seminar.

Upcoming topic for April:

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 or call ext. 1307.

Vision Benefits of America (VBA) "Paperless" E-Claim



Effective January 1, 2014, VBA became **Paperless!** Your VBA provider is now able to electronically download an authorization for service. Simply click the **Search for Provider** button on the left side of the [VBA](#) Web page to find a participating provider in your area. When making an appointment, inform the provider's office that you're a VBA member.

Participating providers can now get your authorization electronically. The paper benefit forms have been eliminated.

Did you or a family member see a non-participating doctor and you do NOT have a claim form? If so, please download an [Out-of-Network Reimbursement Form](#). Complete the form and return it to VBA with your receipts. If you already have a claim form, please attach your receipts and return it to VBA for processing. The Out-of-Network Reimbursement form should **ONLY** be used when services are not provided by a member-doctor.

Before scheduling your appointment, VBA strongly recommends that you review the services and materials for which you are eligible. Use the **My Plan Benefits** button to review your eligibility and the eligibility of any covered family members.

For any questions about this new procedure, please visit [Vision Benefits of America's Web site](#), or call **VBA Customer Service** at 800-432-4966 or 412-881-5521 between the hours of 8:30 am and 6:30 p.m., Monday through Wednesday and 8:30 a.m.–6 p.m. on Thursdays and Fridays.

www.visionbenefits.com

BENEFITS & WELLNESS FAIR

Save-the-Date!

Tuesday, April 22, 2014

HUB Social Hall | 10:30 a.m.–2:30 p.m.

The annual Benefits & Wellness Fair event provides an opportunity for employees of the college to meet with the benefits vendors and wellness program providers. Free health screenings are offered in addition to a wealth of information about our benefits, health and wellness programs. Many prizes and give-aways are also part of this annual event.



Dickinson's chapter of **Alpha Lambda Delta** (ALD, a national honor society) wants to give all members of the Dickinson community a chance to have a night off! As of February 21, 2014, **ALD** will offer babysitting services for children ages 3 years and up on the first and third Friday of every month in Althouse. We will be there from 6 to 10 p.m., and you may drop your child(ren) at any point during those hours! **A fee of \$10 per child** will go toward sponsoring future **ALD** events and providing scholarships to deserving members of the honor society.

From **6 to 10 p.m.**, your children will be supervised by **ALD** members while they play games and watch movies. They will be provided with snacks, so please inform the supervising members of any food allergies and/or restrictions.

If you have any questions about Dickinson's Night Off, please send them to ald@dickinson.edu.

New Hires & Retirees

JANUARY 2014

David Blouin, *Education*

Alan Dillingham, *History*

Christopher Gulotta, *Policy Studies*

Jennifer Kelly, *American Studies*

Catherine Kimmel,

Mathematics & Computer Science

Cori Kresge, *Theatre And Dance*

Ramayana Lira de Sousa,

Spanish & Portuguese

David Smooke, *Music*

Kevin Weddle, *History*

Madeline Brown, *History*

Melissa Loscher, *Dean of Students Office*

Andrzej Kotarski,

Center for Global Studies & Engagement

Agnieszka Nowak,

Center for Global Studies & Engagement

Kimberly Spanos,

Facilities Management

Christopher Fernando, *Classical Studies*

FEBRUARY 2014

Codie Boden, *Dining Services*

Christina Gerlach, *Admissions*

Sonita Neufville, *Facilities Management*

Joseph O'Neill,

Office of Marketing & Communication

We bid a fond farewell to **Linda Shughart**, *Facilities Management*, who retired in January after 35 years of service to the college.

Dickinson's Night Off

You work hard to make Dickinson the wonderful place that it is, just as you work hard to take care of your family and children. And you deserve a night off! A night to go out to dinner or a movie, or maybe even just a night to go shopping without anyone asking "Are we done yet?" every five minutes.

Retirement Planning Sessions



TIAA-CREF Individual Counseling Sessions

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

- Wednesday, March 19 | HUB, side room 206
- Thursday, April 17 | HUB, side room 204

To schedule a personal meeting with TIAA-CREF, please visit 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 month of March on:

- Wednesday, March 19 | HUB side room 201

To schedule a personal meeting with Fidelity, please visit 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.



MENTORING

The forgotten form of professional development

The ability to learn new skills and perspectives should not be limited to workshops and conferences. Mentoring is a valuable developmental tool matching a more experienced employee (mentor) with someone newer to their field or career (mentee). While often overlooked, it is also an excellent growth opportunity for new supervisors.

For three years, Human Resource Services has established connections between mentors and mentees across the college. Mentors are a valuable resource to help individuals navigate through everyday challenges. However, learning is not limited to the mentees. Mentors often comment how rewarding the experience has been and how they too have grown as part of the relationship.

If you are interested in finding or serving as a mentor, contact Steve Riccio in Human Resource Services through e-mail at riccios@dickinson.edu or by phone at ext. 8014. Any Dickinson employee can be a mentor by it is recommended that the individual has at least five years of service at Dickinson.



HOLISTIC HEALTH INCENTIVE PROGRAM CHALLENGE 2013-2014

The HHIP Challenge for 2013-2014 began on July 1, 2013 and is in full swing with 221 staff (23.2%), completing the first step of the two-step challenge—the Biometric Screening. Additionally, 174 (18.2%) staff have also completed the health risk assessment (HRA), which is the second part of the challenge. To date, 166 have earned a \$100 Visa gift card reward! The Challenge

continues through June 30, 2014 with more opportunities to complete the Biometric Screening on Tuesday, March 18 (snow make-up date) 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.



Hersheypark 2014: Discount Ticket Purchases

Discounted HERSHEY PARK tickets are available for advance purchase to Dickinson students and employees through Campus Life and Human Resource Services at the special rates listed below. Tickets must be requested and paid for by Friday, March 14, 2014. They are valid during the 2014 regular summer operating season, beginning on May 9 through September 28. Checks should be made payable to Dickinson College. For details, call ext. 8084 or send an e-mail to hrrservices@dickinson.edu.

Special Dickinson ticket prices:

\$32.00 | ages 9-54 years

\$27.75 | ages 3-8 or ages 55-69 years

\$21.50 | ages 70+ years

Marathon-in-a-Month: January Winner

Congratulations to **Laura Wills**, *Alumni and Parent Engagement* for being the January monthly winner of 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 February 15 for the month of January) 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 or call ext. 1026.

NUTRITION CORNER

CHRIS RUDY, RD



March is National Nutrition month and this year's theme is **"enjoy the taste of eating right."**

Nutrition is important; however taste has been shown to be the largest motivator when making food choices. When you enjoy the food you eat, the pleasure you derive is a powerful

force in helping you feel satisfied, which often leads to eating less overall. Once we find nutritious foods that we like, it can be easy to fall into a rut of eating those same foods over and over," says registered dietitian and Academy spokesperson Constance Brown-Riggs. "However, there is a whole world of tasty and nutritious foods available today that are just waiting to be discovered. Adding more nutrition and pleasure to each meal is as easy as expanding the range of foods you choose." Try some of these simple techniques to enhance flavor while experimenting with flavor combinations.

- Intensify the flavors of meat, poultry and fish with high-heat cooking techniques such as pan-searing, grilling or broiling.
- Pep it up with peppers. Use red, green and yellow peppers of all varieties—sweet, hot and dried. Or add a dash of hot pepper sauce.
- Try grilling or roasting veggies in a very hot (450°F) oven or grill for a sweet, smoky flavor. Brush or spray them lightly with oil so they don't dry out. Sprinkle with herbs
- Caramelize sliced onions to bring out their natural sugar flavor by cooking them slowly over low heat in a small amount of oil. Use them to make a rich, dark sauce for meat or poultry.

- Simmer juices to make reduction sauces. Concentrate the flavors of meat, poultry and fish stocks. Reduce the juices by heating them—don't boil. Then use them as a flavorful glaze or gravy.
- For fuller flavors, incorporate more whole grains such as brown rice or quinoa, or experiment with amaranth and wild rice.
- Add small amounts of ingredients with bold flavors like pomegranate seeds, chipotle pepper or cilantro.
- Add a tangy taste with citrus juice or grated citrus peel—lemon, lime or orange. Acidic ingredients help lift and balance flavor.
- Enhance sauces, soups and salads with a splash of flavored balsamic or rice vinegar.
- Give a flavor burst with good-quality condiments such as horseradish, flavored mustard, chutney, wasabi, bean purees, tapenade and salsas of all kinds.

Visit the Academy's Web site to view a library of recipes designed to help you "Enjoy the Taste of Eating Right."

Source: *Academy of Nutrition and Dietetics, www.eatright.org. National nutrition month resources*



TEENAGERS AS OUR TEACHERS



The books, articles, and blogs dedicated to surviving and explaining the terrorizing teen years are endless. So, when Dr. Daniel J. Siegel in his new book *Brainstorm* described the four qualities that make up the “normal” adolescent experience as: novelty seeking, social engagement, increased emotional intensity, and creative exploration, I quickly wanted to add it to my pile of “adolescence is awful” literature. Then he did something unexpected and outlined not just the negative impact of adolescence but also the positive. His highlighting of the upside of being a teen challenges the mainstream view of teenagers as simple moody nightmares and points to their ability to teach us how to create a more fulfilling life.

Adolescence is the years between childhood and adulthood. Experts vary on age ranges from 10-years-old to 24-years-old. While an exact age range is not consistent, the radical changes in the adolescent’s Prefrontal Cortex are. The Prefrontal Cortex is the part of the brain that controls reasoning and impulses, which is why we see adolescents as moody, irritable, restless, impulsive, risky, unpredictable, and dramatic. While these symptoms appear mostly problematic, put the negative aside for a moment, and answer these questions: In the past year have you stayed up all night laughing with a friend? When is the last time you

tried something new? Are you living your life with a sense of adventure? Do you feel excited to be alive? Are you still capable of being inspired and surprised by the beauty in your everyday routine? If you answered, “no” to most or all of these then you need to grow down.

Dr. Siegel wrote, “When adults lose the four distinguishing features of adolescence, when they stop cultivating the power of novelty seeking, social engagement, emotional intensity, and creative exploration, life can become boring, isolating, dull, and routinized.” Does this sound familiar? Adult’s lives are often serious and full of responsibilities. However we still need to take time to embrace new adventures, laugh loudly with friends, pursue new hobbies, and allow ourselves to feel intense emotions. If my work with adolescents has taught me anything, it is that I want to live my life with their energy, creativity, intensity, and ability to turn an average errand into an adventure. My fellow adults, the next time you go to the grocery store I encourage you to roll down your windows, turn up the radio, stick your arm out into the wind, and for a small moment embrace the teenager that still exists in you.

***I was so much older
then. I’m younger
than that now.***

—Bob Dylan

Sarah Taby, MS, LPC is a therapist at Franco Psychological Associates who specializes in working with adolescents



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](#) in Human Resource Services. For more details send an e-mail to 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.



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 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

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

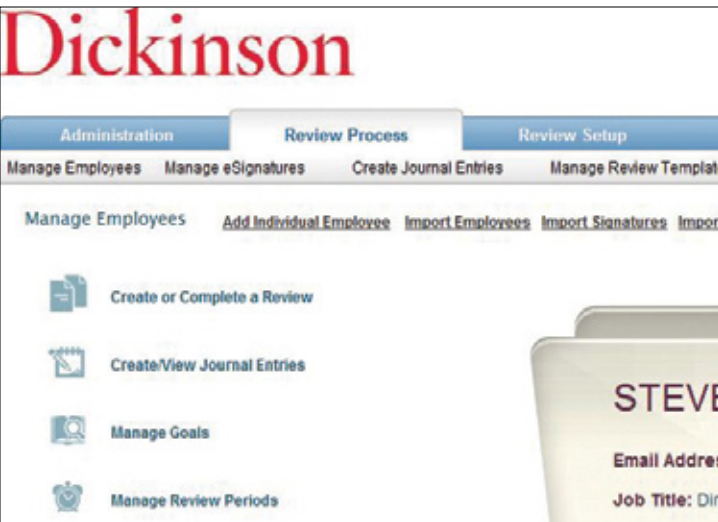
Club hours: Open and staffed 24 hours / 7 days a week!

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, or call ext. 1503.



ReviewSnap Refresher Workshops

Instructors: Jeanette Gribble and Denise Houser

9–9:30 a.m.

Information Commons Classroom, Library Lower Level

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:

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



Roundtable Conversation: 60-Second Time Out

Presented by Mike Greene, Author of 60-Second Time Out

Tuesday, March 25

8:15–9:30 a.m. | Stern Center, room 102

60-Second Time Out provides 52 lessons in personal and professional development delivered in a style that's easy to read, understand and apply. These are time outs worth taking—key lessons for business owners, sales professionals, leaders and pretty much anyone who cares to be better! Create a better you for your family, friends, clients, co-workers, and community. Go ahead and make every second count!



Update on Employment Law: What Every Supervisor Should Know

Presented by Dennette Moul, Moul HR Services

Thursday, March 13

9–10:30 a.m. | Stern Center, room 102

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.



Understanding Social Security

Presented by MetLife

Friday, April 4

Noon–1 p.m. | HUB side rooms 204-205

Attendees will learn about the advantages of delaying Social Security and the effect of earned income and taxation on Social Security benefits.

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, or call ext. 1503.

Nutrition & Biometric Screening Results Information Sessions

Presented by Chris Rudy, RD LDN

Wednesday, April 9

Noon–1 p.m.

Allison Community Room

Wednesday, May 7

Noon–1 p.m. | Stern Center Room 102

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.



Health Risk Assessment—Onsite Assistance

Presented by Health America

Tuesday, March 25

8:30 a.m. –12:30 p.m. | Information Commons Classroom, Library Lower Level

1:30-4:30 p.m. | Kaufman Bldg, room 186

Have you completed the second step in the Holistic Health Incentive Program Challenge for this year—and received your \$100 Visa Gift Card? If not, this is your opportunity to finish the second part of the Challenge!

HealthAmerica representatives will be on campus on Tuesday, March 25 to offer assistance completing the **FREE**, online Health Risk Assessment (HRA). This brief survey tool provides instantaneous feedback about your health risks and suggestions for behavioral changes to improve your health and ultimately your quality of life! The survey will take approximately 20 minutes to complete, but is a life-changing assessment tool that will result in a snapshot of your health and health risks when combined with the first step of the Challenge— completion of the biometric screening. The biometric screening provides you with your **NUMBERS (Know Your Numbers!)**— and the **HRA** gives you the power to be a good steward of your health by translating the numbers into an individually relevant summary of your lifestyle and behaviors.

Biometric Screenings

Administered by Holy Spirit Hospital

Tuesday, March 18 (snow make-up date) and

Tuesday, April 22

7:30–9:30 a.m. | HUB side rooms 201-203

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.