

# Vitality

A Human Resource Services Publication  
Dickinson College



SEPTEMBER 2014/Volume IX, Issue 2



**EOD WARRIOR**  
FOUNDATION

## EOD Warrior Run

**Sunday, September 28 | Noon Start**

(10:30 a.m. – Race Day Registration Starts)

Dickinson Park, Home of the Dickinson College Red Devils, 1240 Ritner Highway (Route 11), Carlisle, (Across from Pizza Grille—easy access to I-81)

All runners and walkers welcome. This scenic 3.1 mile run is being held on the flat and fast path at scenic Dickinson Park and is meant for people of all athletic abilities. Awards will be presented following the race. Professional timing services by Pretzel City Sports.

All of the proceeds from the walk/run will be going to the EOD Warrior Foundation ([www.eodwarriorfoundation.org](http://www.eodwarriorfoundation.org)). EOD stands for Explosive Ordnance Disposal, the disarming and disposal of bombs. The foundation helps injured soldiers like Middlesex native Rob Easley. While deployed in Afghanistan he had both of his legs badly damaged. Despite the attempts by medical professionals, he had both of his legs amputated. By [participating in this race](#), you will be able to help wounded veterans like Rob recover from such a devastating injury.

### **TIAA-CREF/Fidelity eDelivery**

**Important Fee Disclosure Information regarding Dickinson College Retirement Plan**

*\*Notice to All employees eligible or participating in the Dickinson College Retirement Plan*

In compliance with the Department of Labor regulations, during the month of August 2014 you will receive important information regarding the expenses and fees related to your retirement investments. This information is provided to ensure you have all the information you need to take full advantage of retirement plan options

for both TIAA-CREF Financial Services and Fidelity Investments. If you regularly have access to PC you will receive this information via e-mail or you will receive a hard copy by mail if you do not work in an office.

**Please note:** NO ACTION is required. This information is being provided in compliance with the Department of Labor requirement to provide consumers with more information about fees and expenses related to their retirement investments. For questions, more information or if you do not receive this information, please contact Human Resource Services at ext. 1503 or via e-mail to [hrrservices@dickinson.edu](mailto:hrrservices@dickinson.edu).

## Medicare Prescription Drug Plan Creditable Coverage Disclosure Notice

In accordance with the Center for Medicare and Medicaid Services (CMS), all employees who are participating in the Dickinson College group health insurance and prescription drug plan managed by HealthAmerica/HealthAssurance, CoventryHealth Care Plans are required to receive a disclosure notice regarding our plan's creditable prescription drug coverage.

**PLEASE NOTE:** If you or your covered dependents are not currently eligible for Medicare you may disregard this notice. Contact Human Resource Services if you have any questions.



## Pennsylvania's Legalization of Same-Sex Marriage and Dickinson's Same-Sex Domestic Partner Benefits

As you know, on May 20, 2014, U.S. District Court Judge John Jones '77, P'11 struck down Pennsylvania's 1996 Defense of Marriage Act (DOMA) as unconstitutional, thereby legalizing same-sex marriage, requiring the Commonwealth to recognize same-sex marriages from other states, and ushering in statewide marriage equality for same-sex couples. Pennsylvania is now among 20 states in the United States that recognize same-sex marriages, and within a day of Judge Jones' opinion, counties across the Commonwealth began issuing marriage licenses to same-sex couples.

For over a decade, Dickinson College has offered same-sex domestic partner (SSDP) benefits to its gay and lesbian employees living in committed relationships because they were denied the right to marry under the now defunct Pennsylvania DOMA. In light of Judge Jones' historic ruling, however, same-sex partners can marry and share benefits on equal footing with any other married employees. Consequently, Dickinson will be phasing out SSDP benefits as of July 1, 2015.

After that date, benefits will be extended solely to married partners of Dickinson employees. We are letting the community know now to provide time for same-sex partners to decide if they wish to marry and make appropriate arrangements before the SSDP benefits are discontinued. Please contact Human Resource Services if you have any questions.

## New Hires for August

**Katherine Bixby**, *Athletics*

**Autumn Casey**, *Dining Services*

**Daisy Chebbet**, *Wellness Center*

**Katherine Cotter**, *Psychology*

**William Eberly**, *Facilities Management*

**Joshua Eisenberg**, *Student Leadership & Campus Engagement*

**Pamela Fogelsanger**, *Enterprise Systems*

**Ryan Houck**, *Dining Services*

**Jessica Howard**, *Library Services*

**Kristen Kostecky**, *Facilities Management*

**Ruth Lopez**, *Admissions*

**Margaret Lori**, *Facilities Management*

**Judith Matafka**, *Wellness Center*

**Samantha McCulloch**, *Library Services*

**Elizabeth Meikrantz**, *Annual Fund & Engagement*

**Leslie Miller**, *Center for Global Study & Engagement*

**Seth Roper**, *Education*

**Adam Steele**, *Facilities Management*

**Michaela Stout**, *Dining Services*

**Stacey Sullivan**, *Wellness Center*

**Eric Vorodi**, *Facilities Management*

**Kelly Wilt**, *Dean of Students Office*

**Julie Witman**, *Facilities Management*

# MetLife

## Retirewise Workshop Series

**Mondays, September 8, 15, 22, 29**

**HUB side rooms 201-203 | Noon-1 p.m.**



Preparing for retirement has become increasingly complex. If you need help answering the BIG questions about Retirement, you may want to consider attending the "Retirewise" workshop series. Retirewise is a retirement-education program that consists of 4 workshops with a specially trained retirement representative from MetLife. This program is available for ALL employees but is primarily intended for employees approaching retirement or those interested in receiving retirement education and guidance. If you are interested, please watch for specific times and locations. To register for any or all of the **Retirewise** workshops, please visit CLIQ via the [Gateway](#).

## Retirement Planning Sessions



### TIAA-CREF Individual Counseling Sessions

A TIAA-CREF representative will be on-campus during the month of September on:

- **Wednesday, September 17**  
HUB side room 201
- **Wednesday, October 22**  
HUB side room 204

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 August and September on:

- **Monday, September 22**  
HUB side room 204
- **Monday, October 20**  
HUB side room 204

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.

## Balancing Life, Balancing Work



A few years back, I took a class in pottery. I watched the skilled artisan

sit down at the wheel, plump a lump of clay in the middle, and apply his hands as the wheel started turning. Slowly but surely, a graceful, balanced form emerged from center of the wheel. Then it was my turn. I plumped my lump of clay on the wheel, applied my hands, and let the wheel begin spinning, expecting the same graceful results. But just as I sensed the clay beginning to take the shape of a vessel, the piece began to wobble out of control in my hands. It flopped erratically on its rotating platform until it collapsed into a lopsided mess.

Balance in life, I've come to notice, is a lot like balance in the pottery wheel. While it's difficult to discern just what it is that makes things spin smoothly, you sure can tell when things go wrong! When I asked the potter for some tips to his success at the wheel, his answer was perplexing. "I dunno," he shrugged. "You just have to feel it."

Balance is important in many endeavors: riding a bicycle, gardening, engineering, nutrition, dance, and more. This year Dickinson College's Wellness focus is "Balancing Work, Balancing Life." No matter what the undertaking, balance is always multi-dimensional. Both dancers and engineers know that it is not enough to be balanced in one plane. Balance is always an art in 360 degrees.

Some dimensions of a balanced, vital life include:

- **Physical activity**  
Regular aerobic activity, deep breathing, flexibility
- **Nutrition**  
Eating enough of what's good for you and leaving out the rest!

- **Emotional health**  
Experiencing a wide range of emotions with clear, realistic thinking
- **Relational health**  
Mutual, supportive relationships at work, at home and in the community
- **Generativity**  
Significant work with both productivity and creativity
- **Spiritual balance**  
Meaning and values that transcend the current realities
- **Sleep and rest**

Need we say more? When we balance all these pieces of our lives, we find ourselves more productive, more creative, more engaged, and more serene in all areas of our living.

Many things can threaten our balance in life in this 21st century. Sedentary lifestyles, and a Standard American Diet with too much processed foods, often leave us unwell enough to face life's stressors. Difficult life changes or losses can unbalance even the healthiest among us. The demands of our professions may cause us to forget the importance of self-care. Over time these can leave us with chronic stress syndrome, resulting in physical symptoms that may include high blood pressure, weight gain, anxiety, mood changes, and more.

Our upcoming session, "Balancing Life, Balancing Work" on September 11 will help you learn to recognize signs of imbalance, know the risks of chronic stress syndrome, and find ways to re-balance your life. This year, we invite you to consider "re-balancing" your life in favor of greater personal well-being.

*Melanie Jones MS, LPC, NCC, Franco Psychological Associates, P.C.*

# LOCALTUNITY WE BUY: YOU EAT

Shop at Farmers on the Square, Eat Healthier  
with Fellow Dickinsonians, Build Community

A community opportunity—  
Groups of three or more  
Dickinson employees and/or  
students are invited to Shop  
Farmers on the Square (FOTS)  
together for fresh foods grown  
by local farmers and receive one  
\$5 token per person to use at  
the market. Add to the fun and  
receive an additional \$5 token per  
person by cooking and sharing  
a meal together. Help us build  
community, buy local, and be well.

The program re-launches on  
September 3, 2014. Visit the  
HUB information desk on  
Wednesdays to sign-up. Limited  
to two sign ups per Dickinsonian.  
Participation is limited and  
certificates are offered on a first  
come first serve basis. Check out  
the Web site for more information  
on the process. The program  
ends when all tokens have  
been distributed. Localtunity  
is sponsored by the Center for  
Sustainability Education, Human  
Resources, Student Development,  
Wellness Center and Farmers on  
the Square.

For a quick glimpse of how  
LOCALTUNITY works, please  
view this [video](#).

Contact:

[sustainability@dickinson.edu](mailto:sustainability@dickinson.edu)

Web site:

[www.dickinson.edu/sustainability](http://www.dickinson.edu/sustainability)

# Dickinson

## COLLEGE FARM

As the College Farm transitions from peak summer production to the start of the fall semester, we thought that you might enjoy learning about the many ways to get involved with and benefit from what the farm has to offer. The College Farm continues to accept applications to join its Campus Supported Agriculture (CSA) program—providing weekly harvests of seasonal Certified Organic vegetables. More information on pro-rated CSA subscriptions can be found at:

<http://blogs.dickinson.edu/farm/csa/how-it-works>.

The College Farm will also maintain its HUB Produce Stand, each Friday of the semester from 11 a.m. to 2 p.m. This is a great way to pick up freshly harvested ingredients plus get to know some of the students involved with the College Farm program.

As you know, the College Farm is not solely focused on food production. It is also a place for recreational opportunities and hands-on learning – for all ages! This fall, monthly adult learning workshops will be hosted both at the farm and on campus. September's workshop will be focused on demystifying fermentation, followed by gluten-free baking in October and wreath making in November.

<http://blogs.dickinson.edu/farm/events/sustainability-series>

For children, the College Farm will host monthly Saturday classes through its Sustainable Earth Education (SEED) program. These farm-based workshops are a great time for children to play, learn and grow an appreciation for the land! <http://blogs.dickinson.edu/farm/youth>

The College Farm invites you to take part on some or all of the opportunities that it cultivates for the Dickinson College community! We look forward to seeing you!



# 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.

## Inside Dickinson: Center for Sustainability & The College Farm

Presented by Lindsey Lyons &  
Jennifer Halpin

Friday, September 5

\* Saturday, September 6;

Optional Bike Ride to the Farm

HUB Social Hall West | Noon–1 p.m.

Come "Inside Dickinson" and learn about the sustainability programs that matter most to the Dickinson Community. On Friday, September 5 bring your lunch and join the Center for Sustainability Education and the College Farm in the HUB as we share ways in which Dickinson employees can both benefit from and participate in our programs to make their lives on and off campus more sustainable. Then get "Outside" on Saturday, September 6 by joining us for the "Bike to Farm Frolics Ride", a 1 p.m. bike ride (7 miles) to the College Farm for a day of camaraderie, music and fun at Farm Frolics. Learn how to make sustainability as important to you personally as it is to Dickinson. (HHIP: Intellectual Wellness)

**Note:** To register for the optional Saturday, September 6 "Bike to Farm Frolics Ride," please send an e-mail to: [sustainability@dickinson.edu](mailto:sustainability@dickinson.edu)

## New! Preparing for a Role in Supervision | Employment Regulatory Basics

Presented by Dennette Moul,  
Organizational Development &  
Training Specialist

Thursday, September 11

Stern Center, room 102 | 9–11 a.m.

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

- **Employment Regulatory Basics:**  
Thursday, September 11
- **Intrinsic Drivers:**  
Thursday, November 13
- **Supervisory Techniques:**  
Thursday, January 8
- **Coaching for Performance:**  
Thursday, March 12

## Emergency Preparedness Tabletop Exercise

Presented by B.J. Shoemaker, Director of  
Environmental Health and Safety

Thursday, September 18

Stern Center, room 102

Noon–1:15 p.m.

We have become all too familiar with campus tragedies that have received headlines over the last few years. But it will never happen here at Dickinson College... Right? The best action any of us can take to avoid or limit the severity of a campus incident is preparation. This tabletop discussion is designed for all members of our campus community and explores probable on-campus emergencies and possible responses from all areas on campus. Presented scenarios provide the framework for an interactive discussion designed to strengthen the college's timely and appropriate response to any emergency situation.

## College Preparation for Parents

Part I: September 25: High School  
Counseling and Admissions

Part II: October 2: Financial Aid and  
Tuition Benefits

HUB side rooms 205-206

Noon–1:30 p.m.

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



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## Customized Technical Workshops

Does your department need a more efficient approach to using technical applications such as Excel and Outlook? Contact the Help Desk at ext. 1000 to request a workshop that can be designed to provide immediate solutions to your ongoing challenges.

## LIS Technology Certification

Throughout the 2014-2015 year, the Library and Information Services (LIS) division will continue to host a series of technology certification programs for individuals of all skill levels. This year's programs will include the many features from Microsoft Office including Word, Excel, PowerPoint and Access. Classes for Moodle and Web Publishing are also included. Please send requests for the programs and functions you would like to learn to [gribble@dickinson.edu](mailto:gribble@dickinson.edu).

For more information about upcoming certification programs, please visit the LIS website and select the Technology Services link. Please visit CLIQ in the [Gateway](#) for registration and a full listing of programs.



## Pilates

*Instructor: Jennifer Moore*  
**Mondays and Wednesdays\***  
**August 25/27–October 13/15**  
**and October 20/22–December 8/10**  
**CPYB #4 | 4:30–5:30 p.m.**

**NEW MORNING CLASS OPTION**  
**Wednesdays, 7–8 a.m.**

**September 3–November 19;**  
**December 3 and 10**  
**HUB Dance Studio | 7–8 a.m.**

Pilates is a form of exercise that emphasizes the balanced development of the body through strength, flexibility, and awareness in order to support everyday movement. Through a series of core exercises, the body is both strengthened and stretched, ultimately providing a longer, leaner look. Improve coordination, release stress, and improve your posture with a practice that is both effective and fun. Suitable for all levels of fitness. *\*No class on Wednesday, November 26 due to Thanksgiving Holiday Closure.*

## Mid-Day Meditation

*Instructor: Bonnie Berk*  
**Tuesdays, August 26–October 14;**  
**October 28–December 16**  
**Memorial Hall, Old West**  
**12:15–12:45 p.m.**

Meditation is a simple process that relaxes the body and mind within minutes and allows you to experience a profoundly restful state that is seldom experienced outside of deep sleep. Meditation reduces stress levels by allowing the mind to settle into a state of calm, restful alertness, which carries over into all aspects of daily life. Meditation practice establishes new connections in the brain that allows us to respond more positively and creatively to stressful situations.

## Walking Meditation Individual Walking Program

**Wednesdays, Fall Semester:**  
**September 3, October 1,**  
**November 5, December 3**  
**HUB Social Hall**

People, formal cultures and traditions have used the labyrinth as a symbol of their search for meaning and guidance. Some of the earliest forms of labyrinths are found in Greece, dating back to 2500-2000 B.C.E. The labyrinth used for this program is called the Cretan labyrinth or classical seven circuit labyrinth. People of all faiths, people longing to reconnect to faith, people looking to find meaning or to center themselves come to walk the labyrinth.

In many ways, the labyrinth is a call to action, a transformational spiritual tool for people. It can aid healing, help in releasing grief, help guide one through troubled times, aid in decision making, illuminate our purpose in life, and act as a tool of celebration and thanks. It is many things for many people. It is a spiritual practice, not a magical tool. We hope you will come and walk the labyrinth as a tool for your own spiritual practice and experience.

## Mindfulness Group 5 week series

*Presented by Christine Samuelson,*  
*Wellness Counseling Center*  
**Thursdays, Fall Semester:**  
**September 11, 18, 25, October 2 and 9**  
**Memorial Hall, Old West | 5–6 p.m.**  
Need a little time to re-group and re-center? Mindfulness is a forward-thinking approach that has been shown to reduce stress levels and help you better manage emotional and physical issues. This 5-week program will teach you about mindfulness and how you can apply it to every area of your life—no matter how busy you get!

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## Balancing Life, Balancing Work

*Presented by Melanie Jones MS, LPC,  
NCC, Franco Psychological Associates,  
P.C.*

**Thursday, September 11**

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

What does a “Balanced Life” look like? How does meaningful work fit into that balance? How can we keep family well-balanced as well?

This session will explore whole-life wellness, stress and eustress, and the role of health, relationships, spirituality, and personal boundaries in maintaining balance. We will learn to recognize the signs of chronic stress syndrome, burn out, and other “imbalance” maladies, and places to go for help in restoring balance. Take stock of your wellness strengths and needs. Practice a “rebalancing” moment and learn how to incorporate these into your day.

A great way to start practicing Dickinson’s Wellness focus for the year ahead, “Balancing Life and Work.”

## Free Blood Pressure Screenings

*Bonnie Berk, MS, RN, HNB-BC, ERYT*

**Monday, September 15**

**Mary Dickinson Room, HUB**

**Noon–1 p.m.**

*No registration required—Walk-ins  
welcome and expected!*

*(HHIP: Physical Wellness/Preventive  
Health Screens)*

## Understanding Retirement Healthcare

*Presented by MetLife*

**Friday, October 10**

**HUB side rooms 201-202 | Noon–1 p.m.**

This workshop will cover important pre- and post-retirement healthcare decisions including what Medicare does and does not cover.

## Stroke Awareness

*Presented by Holy Spirit Health System*

**Thursday, October 16**

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

During this presentation the definition of stroke, types and causes will be outlined along with a discussion on the impact of stroke on our community/ country. Particular attention will be given to the risk factors associated with stroke, warning signs of a stroke along with treatment and prevention.



## Free Biometric Screening

*Administered by Holy Spirit Hospital*

**Thursday, September 18**

**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. *(HHIP: Physical Wellness)*



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## Announcements & Reminders

### 2014-2015 Physical Wellness Programs: Monthly Drawing for \$25 Visa Gift Card



For the past several years, the monthly drawing for a \$25 Visa Gift Card was exclusive to employees who participated in the Marathon-in-a-Month. Beginning September 2014, we are expanding the eligibility to include all active/registered employee participants in all

physical exercise programs, including Marathon-in-a-Month, offered through the Wellness program. The random gift card drawing will be held after the close of business on the fifteenth of each month for the previous month—with the first, expanded drawing taking place on September 16 for participants during the month of August 2014.

### NEW FOR THE WELLNESS PROGRAM IN 2014-2015!

### Free Exercise Programs

The Wellness programs offered to employees of the college began in fall 2006 with focus on five areas of health and wellness. To further encourage employees to participate in physical exercise programs, we are now offering programs with no fee to employees, spouse/domestic partners and dependents (ages 18-26 years) as well as to retirees of the college. Class options and frequency have also been increased to allow for greater participation through collaboration with the division of Student Life. For a full listing of all programs offered, please visit CLIQ/My Events in the [Gateway](#), or send an e-mail to [devwell@dickinson.edu](mailto:devwell@dickinson.edu) for more information.

### Marathon in a Month: Winner for July 2014



Congratulations to **SHERI DAVIS-CORDELL** for being the July Marathon in a Month winner! 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 September 15 for the month of August) to be eligible for the monthly \$25 Visa gift card drawing for Physical Wellness Program participation. 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. 8084.

### The 10th Annual Run for Steph

**Sunday, September 21 | 11a.m. | Kline Center**

This 5k run/ 2Mile walk is run each year in memory of Stephanie Kreiner '03 who was killed by a drunk driver in 2004. We invite the entire community to join us as we run for Steph. Minimum donation is \$20, and all proceeds benefit Dickinson's McAndrews Fund for Athletics, in recognition of Steph's love for her teams. Please register online at <http://my.dickinson.edu>.