

Vitality



Dickinson

Human Resource Services

April 2017

Volume XI | Issue 8

Annual Benefits & Wellness Fair

Tuesday, April 11 | HUB Social Hall | 10:30 a.m.–2:30 p.m.

Mark your calendars now for this annual event that happens each year during Wellness Week at Dickinson! The annual Benefits & Wellness Fair provides an opportunity for employees of the college to meet with over 30 new and returning benefits vendors and wellness program providers as well as some local community participants. Free health screenings are offered in addition to a wealth of information about our benefits, health and wellness programs. Please plan to stop by to learn more about your benefits and wellness options available to the college community. Many prizes and giveaways are also part of this annual event!

SAVE THE DATE!

Annual Recognition Brunch

Wednesday, May 31 | Holland Union Building, Dining Hall | 9–11 a.m.

Human Resource Services is hosting the 2nd annual Recognition Brunch, an inclusive community event for all Dickinson employees to come together and celebrate. In 2015, we collaborated with numerous groups on campus, including the Staff Forum, smaller focus groups and the event planning committee, to reformat our recognition events so that they truly serve as a celebration of all the incredible and important work of the entire Dickinson community. **Mark your calendars now for Wednesday, May 31!**

Join us for a special gathering to recognize the achievements of all employees and to express appreciation to those who have completed five or more years of service as of June 30, 2017. Honoree invitations will be sent to those celebrating a five-year increment anniversary. Please let us know whether or not you will be able to attend the brunch by registering online in CLIQ via the [Gateway](#), sending an email to hrrservices@dickinson.edu or by calling Human Resource Services at ext. 1503 before May 24.

We hope you will be able to attend this end-of-semester celebration to recognize our collective accomplishments.

NEW

HealthAdvocate Member Website Coming April 5!

WE'RE MAKING IT EASIER FOR YOU TO GET THE HELP YOU NEED, WHEN YOU NEED IT.

Your NEW website puts all of your Health Advocate benefits right at your fingertips. It has many interactive features designed to help you make lasting healthy changes, including:

- One-call or one-click access to HealthAdvocate experts
- View the status of a case in real time
- Receive healthy tips and reminders
- Access trusted resources to help you improve your health
- View important messages and alerts
- Instantly upload documents and forms

To log in, visit: www.HealthAdvocate.com/dickinson
Questions? Just Call. 866-695-8622

AETNA INDIVIDUAL CONSULTATIONS

Aetna Representative: Jean Enders

Do you have medical or prescription drug questions regarding your Aetna insurance plan? How does this insurance plan work? What is deductible and coinsurance? Our Aetna representative will be available on campus to help answer your claims questions or inquiries regarding your medical, prescription, and mental health services. Please bring any documents pertaining to your questions such as explanation of benefits, bills etc. To schedule an appointment with Aetna, please register through [CLIQ](#) on dates shown below (sessions located in the HUB Mary Dickinson Room unless otherwise noted):

FRIDAY, APRIL 7	10:30 a.m.–5 p.m.
TUESDAY, APRIL 18	8:30 a.m.–noon
TUESDAY, MAY 9	8:30 a.m.–4:30 p.m.
TUESDAY, MAY 23	8:30 a.m.–4:30 p.m. <i>Althouse 07 (ground floor)</i>

RETIREMENT PLANNING SESSIONS

TIAA-CREF Individual Counseling Sessions

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

FRIDAY, APRIL 21

HUB side room 205, (8 a.m.–noon)

Mary Dickinson Room, (noon–5 p.m.)

WEDNESDAY, MAY 10 HUB side room 201

FRIDAY, JUNE 23 HUB side room 201

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 spring semester on:

THURSDAY, APRIL 20 HUB side room 205

WEDNESDAY, MAY 17 HUB side room 205

THURSDAY, JUNE 8 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 & Retirements

Misty Berninger, Facilities Management

Stephen Bobb, Facilities Management

Paul Steel, Facilities Management

Nolan Swett, Athletics

Manuel Tyler, Dining Services

Jeffrey Warner, Office of CASE

Theodore Zingman, Athletics

WE EXTEND A FOND FAREWELL TO Ron Diehl, *Facilities Management*, who retired from Dickinson after over 18 years of service on March 31.

COLLEGE COMMUNITY UPCOMING EVENTS REMINDERS

Dickinson's [announcements](#) and [events](#) webpages are great ways to stay on top of the college's many programs and events. Please remember to check these listings and take advantage of opportunities to enrich your professional development and wellbeing throughout the year!

2017 Spring Into Fitness Challenge Update

The Spring Into Fitness Challenge (SIFC) became a campus-wide program in 2017, and includes all students, staff and faculty! Activities and programs planned over the 6-week challenge this year include some exciting new options—Disc Golf, Orienteering, a Dodgeball Tournament—in addition to the traditional activities included in previous years. Watch for updates to be shared on the [SIFC webpages](#) and through Dickinson Today Announcements. During the SIFC, Dickinsonians are challenged to exercise, have fun and enjoy the great outdoors. Each week, reported exercise minutes will be converted to miles, and as a community we hope to **Walk-Around-the-World** on our quest, visiting all of the Global Education sites along the way. Check the virtual map on the [SIFC webpages](#) to watch our progress each week!

See the [Spring Into Fitness Challenge website](#) for activities, programs and ideas you may enjoy, or check out some of the options below:

3RD ANNUAL RUN FOR HOPE 5K

Sunday, April 2 | Kline Center | 1 p.m.

April is Sexual Assault Awareness Month and Greek Women in collaboration with the [Prevention, Education & Advocacy Center](#) kick off the month by organizing the third annual Run for Hope. Please encourage colleagues and/or students who you work with to come out and participate. We had a great turnout in previous years and couldn't have done it without such widespread involvement from the campus community. Families and friends are welcome to sign up and/or come out and support too! There are both running and walking options. All proceeds benefit the [YWCA Rape Crisis Services of Carlisle](#).

Registration & Fee Payment Details: Please [register now online](#) for this 5K run/walk that benefits the YWCA Rape Crisis Services. The \$18 advance registration fee includes a t-shirt or hope bracelet (*while supplies last*). Registration is \$20 on the day of run. For questions or more information, please contact Kelly Wilt at wiltk@dickinson.edu.

ARBOR WALK

Wednesday, April 5 | noon–1 p.m.

Complete this as a self-guided walking tour or by joining us for a guided walking tour at the Hurwitz Green near the Benjamin Rush statue on the John Dickinson campus to enjoy a spring walk and learn about the beautiful trees on campus! Registration is now open in CLIQ via the [Gateway](#). ([Also available as a self-guided walking tour](#))

BIKE TO FARM POTLUCK

Saturday, April 8

Online registration is open now at <http://www.dickinson.edu/biketofarm>

CARLISLE HISTORIC WALKING TOUR WITH HISTORIAN MATTHEW MARCH

Friday, April 14 | Meet at Ben Rush Statue | 1–2:30 p.m.

Registration by email to sustainability@dickinson.edu

DODGEBALL TOURNAMENT

Saturday, April 15

Details to be announced!

FARM YOGA

Tuesday, April 18 | 5–7 p.m.

[Click here for more information or to register now!](#)

DISC GOLF

Wednesday, April 19

South Middleton Park | 5:30–7:30 p.m.

Join us for this fun new activity during the 2017 Challenge! Space is limited! [Click here to register now!](#)

WELLNESS FUN RUN WALK

Friday, April 21 | Britton Plaza | 11:30 a.m.–1:30 p.m.

Rain Date: Friday, April 28

Register soon in CLIQ via the [Gateway!](#)

NEW FOR 2017! AMERICAN HEART ASSOCIATION: HEARTCHASE EVENT

Saturday, April 22 | Dickinson Campus | 9 a.m.

Check-in opens at 8 a.m. near the Juice Bar, Kline Center lobby. **HeartChase Registration:** [Click here for details and online registration!](#)

DICKINSON COLLEGE HISTORICAL WALKING TOUR

Thursday, April 27

Meet at Ben Rush Statue | noon–1 p.m.

Registration is now open and available in [CLIQ!](#)

LEARN TO ORIENTEER

(*Orienteering: Map & Compass Workshop*)

Friday, April 28 | Kings Gap | 4–8 p.m.

[Register now!](#)

YWCA RACE AGAINST RACISM 5K

Saturday, April 29

[Registration at 8 a.m.](#) | [Race at 9 a.m.](#)

College Farm

FUN COMMUNITY EVENTS

2017 Veggies Shares Available with the College Farm!

For 14 years the College Farm has provided fresh and seasonal certified organic vegetables, fruits and herbs to the Dickinson community. Faculty, staff, students, retirees and alumni are invited to join the College Farm Campus Supported Agriculture (CSA) program for the upcoming season. Choose between 12, 15, 24 or 30 weeks of freshly harvested produce with pick up options on campus or at the College Farm. To sign up or learn more about our CSA program and the many perks associated with becoming a CSA member, please go to <http://blogs.dickinson.edu/farm/csa/how-it-works/>

Trip to Roots Flower Farm

Saturday, April 8 | Leave campus at noon

Flower crown making and farm chores.

Register: www.brownpapertickets.com/event/2729356

Join us on a trip to the local flower farm—Roots—for a flower crown making lesson and to help with some springtime chores around the farm!

Bike to Farm Potluck with CSE

Saturday April 8

For more information and to sign up:

<http://www.dickinson.edu/biketofarm>

Pizza on the Plaza

Friday, April 14 | Rector Atrium | 4:30–7:30 p.m.

Swim team fundraiser.

Farm Yoga

Tuesday, April 18 | Leave campus at 5 p.m.

Depending on the weather, we will either be outside, in the barn or in a Yurt, doing some yoga with the campus yoga instructor. Come out and enjoy the beauty of the farm while working on your flexibility and clearing your mind! We are partnering with the Office of Outdoor and Experiential Programs.

Earth and Art Celebration on the Farm

Saturday, April 22 | 1-4 p.m.

Shuttle transportation from campus starting at 12:45 p.m.

Join us at the farm for an earth day and arts celebration! Come out and celebrate spring! There will be lots of activities to participate in.

GATHER

Saturday April 22 | Stern Great Room | 6 p.m.

The Dickinson College Farm invites students, faculty, staff and community members to embark upon a culinary journey that aims to inspire and exceed expectations. **To make your reservation:** <https://dcfarmgather.wordpress.com/make-a-reservation/>

Nutrition Corner

Pennina Yasharpour RD, LDN

PROBIOTICS AND PREBIOTICS

It seems like everyone has heard of probiotics, but do you know what they actually are? The human gastrointestinal tract or “gut” is filled with a mix of both helpful and potentially harmful bacteria. Good bacteria play an important role in making vitamins, keeping your gut healthy, and are linked to many other beneficial functions.

PROBIOTICS—WHAT ARE THEY?

Probiotics are live microorganisms, similar to the helpful microbes naturally found in your gut. Consuming active cultures can improve your health by altering or repopulating intestinal bacteria to balance gut flora.

More specifically, particular strains of probiotics have been shown to be effective in managing a variety of digestive issues, such as symptoms of antibiotic-associated diarrhea, irritable bowel syndrome, and even ulcerative colitis, but effects can differ between individuals. Some of the foods you already eat may contain probiotics. Include a variety of probiotic rich foods in your diet, such as yogurt, kefir, aged cheeses, cultured non-dairy yogurts, kimchi, sauerkraut, sour pickles, miso, and tempeh to reap the benefits of probiotics.

PREBIOTICS—WHAT ARE THEY?

Of course, you cannot talk about probiotics without mentioning prebiotics. Prebiotics are types of dietary fibers that are naturally found in foods. They serve to feed the “good” bacteria in your gut and promote their growth. Prebiotics and probiotics work together to potentially improve gastrointestinal health. Most foods high in fiber function as prebiotics. Foods containing prebiotics include bananas, oats, whole grain products, onions, leeks, garlic, asparagus, and flaxseeds.

DO I NEED A SUPPLEMENT?

While probiotics and prebiotics are available as dietary supplements, research continues to explore their efficacy and the appropriate dosage needed to obtain health benefits. The best way to incorporate them into

your diet is through food. Probiotics and prebiotics found naturally in foods are often more effectively absorbed and digested by your body than those found in supplements. Individuals who do not consume enough probiotic rich foods may want to consider a supplement. However, similar to other supplements, probiotics are not regulated by the FDA. Therefore, there is no assurance that discrepancies do not exist between what the company claims is in their product and what is actually in each capsule.

Regardless, a probiotic supplement may be especially beneficial to those suffering from digestive illnesses. Probiotics that boast health benefits include assorted strains of *Bifidobacterium*, *Lactobacillus*, and *Saccharomyces*. There are differences between particular strains and their efficacy on conditions. Many probiotic supplements contain a combination of different strains in the same supplement.

PROBIOTIC SUPPLEMENT	STRAINS OF BACTERIA	POTENTIAL BENEFIT	DOSAGE (ADULT)
Align®	<i>Bifidobacterium infantis</i> 35624	May reduce symptoms of irritable bowel syndrome (IBS) such as bloating, cramping, and stool frequency.	1 capsule per day
Bio-K+® CL1285	<i>L. acidophilus</i> CL 1285 <i>L. casei</i> LBC80R <i>L. rhamnosus</i> CLR2	Has been shown to lower the incidence of antibiotic-associated diarrhea (AAD).	1 to 2 capsules or 1/4 to 1 bottle of the beverage per day. Must be taken at a different time than antibiotic.
Culturelle®	<i>Lactobacillus rhamnosus</i> GG ATCC 53103	May reduce severity and duration of acute infectious diarrhea	1 capsule per day
Florastor®	<i>Saccharomyces boulardii</i>	May prevent AAD and traveler's diarrhea or relieve symptoms of chronic diarrhea from a <i>Clostridium difficile</i> infection.	1 to 2 capsules or powder packets twice per day.
VSL#3®	<i>L. acidophilus</i> SD5212 <i>L. casei</i> SD5218 <i>L. bulgaricus</i> SD5210 <i>L. plantarum</i> SD5209 <i>B. longum</i> SD5219 <i>B. infantis</i> SD5220 <i>B. breve</i> SD5206 <i>S. thermophilus</i> SD5207	May alleviate symptoms of IBS, ulcerative colitis, and pouchitis.	Varies; discuss with your physician

Probiotics can be harmful to those with severely comprised immune systems, such as individuals undergoing cancer treatments. It is important to talk to your healthcare provider before starting a probiotic to determine if a supplement is right for you.

TRY THESE SIMPLE TIPS TO REAP THE BENEFITS OF PROBIOTICS AND PREBIOTICS:

- Instead of milk, add kefir or yogurt to your breakfast smoothie, oatmeal, or cereal. Include a banana for a boost of prebiotics.
- Use Greek yogurt instead of sour cream or mayonnaise when cooking.
- Try sautéing tempeh with asparagus for a fun twist on stir-fry.
- Top or serve foods with sauerkraut or kimchi as a condiment.

Professional Development & Wellness Events

Financial Wellness: 10 Basic Financial Steps for Special Needs Caregivers

Presented by Met Life/Massachusetts Mutual Representatives

Monday, April 10 | HUB Social Hall West | noon–1 p.m.

It can be challenging to care for a person with special needs, requiring unusually difficult planning decisions regarding their future as well as their family. This workshop addresses 10 basic steps to help caregivers get started in preparing for the financial future of their dependent with special needs. It covers critical issues such as applying for government benefits for Social Security and Medicaid, creating a Special Needs trust, the importance of a Will and considering a Letter of Intent.

Biometric Screening FREE!

Administered by Wellness Works, Carlisle Regional Medical Center

Tuesday, April 11

CHECK-IN: Mary Dickinson Room, HUB | 7:30–9 a.m.

Do you know your numbers? If not, take advantage of the on-campus free biometric screenings this spring. Staying fit through exercise and good nutrition is great—and knowing your numbers will reveal how healthy eating and exercise can change your life! 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!

Saving Lives through Organ & Tissue Donation

Presented by Carlisle Regional Medical Center, Gift of Life Donor Program

Thursday, April 13 | HUB side rooms 201-202 | noon–1 p.m.

Join us for an informative presentation on what it means to be an organ/tissue donor. We will discuss the myths and misconceptions to organ and tissue donation, look at the process behind each type of donation, and current laws and regulations pertaining to donation.

Since 1974, Gift of Life has worked to coordinate life-saving and life-enhancing transplants for those waiting, while supporting the generous donors and their families who have chosen to give others a second chance through organ donation. Gift of Life is a nonprofit organization serving the eastern half of Pennsylvania, southern New Jersey and Delaware. You have the power to save lives through organ and tissue donation. The first step registering to be an organ and tissue donor is to arm yourself with information so you can make an informed decision about becoming a donor. Attend this session to find out more about this opportunity to save lives.

Coping with Change, Transition, and Adaption

Presented by Dana Berg, Franco Psychological Associates

Friday, April 14

Stern Center, Room 102

noon–1 p.m.

The concept of change is powerful in that it often evokes a variety of responses and reactions from individuals. In dealing with change, some people are open to the possibilities and become excited, while some are more resistant and feel a sense of stress, and yet others are more “wait and see” types and seem relaxed about pending changes. Deepening our understanding of personal responses to change can be useful so that we are able to make potential adjustments that can help with better navigating everyday life. This talk will address how the concept of change can impact individuals and will offer opportunity to gain techniques that may be useful in coping with change.

Franco Psychological Associates is the EAP Provider for Dickinson.

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.



INCLUSION ON OUR CAMPUS

R.A.I.S.E. Training for FAS

Presented by LGBTQ Services

Wednesday, April 12 | HUB Social Hall West | 9–11 a.m.

R.A.I.S.E. (Red Devils Advocating for Inclusive Spaces for Everyone) focuses on allowing FAS and students to engage more deeply and personally in issues related to LGBTQ Services. During the training, we hope that participants will gain a better awareness of their own personal biases and barriers to being an effective ally to the LGBTQ community. Participants will become equipped with tools to be able to respond both actively and proactively. Unlike our former training, this program expects participants to commit to ongoing and continuous education and learning.

Free Blood Pressure Screenings

Provided by Susan Dworsak, Wellness Works, Carlisle Regional Medical Center

SPRING SESSION DATES | MONDAYS:

April 24, May 15, June 19

Mary Dickinson Room, HUB | noon–1 p.m.

No registration required—walk-ins welcome and expected!

Historical Walking Tour: Strolling Through Time

A History of Dickinson College

Presented by Jim Gerencser, Archivist

Thursday, April 27

Meet at Ben Rush statue, John Dickinson Campus

noon–1 p.m.

Wondering about the buildings on campus? Did you notice the cannon ball mark on the Rand House at 55 N. West Street? Have you heard about the spirit(s) that may occupy certain buildings from the Civil War era? Take a walk around campus to learn about the growth of the college through the centuries. When did faculty and students live in the same building? Was there ever a North College? How did the college fare during wartime? When did the college open its first coed dorm? College Archivist Jim Gerencser will answer these questions and many more as he leads a tour beginning at the Benjamin Rush statue near East College, through the academic quad down to Cherry Street and back.

Paint Night at the Trout Gallery

Presented by Members of the Art Collective

Tuesday, April 4

Mumper-Stuart Education Center, Weiss Center

6–9:30 p.m.

A night of wine, cheese and painting for Dickinson employees.

- **6–7 p.m. | Tour of the Exhibit Art** with Heather Flaherty, Curator of Education.
- **7–9:30 p.m. | Painting and Refreshments** in the Mumper Stuart Education Center with members of the Art Collective

Cheese and assorted appetizers will be provided. B.Y.O.B.

FEE FOR MATERIALS: \$10.00

Update on Employment Compliance

Presented by Dennette Moul, Organizational Development & Training Specialist

Tuesday, April 18 | Stern Center, room 102 | 10–11:30 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.

Professional Development & Wellness Announcements & Reminders

PHYSICAL WELLNESS PROGRAM INCENTIVE PRIZE WINNER FOR THE MONTH OF MARCH

Congratulations to **Sarah Masland-Fatherree, Annual Fund & Engagement** for being the Physical Wellness incentive prize winner for the month of March 2017, for participation in exercise/fitness programs in February! Eligibility for the monthly incentive drawings includes all active/registered employee participants in all physical exercise programs offered through the Wellness program, in addition to the Marathon-in-a-Month. The random drawings are held after the close of business on the fifteenth of each month for the previous month. All physical exercise programs that have registration via CLIQ will automatically be included in the monthly drawings. For more details or to request a form to record your marathon-in-a-month miles, please send an email to devwell@dickinson.edu or call ext. 8084.

2016-2017 HOLISTIC HEALTH INCENTIVE PROGRAM: Healthy Rewards Incentives & SWAY!

New for this year, we are moving the online HHIP Healthy Rewards portal and tracking to **SWAY** in Office 365. In light of last year's online tracking experience and feedback, we have simplified the Holistic Health Incentive Program tracking by designing a more user-friendly portal in SWAY within the Office 365 online portal. All Dickinson employees have access to Office 365, and can sign in by clicking the link at the bottom of any Dickinson webpage using your network username and password. Once you are in Office 365, simply click the following link to access this year's incentive program:

<https://sway.com/5eSg11uWdadb7daT>

Employees can review the program outline and complete the online form at the bottom of the SWAY Healthy Rewards portal page. The incentive form is embedded into the page—so this is a one-stop process and does not require multiple page access! For questions or assistance with this new process, simply send an email to devwell@dickinson.edu or call ext. 8084.

Professional Development & Wellness Program Registrations and Attendance

The college offers many opportunities for professional development and wellness programs throughout the year, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the **Gateway** via CLIQ or by contacting Human Resource Services. To offer an equal opportunity for all employees to participate in these programs, we request staff members to register after confirming availability with supervisory staff to ensure that scheduling permits attendance.

In the event that you register and find that you are unable to attend, our policy requests cancellations 48 hours prior to the start time of the program or event so that we can offer the spot to another. This will also allow us to adjust registration counts with CASE and the catering department. Giving advance notice of cancellation allows for the college's resources to be allocated in the best possible way and is a sustainable practice for us all.

CAMPUS RESOURCE QUICK LINKS!

[How To Guide](#)

[Dickinson/College Farm](#)

[Theatre & Dance](#)

[Dickinson Download](#)

[Dickinson/Sustainability](#)

[Campus Announcements](#)

[Dickinson/Biking](#)

[Trout Gallery](#)

[Campus Events Calendar](#)

Dickinson

Professional Development and Wellness
HUMAN RESOURCE SERVICES

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