

# Vitality

# Dickinson

Human Resource Services

October 2014 | Volume IX | Issue 3

## College Farm Fall Harvests

With cooler weather, the College Farm harvests begin to transition to fall favorites. Production fields are loaded with members of the brassica family – hardy and vitamin rich vegetables like broccoli, cauliflower, head cabbage, kale, turnips and more. These full-bodied vegetables become the staple of CSA shares, lending themselves to be made into hearty soups, casseroles or roasted dishes. In a recent workshop at the College Farm led by local farmer, Brooks Miller from North Mountain Pastures the theme of lacto-fermentation was the featured topic. Brooks and his wife, Anna manage a grass-fed meat operation where a percentage of their meats are salted and hung to cure as salami, prosciutto and other charcuterie favorites.

Over the years, they have also experimented with and sold fermented foods like sauerkraut, kimchi, even fermented salsa. As Brooks explained, the art of fermentation dates back to millennia as the favored way to preserve food, first out of necessity and later because the process best preserves the nutritive values of a food crop while maintaining its crisp consistency. Plus, it is super easy! Salt and lactic acid bacteria are your main ingredients. Luckily, almost all vegetables are amply supplied by nature with lactic acid-forming bacteria!

Great recipes and instructions for preserving fresh vegetables using lacto-fermentation methods can be found in a variety of places.

Some of our farm favorites by Sandor Katz include:

*Wild Fermentation*  
*The Art of Fermentation*

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

## United Way: Day of Caring

FRIDAY, OCTOBER 17

**KICK-OFF: ALLISON COMMUNITY ROOM,  
ALLISON HALL | 8 A.M.-1 P.M.**


Volunteer to participate in this year's Carlisle community Day of Caring to assist with a project for a nonprofit agency in the Greater Carlisle Community. All Dickinson employees are invited to participate\*. The day will begin with welcoming remarks from the event organizers and sponsors, and then participants will proceed to their assigned locations. To learn more register as an individual or team (two to 10 participants), visit: [United Way's Day of Caring Web site](#), or contact the United Way of Carlisle & Cumberland County at 717-243-4805.

Each year, employees can take up to four hours of community service time. Community service times must be submitted through Banner Self-Service or department time entry. If you are unable to participate at this year's Day of Caring, please seek the approval of your supervisor if you identify another opportunity to volunteer your time. Students are also encouraged to participate in Day of Caring. Interested students should contact the Office of Community Service & Religious Life in the lower level of the HUB or e-mail [dayofservice@dickinson.edu](mailto:dayofservice@dickinson.edu) for more information about Day of Caring and other one-time service opportunities.

*\*Supervisory approval is required before registering for this volunteer event.*

## COLLEGE FARM TOURS

Interested in taking a tour of the college's certified organic farm in Boiling Springs just six miles from campus? Been to the farm before but interested in learning about new research and projects? Fill out a short form and a farm staff member will be in touch to schedule a guided tour! Guided tours last about one hour and include vegetable-production and animal-pasture acreage and the farm's sustainable energy technologies. We encourage you to invite a few friends or even your entire department to join you. We look forward to hearing from you! To register for a farm tour, please visit <http://goo.gl/FleuSs>.



THE VBID PROGRAM PROVIDES EXTRA SAVINGS FOR THOSE WITH ASTHMA, CHRONIC OBSTRUCTIVE PULMONARY DISEASE (COPD), CORONARY ARTERY DISEASE (CAD), DIABETES, AND HEART FAILURE.

## Value Based Insurance Design (VBID)

The Value Based Insurance Design (VBID) 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 one's 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 website under Employee Wellness/Preventative Health or the Benefits/Insurance Benefits/Medical Insurance link. Send completed VBID enrollment form to:

**E-mail:** 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.

### CRX International

Since May 1, 2014, Dickinson College has made available, to employees and their dependents, a new, cost saving international mail order drug program for brand name prescriptions from Tier-1 countries, administered by CRX International. This voluntary and safe program does not replace the current Express Scripts prescription benefit plan under HealthAmerica. All member co-payments have been waived for this prescription drug program only. Participation with CRX International is an opportunity for employees to take an active role in their healthcare and reduce their out-of-pocket prescription expenses while helping to minimize the overall prescription cost to the Dickinson College group health plan. For more information go to [www.DickinsonCRX.com](http://www.DickinsonCRX.com) to access the prescription formulary and enrollment forms or contact a CRX International Customer Service Representative toll free at 1-866-488-7874.



## Retirement Investments Update

As you may recall, a letter was shared before the end of the spring semester announcing changes that would be coming to the investment menu of the retirement plan. New laws increase the fiduciary responsibilities of the college in its oversight of the retirement program; as such, the college is responsible for evaluating all the employee investment options in the plan and making sure they are appropriate options for all employees. For that reason, an all-campus retirement investment committee was established a year ago to review our investments and ensure that we were complying with increasingly complex government regulations.

After extensive study, with the help of an independent investment consultant, the committee has decided to recommend a streamlined investment lineup for the plan, effective Dec. 1, 2014, by eliminating many of the duplicative, high-fee investment products in favor of a diversified mix of best-in-class funds. These changes will narrow the focus of the investment portfolio from over 160 investment options to 26 investment options going forward. The new menu of options will be monitored regularly by the retirement investment committee and the independent investment consultant, who will benchmark these options for performance, fee structure and management expertise. The options are designed to satisfy all types of investors, from those who are looking for a simple solution to those who take a more hands-on approach to investing.

However, for those who wish to retain their current investment choices, a brokerage account option will be available. Please note that brokerage accounts will not be monitored by the college but will provide access to thousands of additional investment options.

These changes will have no impact on the current open enrollment period. More information will be provided in the coming weeks, and a series of on-campus discussions will be held in November. Be on the lookout for correspondence from Fidelity and TIAA-CREF.

It is important to note that the college's contribution to the retirement plan will stay the same, the rules governing the retirement plans will not change and we will continue to offer you a diversified portfolio so that you may choose the investments that suit your needs.

## Retirement Planning Sessions

### TIAA-CREF Individual Counseling Sessions

A TIAA-CREF representative will be on-campus during the months of October and November on:

- **Wednesday, October 22** | HUB side room 204
- **Monday, November 17** | 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 800-842-2010 with your preferred time. Appointments may be scheduled between 9 a.m. to 5 p.m.

### Fidelity Individual Counseling Sessions

A Fidelity representative will be available during the months of October and November on:

- **Monday, October 20** | HUB side room 204
- **Wednesday, November 19** | 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 800-642-7131 with your preferred time. Appointments may be scheduled between 9 a.m. to 5 p.m.

# Professional Development FOR DICKINSONIANS

## INSIDE DICKINSON: The Kline Center

Hosted by Athletics, Kline Center

**Tuesday, October 21 | Noon – 1 p.m.**

The Department of Athletics and Physical Education is delighted to offer the Dickinson Community a tour of the new facility. The Kline expansion includes approximately 29,000 square feet of new space, 21,000+ on the first floor alone. The strength training area offers 18 selectorized stations, power racks and circuit training. In addition, there are almost 70 individual cardio machines, including 19 treadmills, elliptical machines, and bikes. The first floor houses 5 new regulation Squash courts; tour will include a demonstration of how the game is played. The Juice Box will be open for shakes, smoothies and other healthy foods.

## NEW! SPECIAL GYM MEMBERSHIP PROGRAM

**Yoga at Simply Well** offers a discounted membership to Dickinson employees for \$59 per month. Price includes unlimited classes anytime you like, 10% discount on workshops, two guest passes per quarter & free monthly yoga posture clinics. If you attend 30 or more classes per quarter, Dickinson will reimburse you 50% of the membership fee (maximum \$30 per month). Membership requires a three month minimum contract. Your stored credit or debit card will be automatically charged each month. If you would like to cancel your membership after the initial three months, 30 days' notice is required. For more information, or to sign up, please call Michele Landis at 717-968-0167 or send an e-mail to [info@yogaatsimplywell.com](mailto:info@yogaatsimplywell.com).



## Social Media Workshop Series

*Presented by Lauren Davidson and Sarah Sheriff, Office of Marketing & Communications*

**Wednesdays, October 8, 22, November 5, 19**

**Stern Center, room 102 | 10-11:30 a.m.**

Whether you've never tweeted a status or liked a post, or you're tagging, sharing and re-gramming on a regular basis, the Social Media Workshop Series has a session for you. Led by the social-media team in the Office of Marketing & Communications, Lauren Davidson and Sarah Sheriff, this four-part program offers increasing levels of information about understanding, promoting and utilizing social media. The sessions will touch on personal social-media accounts as well as Dickinson-specific accounts and each session will be discussion-based and interactive. You are encouraged to bring your smartphone, iPad, laptop or tablet!

**Session 1:** Intro to Social Media (October 8)

**Session 2:** Making the Most of Social Media (October 22)

**Session 3:** The Best and Worst of Social Media (November 5)

**Session 4:** Discussion Forum for Dickinson's Social Media Managers (November 19)

## Conflict Skills for the Workplace

*Presented by Shalom Staub, Assistant Provost and Dean of the First-Year Programs*

### 2-SESSION SERIES

**Wednesday, October 22 and Wednesday, October 29**

**HUB Side Room 201 | Noon – 1 p.m.**

Conflict is a part of everyday life and can strain or damage relationships. There are certainly times when the wisest way to handle a conflict is to walk away until the parties calm down. In most cases, however, a conflict that is simply avoided will not solve itself. In addition, people tend to approach conflict with a win-lose mindset. These sessions will help participants develop an awareness of how to identify conflict and understand the various methods to handling these difficult situations in order to produce an effective outcome for all who are involved.

# Professional Development & Wellness Events



## WANT DETAILED INFORMATION FOR THESE PROGRAMS?

GO TO EMPLOYEE GATEWAY>CLIQ APPLICATION>EVENTS REGISTRATION SYSTEM AT [HTTP://GATEWAY.DICKINSON.EDU](http://gateway.dickinson.edu), E-MAIL [DEWELL@DICKINSON.EDU](mailto:DEWELL@DICKINSON.EDU), OR CALL EXT. 1503.

### Ergonomics

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

**Tuesday, November 4, 2014**

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

Ergonomics is the study of equipment designed with humans in mind. Good home and office ergonomics is important because, as a society, we are spending more and more time working and "playing" at the computer – something our bodies are not necessarily designed to do. This session will assist in identifying some of the challenges in office workplaces today and the role ergonomics plays in addressing these challenges.

### Book Review: Eat Move Sleep

*Presented by Jeanette Diamond & Dennette Moul*

**Thursday, November 6**

**HUB Side Room 205-206 | Noon – 1 p.m.**

From the bestselling author of *WellBeing*, Tom Roth, *Eat Move Sleep* will provide you with practical, research based steps to help you make positive changes in your life. The book has an easy to read conversational style makes the advice simple yet effective allowing you make good decisions automatic -- in all three of these interconnected areas. After reading the book and following the simple steps you will make better choices in each of these three areas allowing you to eat healthier, move more and sleep better than you have in years.

### Update on Employment Compliance:

#### What You Need to Know to be Compliant

*Presented by Dennette Moul, Organizational Development & Training Specialist*

**Thursday, October 23**

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

This session identifies recent employment regulatory compliance changes and highlights specific areas of focus for the college. A brief review of recent HR policy revisions will also be discussed. Gain the basic tools needed for decisions that are lawful and in the best interest of employees and Dickinson College.

### 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.

### Walking Meditation

#### INDIVIDUAL WALKING PROGRAM

**HUB Social Hall**

**Wednesdays, Fall Semester ~ October 1, November 5, December 3**

People, formal cultures and traditions have used the labyrinth as a symbol of their search for meaning and guidance. 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. We hope you will come and walk the labyrinth as a tool for your own spiritual practice and experience.

### QPR: Suicide Prevention for Everyone

*Presented by the Wellness Center*

**Friday, October 10 | McCauley Room | Noon – 1 p.m.**

**Tuesday, November 11 | Althouse 207 | Noon – 1 p.m.**

QPR is a nationally recognized program to help everyone recognize the signs of suicide and how to question, persuade, and refer someone to get help. This event is open to employees and students. Participants will receive a booklet that summarizes the information provided in the lecture as a reference guide. Please contact [aps@dickinson.edu](mailto:aps@dickinson.edu) to register or for additional date options in spring 2015.

## New Hires FOR SEPTEMBER

**Megan Battles, Music**

**Ralph Mowery, Facilities Management**

**Michael Reed, Institutional & Diversity Initiatives**

**Treyvon Sneed, Dining Services**

**Samuel Winston, Dining Services**

**Tana Cassell, Dining Services**

**Michael Griesemer, Library Services**

**Adrianna Fritz, Dining Services**

**Jessica Jones, Wellness Center**

**Brian Falck, Major Gifts**

**Brooke Donovan, Major Gifts**

# Professional Development & Wellness Events



## Free Blood Pressure Screenings

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

**Monday, October 20**

**Mary Dickinson Room, HUB**

**Noon – 1 p.m.**

No registration required—

Walk-ins welcome and expected!

HHIP: Physical Wellness/Preventive Health Screens

## 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.

## CPR, First Aid & AED Certification

Presented by the Department of Public Safety

**Session Date Options: Monday,**

**October 20 or Monday, March 9**

**DPS Conference Room**

**8 a.m. – Noon or 1–5 p.m.**

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.*

## Self Defense (for women only)

*Instructor: Officer Marcia Wolf, Department of Public Safety*

**Monday, November 3**

**DPS Conference Room, Kaufman Building**

**9 a.m. – Noon**

This crime prevention course provides participants with an introduction to self-defense techniques covering a general awareness and familiarization of crime prevention and self-defense issues. This workshop, specific to the female population, includes discussion and hands-on physical training to demonstrate techniques, allowing each person to make an informed decision about their options. Participants should dress for physical activity but are free to opt-out of any activities they do not wish to perform.

## Dancing at Dickinson

*Instructor: Frank Hancock*

**Tuesdays, October 28-December 2**

**Location varies by date: HUB Social Hall, HUB Dance Studio, Allison Community Room**

**Beginner lessons: 6-7 p.m.**

**Advanced/Intermediate lessons: 7-8 p.m.**

This program offers beginning and intermediate level ballroom dancing lessons for six-weeks. Instruction includes the foxtrot, tango, cha-cha and swing dancing. A partner is not required to participate.

## Seasonal Flu Vaccines

*Administered by Wellness Center Staff*

**Tuesday, October 14 from 3-5 p.m.**

**Wednesday, October 29 from 9-11 a.m.**

**Wednesday, November 12 from 11 a.m.-1 p.m.**

**HUB Social Hall**

Receiving a seasonal flu vaccination is an effective way to reduce your chances of getting the flu—particularly if you are in a high-risk category. Seasonal flu vaccinations through the Wellness Center will be available to Dickinson employees and their spouse/dependents aged 18 years and over. Individuals interested in receiving a vaccination will have to show their Dickinson College ID at the time of the appointment. Participants must be 18 years of age or older. Restrictions include:

- Pregnancy / Nursing Mothers
- Allergic to eggs or egg derived products
- Allergic to Thimerosal (sometimes found in prescription eye drops)
- Guillian-Barre Syndrome
- A compromised immune system due to illness or if you are currently ill

If you are on medicinal therapy (other than blood pressure or diabetic medications), have any of the above restrictions, or have any questions regarding the restrictions, please talk to your primary care physician and obtain clearance for receiving the vaccine before registering.

## WANT DETAILED INFORMATION FOR THESE PROGRAMS?

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### Free Biometric Screening

Administered by Holy Spirit Hospital

Thursday, October 30

Facilities Management break room | 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)

CHOOSE HEALTH. GET SCREENED.

### Why You Need a Primary Care Provider

Presented by Holy Spirit Health System

Thursday, October 30

Facilities Management Break Room, 5 N. Orange Street | Noon – 1 p.m.

Do you have a healthcare quarterback?  
Do you know your own health history?  
Do you know when to visit your primary care provider versus when a trip to the Urgent Care Center or local Emergency Room is a better choice to receive the appropriate care –and also how to save yourself some money by making the correct choice? Find out why it is important to be able to say “yes” to all of these questions, and to be able to be your own health advocate!

**REMINDER:** Fall track II exercise programs begin from October 20-27. Please remember to register for these programs in CLIQ to reserve your place in the class: Pilates, Zumba, Sports Yoga, Dancing at Dickinson, Vinyasa Flow Yoga, Mid-Day Meditation, Qi Yoga and Dynamic Fusion.

## Recreation and Intramurals All-Campus Community Staff-Student Programs

### NEW OPTIONS!

Intramural Sports at Dickinson exists to provide a level of organized recreation activity between open recreation and varsity athletics. It offers students, faculty and staff an opportunity to participate in a fun yet structured and competitive setting. Participation is available in individual, dual and team sports. This program is designed so everyone, no matter their experience level, can become involved, compete and have fun. Upcoming **intramural programs** for the months of October and November include Golf, Dodgeball, Floor Hockey and 3v3 Basketball. For more information, visit the Recreational Sports Office in the Holland Union Building or contact us at [imsports@dickinson.edu](mailto:imsports@dickinson.edu) or phone at 717-245-1821.

### FREE COMMUNITY EVENT!

## Empower Mentor

Saturday, October 11 | 8:30 a.m. – Noon  
310 Allen Road, Carlisle (across from Sheetz)

In its ongoing mission to enhance the lives of women and girls, the Cumberland County Commission for Women is offering a skill-building, mentoring-centered workshop that will provide tips and tools to help improve the mentoring relationships in women’s lives. Registration required and limited to 50 participants. Contact Linda Thumma at 717-240-5444 or visit [www.ccpa.net/commissionforwomen](http://www.ccpa.net/commissionforwomen) to register.

Sponsored by the Cumberland County Commission for Women

# United Concordia Dental presents Smile for Health–Wellness

Smile for Health–Wellness is an enhanced benefit for people with certain medical conditions. If you have a chronic illness and periodontitis (gum disease), getting the proper treatment and maintenance for healthy teeth and gums will have a positive effect on your overall health; it also helps you save money on your medical costs. Sign up for this program as part of your dental plan and get additional coverage to take control of gum disease and receive information through outreach. This program is for people with certain medical conditions such as:

- Cerebrovascular Disease (stroke)
- Diabetes
- Heart Disease
- Lupus
- Oral Cancer
- Organ Transplant
- Rheumatoid Arthritis

Take advantage of enhanced benefits available at 100% coverage needed to control gum disease and targeted education to help you manage your chronic illness better.

Enhanced Benefits	
SERVICE	COVERAGE
Periodontal Maintenance— <i>one additional to your plan's standard limit per year</i>	100%
Scaling & Root Planing	
Periodontal Surgery— <i>four procedures*</i>	

Register for Smile for Health–Wellness any time after July 1, 2014. You can also register for it whenever you or your covered dependents are diagnosed—no need to wait until the next plan year. Visit [UnitedConcordia.com](http://UnitedConcordia.com) and sign in to My Dental Benefits. Click My Oral Health to register. After you receive a confirmation e-mail, make an appointment to see your dentist and talk about what you may need to keep your mouth healthy.

## Get to the Heart of the Matter!

Oral health not only affects your teeth and gums it can affect your heart health. There is growing evidence that the infection periodontitis (gum disease) can travel through your body. Some studies suggest the body's response to this infection can increase the risk of cardiovascular disease such as; heart attack, coronary artery disease and atherosclerosis (narrowing of the arteries). Oral bacteria can harm blood vessels or cause blood clots by releasing toxins that resemble proteins found in artery walls or the bloodstream. The immune system's response to these toxins could harm vessel walls or make blood clot more easily. Keep up with your teeth to protect you from heart problems!

- Brush your teeth at least twice a day. Floss your teeth at least once a day.
- Replace your toothbrush every three to four months—or sooner if the bristles become frayed.
- See your dentist for regular checkups.

Your heart and smile will thank you for taking these preventive measures! Visit [UnitedConcordia.com](http://UnitedConcordia.com) for more dental health tips.

## MAXIMIZE YOUR BENEFITS!

Tips to make you a smart United Concordia customer:

1. Don't just find a dentist, find your dentist!  
*Develop a relationship with a dentist you can trust. Ask around to get a good referral. You can go to [UnitedConcordia.com](http://UnitedConcordia.com) for a list of participating dentists. Receiving care from a network dentist means less out-of-pocket costs for you.*
2. Schedule cleanings and exams every 6 months.  
*Regular dental care will keep you healthier overall and decrease your risk for diseases, such as gum disease and oral cancer.*
3. Understand your dental coverage.  
*Don't just read it, know it! Be sure to review all paperwork that you receive regarding your dental coverage.*
4. Manage your benefits.  
*No matter where you are, you can manage your benefits online or on your smart phone with My Dental Benefits. Visit [UnitedConcordia.com](http://UnitedConcordia.com) and sign in to My Dental Benefits. Or, download our member app. We make it easier to manage your dental benefits.*
5. Ask questions.  
*Get to know your dentist! If you have questions about your treatments, don't be afraid to ask. Some treatments may have alternative options that result in lower pocket expenses.*



Visit [UnitedConcordia.com](http://UnitedConcordia.com) for more dental health tips.

# Dickinson

**Professional Development and Wellness  
HUMAN RESOURCE SERVICES**

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