

Vitality

Dickinson

Human Resource Services

September 2016

Volume XI | Issue 2



Charter Day: CELEBRATING PHILANTHROPY PAST AND PRESENT

Friday, September 9 | 4:45–7:30 p.m. | The John Dickinson Campus, Academic Quad

RAIN LOCATION: Holland Union Building

The annual Charter Day picnic gathers our faculty, staff and students to commemorate the signing of the college's charter in 1783 and celebrate our rich history of philanthropy at Dickinson. Join the Office of Engagement & The Dickinson Fund for food and fun. **Attention faculty and staff Dickinson Fund donors:** Be sure to wear the "Proud Dickinson Donor" button that you received via campus mail! To make a one-time or recurring gift, or for information about giving by payroll deduction, visit www.dickinson.edu/give or call Karen at (717) 254-8995.

Celebrating Dickinson

Dickinson College, as a community, will hold the first annual Celebrating Dickinson week from September 26–30 with a theme of inquiry, inclusion, and engagement. Programs and activities planned for this week include many collaborative sessions from all divisions of the college. The week will kick-off with a Cultural and Historical Walk around the campus community on Monday morning and close with a Cultural Celebration on the John Dickinson Campus on Friday afternoon! Please join us as we celebrate all that is Dickinson during this very special week.

Benefits & Updates

Aetna Discount Program

FOR YOUR HEALTH, WELLNESS AND LIFE...

Everybody likes to save—wherever and whenever they can. Aetna members can save money on whatever matters most to them by taking advantage of discounts on gym memberships, weight-loss programs, eye exams and hearing aids, and also acupuncture as well as massage therapy. Additional discounts are available for travel, tickets, electronics, family care, wellness and more. These discounts are not insurance—so there are no claim forms, referrals or limits on how much you can save. Your family members may be able to save too! The discounts* provide on-the-spot savings on products and services offered by participating providers.

For more information and to learn how to use the Aetna Discount Program, please visit

www.aetna.com:

- Log-in with your Aetna username and password (or create one if you have not yet registered)
- Choose “**Health Programs**”
- Select “**See the discounts**”

* **REMINDER:** Always use your Aetna insurance first if any of these services are covered by the medical insurance plan, as you may pay less this way.

Aetna Individual Consultations

Dickinson’s medical/prescription drug plan transitioned to Aetna effective July 1, 2016. Members can access Aetna’s broad network, pharmacy information and resource tools by logging into Aetna Navigator at www.aetna.com. Aetna will be on campus to help answer your claims questions, inquiries regarding your medical, prescription, & mental health services and help you understand what renewing on an Aetna plan means for you. Please check CLIQ via the Gateway to register for available appointment times during the fall semester to meet with our Aetna representative. Walk-ins are also welcome! Bring along any documents pertaining to your questions such as explanation of benefits or bills, if applicable.

Aetna will be on campus on the following dates from 8:30 a.m.–4:30 p.m.:

- **Monday, September 19 | HUB side room 203**
- **Monday, September 26 | HUB side room 202**
- **Wednesday, October 19 | HUB side room 205**
- **Friday, November 11 | Mary Dickinson Room, HUB**
- **Monday, December 5 | HUB side room 202**

TIAA/FIDELITY eDELIVERY



Important Fee Disclosure Information Regarding Dickinson College Retirement Plan

In compliance with the Department of Labor regulations, during the month of August 2016 you should have received important information regarding the expenses and fees related to your retirement investments. This information was provided to ensure you have all the information you need to take full advantage of retirement plan options for both TIAA Financial Services and Fidelity Investments. If you regularly have access to PC you will receive this information via email 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 email to hrrservices@dickinson.edu.

RETIREMENT PLANNING SESSIONS

TIAA Individual Counseling Sessions

A TIAA representative will be on-campus during the fall semester on:

- **THURSDAY, SEPTEMBER 15** HUB side room 205
- **WEDNESDAY, OCTOBER 12** HUB side room 205
- **MONDAY, NOVEMBER 14** HUB side room 205
- **THURSDAY, DECEMBER 8** McCauley Room, Old West

To schedule a personal meeting with TIAA, please visit [their website](#) or call 1-800-842-2010. Appointments may be scheduled with TIAA between 9 a.m.–5 p.m. on the dates listed above.

Fidelity Individual Counseling Sessions

A Fidelity representative will be available during the fall semester on:

- **FRIDAY, SEPTEMBER 30** HUB side room 205
- **WEDNESDAY, NOVEMBER 9** HUB side room 205
- **MONDAY, DECEMBER 5** HUB side room 205

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.

New Hires and Retirees

MAY THROUGH JULY— ADDITIONAL NEW HIRES

Qing Bai, *INBM* (May)

Baimin Cao, *East Asia Studies* (July)

Se Hwa Lee, *Sociology* (July)

AUGUST

Luis Fernando Apolinario, *Center for Global Study & Engagement*

Brenda Bailey, *Dining Services*

Sue Billman, *Dining Services*

Abby Boytos, *Psychology*

Brita Byers, *Education*

Yunling Cai, *East Asia Studies*

Jihoon Chang, *Music*

Trevante Coleman, *Dining Services*

Elizabeth Connelly, *Center for Sustainability Education*

Stephen Crout, *Film Studies*

Jordan Culbertson, *Dining Services*

Antonia Escalona, *Dining Services*

John Fackler, *Dining Services*

Sharon Fulk, *Dining Services*

Jocelyn Goranson, *Music*

Joseph Grabiec, *Dining Services*

Jolene Gregor, *Dining Services*

John Hollen, *Facilities Management*

Joshua Jones, *Public Safety*

Lingyue Kong, *East Asia Studies*

Brian Krauss, *Music*

Bryan May, *Dining Services*

Sarah Miller, *Dining Services*

Marissa Mitchell, *Center for Global Study & Engagement*

Ronald Muroff, *Religion*

Megan Nesbitt, *Wellness Center*

Charisse Niles, *Office of Admissions*

Emily O'Leary, *Facilities Management*

Rebecca Ostermann, *Music*

Jaime Phillips, *Center for Service, Spirituality & Social Justice*

Jordan Porter, *Dining Services*

Samuel Pyron, *Public Safety*

Timothy Reisler, *Athletics*

Anna Santucci, *Italian*

Peter Seipel, *Philosophy*

Nicholas Shepherd, *Office of Admissions*

Farhan Siddiqui, *Mathematics and Computer Science*

Terrence Soler, *Dining Services*

Samantha Stalter, *Dining Services*

Nikki Steger, *Dining Services*

Andrew Strahosky, *Dining Services*

Amy Taylor, *Dining Services*

Jennifer Thomas, *Dining Services*

Samuel Thompson, *Athletics*

Sarah Wakefield, *Library Services*

Blythe Walker, *Music*

WE SAY FAREWELL TO THE FOLLOWING EMPLOYEES WHO RETIRED DURING JULY AND AUGUST:

Roger Baker, *Facilities Management* with over 17 years of service.

Margaret Palmer, *Dining Services* with 19 years of service.

Susie Thorn, *Facilities Management* with over 27 years of service.

Lloyd Bier, *Facilities Management* with over 13 years of service.

Community Programs

DICKINSON COMMUNITY BLOOD DRIVE

Facilitated by Central Pennsylvania Blood Bank

Friday, September 23 | 10 a.m.–5 p.m. | HUB Social Hall

Central Pennsylvania Blood Bank is a community-based, not-for-profit, blood program committed to providing for and being responsive to the blood-supply needs for the local community. Please consider donating blood to support and share life within your community blood bank. For more questions or more information about Central Pennsylvania Blood Bank, please visit www.cpbb.org or call 1-800-771-0059.

WALKING MEDITATION LABYRINTH

Open hours for the campus community

**Monday, September 19 | HUB Social Hall | 10 a.m.–8 p.m.
Walk at your leisure...**

The benefits of walking meditation and meditation generally include stress reduction, the development of awareness as well as mindfulness with the normal action of walking. This may lead to feeling of greater fulfillment and a better understanding of life. This free wellness activity is offered each month in the HUB Social Hall. For more information, contact **Donna Hughes** at the Center for Service & Spirituality or call ext. 1577.

Community Programs



2016 UNITED WAY PACESETTER CAMPAIGN UPDATE

Dickinson is a Pacesetter for the United Way of Carlisle & Cumberland Valley's annual campaign once again this year. Our campaign began in August and is wrapping up in early September—to help set the pace for the larger community's fall campaign. If you have not submitted your United Way donation form, you may still do this through the end of December 2016.

Our goal for this year's campaign is \$35,000 and 15 percent participation by Dickinson employees. Because all of the fundraising costs are underwritten by Allen Distribution, Keen Transport, Hooke Hooke & Eckman, M&T Bank and proceeds from Dickinson's U-Turn, 100 percent of your contribution goes directly to community programs providing everything from educational opportunities for children to food for those who cannot afford it.

You should have received your 2016 Campaign Pledge form through campus mail in early August. To support the campaign and help make a difference in Carlisle and throughout Cumberland County, please fill out the form and make your donation by December 31. If you would like to contribute directly to any of the United Way funded agencies, you can designate your contribution accordingly as part of your United Way gift.

SAVE THE DATE: UNITED WAY DAY OF CARING FRIDAY, OCTOBER 14

Dickinson employees are invited to participate in year's United Way Day of Caring! The event will be held on **Friday, October 14 from 8 a.m.–1 p.m.** The day will start with a kick off hosted at Allison Hall at 8 a.m., where volunteers will meet with their groups and collect their LIVE UNITED t-shirts. At 8:30 a.m., groups will head out to their assigned project at a local non-profit. Volunteers will have the opportunity to learn about the great work our local organizations do on a daily basis and roll up their sleeves to support their efforts. After finishing their projects and working up an appetite, volunteers are invited to have lunch from noon-1pm at the LeTort Park Pavilion. Day of Caring is an incredible opportunity that allows participants to help organizations that help so many of our community members!

Reminder of Community Service Benefit: *All employees must first receive approval from their supervisors before registering for the event. All administrative and support staff employees will be allowed to volunteer for up to four (4) hours of paid time from July 1 to June 30. To indicate your interest in this community volunteer opportunity, please register for this program in CLIQ as soon as possible prior to Thursday, October 13.*

INFO (ON) TECH

Angella Dagenhart,
Training Specialist, User Services

BEING MINDFUL OF TECHNOLOGY

Technology can bring stress to the lives of the savviest of users. We cower to its siren song of beeps, whistles, and deep rumbling vibrations. But, what's really causing technology related stress? Turns out, we are. Simply put, we have developed some bad habits.

If you don't know much about habits, you may not be aware of how strong a pull they have on us without us even noticing. Habits are formed when three things are present: a cue, a behavior, and a reward. In the case of technology, the cue is the notice—the noise or the vibration—from incoming emails, friend requests, app notices, etc. Typically, we respond by checking these notices (behavior). The reward we receive is information. When these technologies were new to us, we got a bit of a rush when we received this information (reward). Though the novelty of many of our technologies (Facebook) has worn off, our behavior toward them has become automatic.

All is not lost, however. We can actually employ technology to help us break our bad technology habits. We can use "Do Not Disturb" features on our phones to filter out all the notices we receive except those from select contacts. We can create rules in our email inboxes to do the same. We can use apps like 30/30 to control where we focus our attention.

If you are interested in learning more about how you can break your technology bad habits, contact Angella Dagenhart dagenhaa@dickinson.edu.

Potato Makeover

September ushers in National Potato Month and while potatoes often receive a bad rap, there are many reasons to celebrate this highly nutritious spud. When eaten with the skin, potatoes provide a significant amount of fiber and are packed with many vitamins and minerals including vitamin C and potassium. For an extra antioxidant boost, choose yellow or purple potatoes. Pigmented potatoes are rich in carotenoids, typically found in yellow-pigmented potatoes or anthocyanins, which are common in purple potatoes. These antioxidants may help prevent cellular damage and reduce disease risk.

In the typical American diet, potatoes are often fried, however, to maximize the nutritional benefits, preparation matters. Instead of frying, the versatile spud can be baked, roasted, sautéed, or boiled. Try including Greek yogurt for a lighter spin on traditional potato salad.

CREAMY RED POTATO SALAD

- 2 pounds baby red potatoes
- 3 scallions, diced
- 3 tablespoons stone ground or Dijon mustard
- 3 tablespoons mayonnaise
- 3 tablespoons plain Greek yogurt,
- 1 tablespoon red wine vinegar
- 1 tablespoon fresh parsley, chopped
- 1 tablespoon fresh dill, chopped
- Salt and fresh pepper

PREPARATION:

1. Boil potatoes in salted water until fork tender. Drain, toss potatoes with vinegar and allow potatoes to cool. Once the potatoes have cooled, chop into 3/4" pieces.
2. In a large bowl, mix the yogurt, mayonnaise, scallions, dill, parsley, and mustard. Add in cooled potatoes and toss to coat. Sprinkle salt and pepper to taste.
3. Serve immediately at room temperature or refrigerated.

UNITED CONCORDIA

Oral Health and Dental Emergencies

Did you know that 17% of adults in the U.S. report having broken or missing teeth? Injured teeth may or may not hurt, but the quicker you can talk to or visit your dentist, the better chance you'll have of minimizing any additional damage. Teeth can break for a variety of reasons including: injury, tooth decay, and chewing too hard. If you do crack your tooth, it's important to rinse the area with warm water and apply a cold compress to reduce any swelling.

Dental emergencies happen. Contacting your dentist right away is most important; however, it's also vital to take the steps below to prevent a dental emergency from happening in the first place:

- Wear your seatbelt
- Wear appropriate safety equipment while playing sports such as mouth guards and helmets
- Use safety gates and corner guards at home to keep kids safe

You can learn more about dental emergencies by visiting United Concordia's Dental Health Center at: www.unitedconcordia.com/dental-insurance/dental-health/dental-emergencies

You can learn more about your dental benefits and oral health information by registering online for My Dental Benefits at www.unitedconcordia.com.

Professional Development & Wellness Events

Eating for Health

Presented by Tiffany Waardenburg, RD, LDN, ACSM-CPT and Carlisle UMedGym

Thursday, September 8

Stern Center, room 102 | Noon–1 p.m.

Eating the right foods supports your mind and body in a multitude of ways. Good nutrition plays a crucial role in meeting health and wellness. Did you know that 75% of weight loss comes from diet, while only 25% comes from exercise? Come learn about the basics of nutrition, how hormones effect appetite and hunger, and guidelines for what foods to eat and avoid to help you be successful with your goals to support your own health and wellbeing!

Lyme Disease

Presented by Wellness Works, Carlisle Regional Medical Center

Friday, September 9

Stern Center, room 102 | Noon–1 p.m.

Lyme Disease impacts lives in so many ways. A simple tick bite unnoticed may cause a variety of health issues if an infection takes hold. Plan to attend this information session to learn more about ways to prevent and protect against tick bites, symptoms of infection, and what to do if you have been bitten.

Nutrition and Women's Health Roundtable Series

Presented by Pennina Yasharpour, RD, Wellness Center

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

A woman's nutritional needs vary greatly throughout her lifespan. Come to these roundtables to discuss and learn about the nutrition needs related to women's health. This series will specifically focus on fertility, pregnancy, menopause, and general healthy eating.

- **Tuesday, September 13**
Week 1: Eating to fuel Fertility/ PCOS
- **Tuesday, September 20**
Week 2: Candida Diet—Does it really work?
- **Tuesday, September 27**
Week 3: Menopause & Other topics

Biometric Screening **FREE!**

Administered by Wellness Works, Carlisle Regional Medical Center

Thursday, September 15

Check-in Mary Dickinson Room, HUB | 7:30–9 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. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Register now to gain a better understanding of your health and to complete the first step in our 2016-2017 Wellness Healthy Rewards program! (HHIP: Physical Wellness)

Oral Health: Prevention—A Foundation to Good Overall Health

Presented by Katie Mace, Senior Health Promotion Analyst, United Concordia Dental

Thursday, September 15

Stern Center, room 102 | Noon–1 p.m.

Did you know that nearly 90% of diseases have oral signs? This is one reason why visiting the dentist is just as important as your yearly preventive physical. This discussion will focus on the power of prevention and how it relates to dental health and overall wellness. Topics will range from brushing basics to nutrition. Come learn how you can potentially prevent gum disease and improve your overall health.

Preparing and Saving for Retirement

Presented by TIAA

Friday, September 16 | Stern Center, room 102 | Noon–1 p.m.

Believe it or not, your retirement starts now. No matter how old or young you are, or where you are in your career, your retirement begins when you start saving for it. Join us for an interactive exploration of retirement saving and learn how to help create an effective plan to help maximize your retirement potential. TIAA's workshop leader will help you:

- Understand the real benefit of time in regard to saving
- Learn the essential features of retirement investments
- Gain the confidence you need to create or modify your own retirement plan

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 [DEVWELL@DICKINSON.EDU](mailto:devwell@dickinson.edu), OR CALL EXT. 1503.



Physical Wellness—FREE! Exercise & Fitness Programs

The **EMPLOYEE WELLNESS FITNESS PROGRAMS** begin the week of **August 29 through September 2**. Please remember to register in CLIQ via the [Gateway](#) for any program you plan to participate in during the fall semester:

• Pilates	Mondays & Wednesdays	4:30–5:30 p.m.	<i>Central Pennsylvania Youth Ballet, Studio #5</i>
• Mid-Day Meditation	Tuesdays	12:15–12:45 p.m.	<i>Memorial Hall, Old West</i>
• Sports Yoga	Tuesday	4:30–5:30 p.m.	<i>HUB Dance Studio</i>
• Cardio, Tone & Stretch	Wednesdays	Noon–1 p.m.	<i>HUB Dance Studio</i>
• Gentle Mindful Yoga **	Thursdays	4:30–5:30 p.m.	<i>Memorial Hall, Old West</i>
• Dynamic Fusion	Fridays	12:15–1 p.m.	<i>HUB Dance Studio</i>
• Sit Fit *	Mondays	12:15–12:45 p.m.	<i>Memorial Hall, Old West</i>
* Begins September 12		** Begins September 8	

COLLABORATIVE FITNESS PROGRAMS offered through Intramurals & Recreation begin the **week of September 5 through 11** to all students, faculty and staff:

• Zumba	Mondays	5–6 p.m.	<i>HUB Dance Studio</i>
• Body Blast	Mondays	6–7 p.m.	<i>HUB Dance Studio</i>
• Pilates	Tuesdays	5:30–6:30 p.m.	<i>HUB Dance Studio</i>
• Pilates	Wednesdays	7:30–8:30 a.m.	<i>HUB Dance Studio</i>
• Yoga	Wednesdays	6–7 p.m.	<i>Kline Spinning Studio</i>
• Vinyasa Flow Yoga	Thursdays	Noon–1 p.m.	<i>HUB Dance Studio</i>
• Zumba	Thursdays	5–6 p.m.	<i>HUB Dance Studio</i>
• Body Blast	Thursdays	6–7 p.m.	<i>HUB Dance Studio</i>
• Spinning	Thursdays	7–8 p.m.	<i>Kline Spinning Studio</i>
• Zumba	Sundays	2–3 p.m.	<i>HUB Dance Studio</i>
• Power Yoga	Sundays	6–7 p.m.	<i>HUB Dance Studio</i>
• Spinning	Sundays	7–8 p.m.	<i>Kline Spinning Studio</i>

Management Development Program

The Management Development Program is an in-depth, year-long program designed for individuals that have a minimum of two years of supervisory experience at Dickinson. The Management Development program provides an extensive look into management development resources addressing expectations, coaching, values, styles, and skills. Individuals will have the opportunity to put the theory into practice through practical, hands-on

experiences both in the classroom and beyond. As part of the program, selected participants are encouraged to identify real campus challenges they would like to address during the program.

To be considered or to receive more information, please contact Dennette Moul, by emailing mould@dickinson.edu or calling 245-1026.

Professional Development & Wellness Events

College Preparation for Parents

PART I: September 15—

High School Counseling and Admissions

PART II: September 22—

Financial Aid and Tuition Benefits

HUB side room 203

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.

Fire Extinguisher Training

Thursday, September 22

Britton Plaza | 11 a.m.–Noon or 4–5 p.m.

In 2014, there were 1,298,000 fires reported in the United States causing thousands of injuries, and over \$11.6 billion in property damage according to the National Fire Protection Association (NFPA). With this in mind, would you know what to do or how to react if you discovered a fire? At this training, Daniel Berndt, the College's Safety & Emergency Management Specialist will discuss this and aspects of fire safety, how to use an extinguisher, as well as what you can do if you see a fire. This short session will touch on the fire triangle, types of fire, and will even include hands-on practice using an extinguisher on a controlled fire.

Preparing for a Role in Supervision

Presented by Dennette Moul,

Organizational Development & Training Specialist

TUESDAYS | 9–11 a.m

- **September 20 | Stern Center, room 102**
- **October 18 | Stern Center, room 102**
- **November 15 | Stern Center, room 102**
- **December 13 | HUB side rooms 201-202**

This interactive series is 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
- Intrinsic Drivers
- Supervisory Techniques
- Coaching for Performance

Look for session descriptions, dates and locations in CLIQ.

Documenting Performance

Presented by Dennette Moul,

Organizational Development & Training Specialist

Tuesday, October 11 | HUB side room 201 | 1:30–3:30 p.m.

Providing documentation that clearly identifies performance expectations, encourages accountability and outlines a path to success can be challenging. This workshop will explore best practices in developing performance goals, holding meaningful performance conversations, including the annual appraisal, and developing a performance improvement plan that gives employees the tools they need to be successful. Documentation is a vital component of the employment cycle; get tips to help create documentation that supports the employee, reduces confusion and keeps everyone on the right path.

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 DEVWELL@DICKINSON.EDU, OR CALL EXT. 1503.

Drive: The Surprising Truth About What Motivates Us

Presented by Dennette Moul, Organizational Development & Training Specialist

Thursday, November 3 | HUB Side Room 202-203 | Noon–1 p.m.

Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction—at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world.

**Books will be ordered for those registered prior to Wednesday, September 21, 2016.*

Inclusion on Our Campus

Hispanic Heritage Month Kick-off

Presented by the Popel Shaw Center for Race & Ethnicity

Thursday, September 15 | Landis House | Noon–2:00 p.m.

The Popel Shaw Center invites the Dickinson community to kick-off its annual Hispanic Heritage events. Drop by Landis House to sample a variety of delicious food and beverages, enjoy festive music, and learn more about ways to develop greater awareness of the Latin diaspora through educational, cultural, and social opportunities.

Film Screening: Radical Grace

Wednesday, September 14 | Stafford Auditorium, Rector Science Complex | 6–8 p.m.

What does it mean for women to be both devoted to and in conflict with a powerful religious institution? A riveting example of feminist disobedience, *Radical Grace* follows three extraordinary American Catholic nuns—including Sister Simone Campbell who plays a pivotal role in the organization of the Nuns on the Bus—who faithfully honor their vow of obedience to God, even when it means angering the Church hierarchy. *Cosponsored by the Women's and Gender Resource Center, the Center for Service, Spirituality and Social Justice, the Department of Religion and the Asbell Center for Jewish Life.*

Pedagogies of Inclusion—Faculty Development Opportunities

Supported by the Mellon Civic Learning and Engagement Initiative

American college campuses have realized that we are still struggling in major ways to create inclusive communities and environments for learning. Dickinson takes inclusion seriously, and is launching a variety of campus-wide efforts to address these issues. The classroom environment is a critical area in which to examine diversity and support inclusion. Pedagogies of inclusion are important in creating environments that maximize the ability of all of our students to succeed. There are multiple ways to think about inclusive pedagogy, and a variety of topics will be offered through a workshop series open to all faculty. A summer study group is also being planned for a small group of faculty to explore these topics more deeply.

Professional Development & Wellness Events



Implicit Bias And Microaggressions In The Classroom

Friday, September 16 | Althouse 201 | 3–4:30 p.m.

In this interactive session, faculty members will have an opportunity to learn more about how important concepts like implicit bias and microaggressions appear in their classrooms and develop productive strategies for responding to them. The workshop will also provide each participant with additional resources for further exploration and to share with peers. Faculty from all disciplines are encouraged to attend. This workshop will be facilitated by Dr. Donna Bickford, Director, Women's and Gender Resource Center and Dr. Vincent Stephens, Director, Popel Shaw Center on Race & Ethnicity.

Women on the Run: Why Women Don't Run for Office and What Happens When They Do

Jennifer Lawless

Wednesday, October 5 | Stern Center Great Room | 7 p.m.

Dr. Jennifer Lawless is the Director of the Women & Politics Institute at American University, School of Public Affairs and an expert on women and politics. Hosted by the Clarke Forum for Contemporary Issues and co-sponsored by the Women's and Gender Resource Center.

Dickinson

Professional Development and Wellness
HUMAN RESOURCE SERVICES

PO BOX 1773 | CARLISLE, PA 17013-2896
717-254-8084 | devwell@dickinson.edu