

Vitality

Dickinson
HUMAN RESOURCE SERVICES

February 2018
Volume XII | Issue 6

AMERICAN HEART ASSOCIATION: NATIONAL WEAR RED DAY Friday, February 2, 2018

It's a RED OUT Day! Time to get your RED OUT to support **Go Red For Women** by participating in **National Wear Red Day®** on **Friday, February 2, 2018**. Why Go Red? Heart disease and stroke cause 1 in 3 deaths among women each year, killing approximately one woman every 80 seconds. Fortunately, we can change that because 80 percent of cardiac and stroke events may be prevented with education and action. That's why this year we are asking that you wear red on National Wear Red Day®. If you desire to donate to this cause, doing so helps support educational programs to increase women's awareness and critical research to discover scientific knowledge about cardiovascular health.

Remember to make your heart health a priority. Schedule your annual prevention check-up to review overall health so your doctor can measure blood pressure, check cholesterol and look for signs of heart disease, stroke and other illnesses. Then encourage others through your social channels to do the same using the hashtags, #GoRedWearRed and #WellWomenVisit.

Source: [American Heart Association](#)



WELLNESS @ DICKINSON

2018 Spring Into Fitness Challenge

Are you ready to break free of this cold, wintery weather and enjoy a bit of sunshine? If so, join us for the 2018 Spring Into Fitness Challenge! Plan to put on your walking shoes and enjoy

the fresh, warmer air outside after spring break during the 2018 Spring Into Fitness Challenge. Beginning on Sunday, March 18 and continuing through Saturday, April 28—Dickinson College community members are invited to participate in a campus exercise/walking challenge! Challenge winners will be determined by two criteria—the greatest percentage of cumulative participation, and also the highest average number of minutes per participant! This will be our sixth year of the Challenge participation, but our second campus-wide Challenge for the entire Dickinson community!

The Spring Into Fitness divisional challenge for employees and students returns for 2018, along with the mini-team option! Who will win the divisional challenge and mini-team challenges this year? LIS reclaimed their winning title in 2017 and holds the golden sneaker trophy. They are up for some great competition this spring! Mini-teams showed great spirit last spring again, and we anticipate great-spirited challenges in 2018 as well. Form your own mini-team of three to six participants either from within your department/division or from any others on campus. When registering (or before), please remember to submit your mini-team name to be included in this new part of the Challenge. There will be opportunities built into this year's program for some healthy competition between mini-teams!



Online registration for the Challenge opens on Monday, February 12 and continues through Tuesday, March 6. Please visit the Spring Into Fitness Challenge webpage, scan the QR graphic or click the embedded link above to register during the open registration period to be included in the 2018 Challenge.

Annual Performance Reviews

Human Resource Services is pleased to announce the start of our annual performance appraisal process. The overall appraisal forms are unchanged; however, each employee will select the current goals to be included as part of the annual evaluation. In addition, based on feedback following last year's cycle, Human Resource Services has worked with LIS to implement an email notification system. With this new notification process, an email will be sent to the next individual in the chain as stages of the review are completed.

Evaluations should be completed during the months of January, February and March. All reviews are due no later than April 2, 2018. We encourage you to get started as soon as possible. On-line learning modules are available through Totara on the Gateway. Please feel free to contact Dennette Moul or Denise Houser in Human Resource Services (ext. 1503) with any questions or concerns. We are here to help.



All College Formal

Saturday Evening, February 24

MOB, Dickinson's student programming board, would like to invite all faculty and staff to attend our annual All-College Formal. The event will be taking place on Saturday, February 24 immediately following the Candlelight Dinner sponsored by the Dickinson Club. There will be food, drinks, dancing, casino games and it is a free event!

MOB is also looking for volunteers to help check IDs throughout the night and provide attendees with alcohol wristbands. If you're interested in helping out please email vasoldj@dickinson.edu. Hope to see you on Saturday, February 24!

New Hires & Retirees

DECEMBER

Carl Archut,
Annual Fund & Engagement
Alexander Geier, *Public Safety*
Rodney Group, *CASE*

JANUARY

Adam Alford, *Dining Services*
Missy Breckenridge,
International Business & Management
Ken Broomer,
International Business & Management
Sarah Bryant,
Mathematics & Computer Science

Dequan Burch, *Dining Services*
Gretchen Cooper, *Writing Program*
Nikki Cummings, *Archaeology*
Maggie Douglas, *Environmental Studies*
Kelly Gonzalez, *Library Services*
Zechariah Gruver,
Facilities Management
Courtney Hager, *Wellness Center*
Sonya Harding, *Dining Services*
Carol Hauptman, *Philosophy*
Kate Hoffman, *Donor Relations*
Rachel Kennedy, *Dining Services*
Connor Leary, *Organic Farm*
Chad Mader, *Facilities Management*

Cody Rosenbarker,
Center for Sustainability Education
Leroy Ruff, *Facilities Management*
Jimmy Thorson, *Dining Services*
Lyndsay Tingler, *Trout Gallery*
Becky Toms, *Advancement Services*
Jim Whitmore,
Mathematics & Computer Science

RETIREES

We wish a fond farewell to **Dana Scaduto** who retires as our general counsel and **Phil Gillespie** who retires from Financial Operations this month after more than 13 years of service to Dickinson College.

RETIREMENT PLANNING SESSIONS: TIAA INDIVIDUAL COUNSELING SESSIONS

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

- **THURSDAY, FEBRUARY 22** HUB side room 205
- **TUESDAY, MARCH 6** Mary Dickinson Room/HUB side room 203
- **WEDNESDAY, APRIL 18** HUB side room 202
- **THURSDAY, MAY 24** HUB side room 201
- **TUESDAY, JUNE 12** HUB side room 201

To schedule a personal meeting with TIAA, please visit www.tiaa-cref.org/moc or call 1-800-842-2010. Appointments may be scheduled with TIAA between 9 a.m.–5 p.m. on the dates listed above.

AETNA REPRESENTATIVE CONSULTATION DAYS

Do you have medical or prescription drug questions regarding your Aetna insurance plan? How does this insurance plan work? Our Aetna representative will be available on campus to help answer your claims questions or inquiries regarding your medical, prescription drug, mental health services, as well as plan design coverage and member responsibility regarding deductible, coinsurance and copays. Please bring any documents pertaining to your questions such as explanation of benefits, bills, letters, etc. Aetna's enrolled members can log into Aetna Navigator at www.aetna.com to access Aetna's broad network, pharmacy information and resource tools. Sign-ups through Totara in Gateway are preferred, but walk-ins are also welcome.

- **TUESDAY, FEBRUARY 20**
HUB Mary Dickinson Room, 8:45 a.m.–12:45 p.m.
- **FRIDAY, MARCH 16**
HUB Mary Dickinson Room, 1–5 p.m.
- **TUESDAY, APRIL 10**
HUB Mary Dickinson Room, 8:45 a.m.–12:45 p.m.

Note: To sign-up for your Aetna consult appointment in **Totara**, search for keyword "**Aetna**" in the course search box. **Enroll** in the Aetna, Medical Consumerism & Healthcare Costs course, then "**Sign-up**" for your selected appointment date and time within the course to complete your registration process in Totara.

GET THE MOST OUT OF YOUR BENEFITS!

HealthAdvocateSM

Health Advocate is an independent organization that provides services to full-time employees, their children, spouse, parents and spouse's parents. Registered nurses and doctors who staff Health Advocate work for Dickinson employees to navigate the increasingly complex set of issues that you and your family face in the health care marketplace. They know our health plan intimately, and will be able to guide you to the best, most efficient and effective solutions to health care issues.

Some of the services Health Advocate provides include:

- Find the best/appropriate doctors and hospitals.
- Schedule appointments with hard to reach specialists.
- Identify renowned "best-in-class" medical institutions regarding serious illness or injury.
- Locate and research current treatments for a medical condition.
- Locate and coordinate varied medical/health related services.
- Locate/navigate services for eldercare.
- Resolve eligibility problems and benefit and claims issues.
- Communicate and coordinate benefits between physicians and with insurance companies.
- Secure second opinions to help provide peace of mind.
- Assist with correcting billing mistakes.
- Coordinate care for a member with complicated medical issues.
- Assist in identifying alternative coverage options.

Learn more about this free benefit for full-time employees at www.healthadvocate.com.

HealthAdvocateSM Protect Yourself From the Flu

Flu season is upon us, and this season's flu strain is particularly dangerous. According to experts, the flu season is at its peak right now, and the virus is widespread in all states except Hawaii.

It is imperative that you take measures to protect yourself from the flu. Health Advocate offers the following tips to help keep yourself and your family safe from the flu.

The best way to protect against the flu is to get your flu shot. It's not too late to get yours! You can get a flu shot at your doctor's office or local pharmacy, and it only takes a few minutes at most. Plus, flu shots are covered as a preventive service under the Affordable Care Act, so you should be able to get vaccinated at little to no cost to you.

- **Get your whole family vaccinated.** Everyone age 6 months or older should have an annual flu shot. It's especially important for people at higher risk including young children, pregnant women, people age 65 and older, those with weakened immune systems or chronic illness such as asthma, and those who care for others who are at high risk.
- **Keep hands clean and germs to yourself.** Prevent the spread of germs by frequently washing your hands or using alcohol-based hand sanitizers if necessary. If you have to sneeze or cough, use a tissue or cover your mouth with your elbow to keep germs from becoming airborne. And to protect yourself, don't touch your nose, eyes or mouth if you can help it.
- **Know the symptoms.** A fever over 100 degrees, achy muscles, chills and sweats, dry cough, fatigue, weakness and congestion could mean you have the flu.
- **If you feel sick... Consider staying home!** Being out and about while sick will only spread the disease. Drink plenty of fluids, rest often, and call your doctor, who may be able to provide a diagnosis and treatment plan.

For more information about the flu and getting vaccinated, please visit www.cdc.gov/flu.

aetna[®] Aetna members can get the regular flu vaccine for free at many local pharmacies or walk-in clinics. Visit www.aetnavigators.com to find a participating local pharmacy through the Aetna Navigator portal.

Community Events & Announcements

MONEY IN YOUR POCKET – 2017 TAX PREPARATION ASSISTANCE AND MYFREETAXES.COM

Money In Your Pocket—a free, onsite tax preparation assistance program—will be available at Dickinson College in **Althouse 204 on Monday evenings from January 29 through February 26 from 4:15–6:30 p.m.** for those in the Carlisle community with **income less than \$54,000 per year**. Anyone interested in this free service should **schedule an appointment** and arrive with their W2 forms, original social security card (for all listed on your tax return) and a valid picture ID card (driver's license/passport/military id). **An appointment is required for this free service.**

To make an appointment for the Money in Your Pocket tax preparation services at Dickinson College, please call 717-254-8781. For more information or assistance, please call 717-724-4077 or send an email to miyp@uwcr.org.

Would you like to prepare your own taxes online for free?

If you earned **less than \$66,000** in 2017 as an individual or as a family, then **MyFreeTaxes** may be able to assist you with filing your 2017 tax returns. **MyFreeTaxes.com** is a free service that helps you file your federal and state income taxes online, safely and quickly! The information and documents needed for this tax preparation service are: social security number or tax identification number; W2 forms, 1099s, 1098s and other income forms; childcare provider name/address/and tax ID; bank routing and account numbers for checking and savings accounts. This valuable service is offered nationwide, through a partnership between H&R Block, Cricket Wireless and United Way. To access this opportunity for assistance, please **call 1-855-My-Tx-Help** (or 1-855-698-9435) or visit www.myfreetaxes.com.

HERSHEYPARK[®] 2018 DISCOUNT TICKET SALES

Discounted HERSHEY PARK tickets are available for advance purchase to Dickinson students and employees through Campus Life and Human Resource Services at the special rate listed below. Tickets must be requested and paid for by March 9, 2018. They are valid during the summer 2018 HERSHEY PARK regular operating season, beginning on Friday, April 27 and continuing through Sunday, September 30. Checks should be made payable to Dickinson College. For details, call ext. 8084 or send an email to hrrservices@dickinson.edu.

Special ticket price is only available during this special order period. Tickets are valid during entire 2018 regular summer operating season from April 27 through September 30.

\$29.10 + \$.85 amusement tax per admission ticket = \$29.95 ALL AGES

Down on the Farm

Dickinson College Farm Pop-Up Restaurant: GATHER

Saturday, February 17 | Stern Great Room

DOORS 6 p.m., DINNER 6:30 p.m.

Dinners at GATHER are inspired by the seasonal bounties and fluctuations at the College Farm. Guests will experience a set menu with four courses aimed to quench your appetite, but not stuff your belly. Each month's menu reflects the work at hand at the College Farm through mouthwatering dishes created by our head chef, Duane Miller.

Guests are invited to arrive at GATHER (located in the Stern Center Great Room) between 6 and 6:30 p.m. with dinner service starting promptly at 6:30 p.m. Please be sure to allow for time to enjoy GATHER from start to finish. Dinner guests can anticipate a full-service dining experience lasting up to two hours. **Tickets are available at <https://dcfarmgather.wordpress.com>.**

February Pizza on the Plaza

Friday, February 23 | Rector Atrium | 4:30–7:30 p.m.

Join the Dickinson College Farm for our first Pizza on the Plaza of the semester! Enjoy fresh wood-fired pizza, Peddler coffee, and live performances from campus groups. February's POP will feature language departments and cultural groups from across campus sharing information on different regions of the globe. Come out and enjoy desserts from various cultures, get a quick foreign language lesson, and learn about the cultural differences that contribute to our diversity. Pizzas can be purchased by the slice or by the pie with cash, meal plan charge, or meal plan declining balance.

Local Food Dinner

Saturday, March 31 | HUB Social Hall

DOORS 6 p.m., PROGRAM 6:30 p.m.

Dickinson College Farm's annual celebration of the local food community returns this spring for an evening of delicious food, spectacular company, and inspiring guest speakers. This year, we welcome owner and operator of Glen's Garden Market, Danielle Vogel. Danielle comes to us after a career on the hill working on climate change legislature that left her world-weary. So, she took to the grocery aisle and opened two market locations that aim to make small-scale environmental change where sweeping legislature seems unlikely. We look forward to hosting this female business owner and environmental activist and hope you will join us! For information on purchasing tickets, email farmcoordinator@dickinson.edu or visit our website at <http://blogs.dickinson.edu/farm/>.

Farm Fresh Friday

Every Friday | Lower Level of HUB | 11 a.m.–2 p.m.

The Friday HUB Farm Stand is your weekly source of farm fresh goods right here on campus. Each week we will have a selection of seasonal vegetables, canned goods, farm fresh eggs, and value added products.

Professional Development & Wellness Events



WELLNESS
@ DICKINSON

Wellness Online

2018 greets us with cold, wintery weather and the responsibilities of our everyday life. Are you challenged with work/life balance, time management, and trying to attend the on-campus programs that are offered—but still would love to earn your 2018 Wellness Incentive? If so, try this new wellness program option, called **Wellness Online**—accessible via

Totara in the **Gateway** from any computer. By completing the *free biometric screening* offered on-campus or at your personal healthcare provider, the *online Health Risk Assessment* (either Aetna or Health Advocate), and the Wellness Online course in Totara—you will earn your 2018 incentive while taking steps toward a healthier lifestyle this spring!

Interested in starting now? Click on the link to get started and enroll in **Wellness Online** today!



Do you need motivation to jumpstart your fitness for the 2018 Spring Into Fitness Challenge or to join the Dickinson College FitBit User Group Challenge described in this issue of Vitality? Watch Dr. Mike Evan's Video—**23 and ½ Hours**—to learn about the best preventive (and FREE) treatment for many health conditions!

FIT BIT CHALLENGE: DICKINSON COLLEGE FITBIT USER GROUP

As we all start off 2018 together as a community, and consider some inspirational options to kick-off the new year with healthy habits and surrounding ourselves with motivational support, why not join a community of FitBit users that was created specifically for Dickinsonians? This group was created a little over one year ago for Dickinson students, faculty, staff, and alumni who use FitBit and are looking to begin or maintain a healthy lifestyle. Many already own a FitBit either through the wellness incentives offered in previous years or because we are trying to encourage ourselves to **keep moving** throughout the year. If so, this is the perfect time to join together in our culture of wellness, and encourage each other through an online fitness FitBit Challenge!

FitBit offers some great virtual Challenges like **Adventure Races**—with options such as the *Yosemite Races Valley Loop* or *Yosemite Races Pohono Trail*—and these will be a great way to keep actively inspired until the winter thaws away and spring begins to bloom!

Click to learn more and join the Community Activity Group: [Dickinson College FitBit User Group!](#)

Don't have a FitBit but would like one? Send an email to devwell@dickinson.edu to learn about the Fitness Reimbursement program opportunities available to all full-time employees!

Free Biometric Screenings

Administered by UPMC

Pinnacle Carlisle

APPOINTMENTS REQUIRED

Thursday, February 15

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. Complete this screening as the first step to earn your incentive through Wellness@Dickinson! [Register now for this free screening option to learn more about your own health and wellbeing.](#)

WANT DETAILED INFORMATION FOR THESE PROGRAMS? GO TO EMPLOYEE GATEWAY > TOTARA AT [HTTP://GATEWAY.DICKINSON.EDU](http://gateway.dickinson.edu), E-MAIL [DEVWELL@DICKINSON.EDU](mailto:devwell@dickinson.edu), OR CALL EXT. 1503.

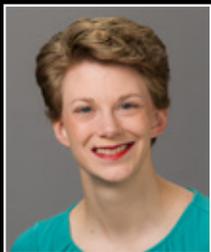
Spring Semester Fitness Programs – Register NOW!

Register now in Totara for the free spring semester fitness programs that are part of the employee wellness program listed below:

- **CARDIO TONE AND STRETCH**
Mondays, 12:15–1 p.m., HUB Dance Studio
- **SITFIT**
Mondays, 12:15–12:45 p.m., Memorial Hall, Old West
- **PILATES**
Mondays & Wednesdays, 4:30–5:30 p.m., CPYB studio #5
- **MID-DAY MEDITATION**
Tuesdays, noon–1 p.m., Memorial Hall, Old West
- **SPORTS YOGA**
Tuesdays, 4:30–5:30 p.m., HUB Dance Studio
- **VINYASA FLOW YOGA**
Wednesdays, noon–1 p.m., HUB Dance Studio
- **GENTLE MINDFUL YOGA**
Thursdays, 4:30–5:30 p.m., Memorial Hall, Old West
- **DYNAMIC FUSION**
Fridays, 12:15–1 p.m., HUB Dance Studio

For questions or assistance with registrations, please send an email to devwell@dickinson.edu or call ext. 8084.

For other optional free fitness programs offered through Student Life, Intramurals & Recreation, please visit the [Group Fitness listings webpage!](#) Through collaborative efforts, we offer employees the opportunity to attend either the employee fitness programs listed in the paragraph above or any of the many **Student Life Fitness** programs listed on the Group Fitness webpage as well, which do not require pre-registration. Drop in as the classes fit your availability.



INTRODUCING COURTNEY HAGER, OUR NEW REGISTERED DIETITIAN!

Courtney Hager joined Dickinson College as a registered dietitian, and staff member of the Wellness Center in January 2018. She graduated in 2012 from Messiah College and completed her required dietetic internship in 2013 through

Cedar Crest College. Courtney is currently pursuing a master's degree in Applied Nutrition with a concentration in Fitness through Northeastern University and also looks forward to working towards her Board Certified Specialist in Sports Dietetics credential. She enjoys helping individuals with problem-solutions, making informed lifestyle choices, and feeling less anxiety about meals and meal planning. She is an advocate of mindful eating as a part of self-care and loves discussing how to fuel your body for your daily activities! Meet Courtney at the February 12 nutrition session on Heart Healthy Meal Planning.

Heart Healthy Meal Planning

Presented by Courtney Hager, RD, Wellness Center

Monday, February 12 | HUB Social Hall East | noon–1 p.m.

Register now in **Totara** by enrolling in the *Nutrition Information Sessions* course, and signing-up for the *Heart Healthy Meal Planning* session.

Heart Health and Stroke Prevention

Presented by Pinnacle Health, Carlisle Regional Medical Center

Thursday, February 15

HUB Social Hall East | noon–1 p.m.

We all have a heart—and we all rely on it to keep beating in ourselves and loved ones... but sometimes a quirky symptom develops that we don't understand. How does this happen, and what can be done to prevent this? Attend this session to learn more about heart health and stroke prevention. From learning about modifiable risk factors and tips on a healthier approach to living—to knowing what to look for in others who may be experiencing heart attack and stroke symptoms, this session offers information that will benefit all who attend.

Professional Development & Wellness Events

Dancing at Dickinson

Instructor: Frank Hancock

TUESDAYS: February 27–April 3

Allison Hall Community Room

Beginners 6–7 p.m.

Advanced/Intermediate 7–8 p.m.

This program offers **FREE** beginning and advanced-level ballroom dancing lessons for six weeks to employees and students at Dickinson! Instruction includes the foxtrot, tango, cha-cha, and swing dancing. Register now by enrolling in *Dancing at Dickinson* course in [Totara](#) via the Gateway, then complete the process by signing-up for your preferred lessons. For assistance with registration, please send an email to devwell@dickinson.edu or call extension 1503.

Tomorrow in Focus:

Saving for your Ideal Retirement

Presented by Heidi Duckworth, TIAA

Tuesday, February 20

HUB side rooms 201-202 | noon–1 p.m.

Believe it or not, planning and saving for 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-CREF'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

Register for this session in Totara via the Gateway, by enrolling under the *Retirement Workshops* course, then click “sign-up” to attend this session.

7 Habits of Highly Effective People

Facilitated by Steve Riccio, International Business & Management

February 9, 16, 23 and March 2

The Stern Center, room 102 | 8:30–9:45 a.m.

This personal enrichment program is called “7 Habits of the Highly Effective Person” by Stephen R. Covey. This four-session series will help you build new, lasting habits of effectiveness. Please register for this program and achieve positive results such as improved communication, focused priorities and strengthened relationships.

To register please select the Totara icon in the Gateway. Once in Totara, select “Find Learning” on the top ribbon and then select courses from the drop down list. Search for “7 Habits of Highly Effective People”. Click on the course and then click on “Enroll Me” to enroll. After enrolling, click “sign-up” on the far right side. Review the details, you may select to receive an email with ICalendar appointment confirmation, email only or do not send confirmation. Click “Agree and submit” button at the bottom of the screen. Your booking is complete.

Media Relations: A Lunch and Learn for Faculty

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

Did you know in 2017 Dickinson appeared in more than 60 national and international media outlets, including The New York Times, The Washington Post, The Atlantic, The Discovery Channel, CNN.com and CNBC? National media placements play a key role in raising the visibility of the college, its faculty and students. Learn how you can promote your expertise and research, and hear from faculty members who have established themselves as trusted sources for national reporters. How did they do it, and what's the value? Join us for this media relations lunch and learn (*lunch is provided*). Open to faculty and staff.

Registration deadline: *Tuesday, February 20. Please include any dietary restrictions in the “Requests” section of the sign-up process in Totara.*

PRESENTERS:

Christine Baksi, *director of media relations*

Craig Layne, *assistant director of media relations*

Scott Boback, *professor of biology*

Sarah Niebler, *assistant professor of political science*

David O'Connell, *assistant professor of political science*

WANT DETAILED INFORMATION FOR THESE PROGRAMS? GO TO EMPLOYEE GATEWAY > TOTARA AT [HTTP://GATEWAY.DICKINSON.EDU](http://gateway.dickinson.edu), E-MAIL [DEVWELL@DICKINSON.EDU](mailto:devwell@dickinson.edu), OR CALL EXT. 1503.

CPR, First Aid and AED Training Certification

Instructors: Dickinson College ARC certified instructors

Monday, March 12

DPS Conference Room, Kaufman Bldg

8 a.m.–4 p.m.

This hands-on skills training prepares 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 to handle a potentially life-threatening situation. Register by enrolling now under the course name **CPR, First Aid & AED** in Totara via the Gateway, then complete your registration process by **signing-up** for the March 12 session date. ***Class-size is limited.***

NEW YEAR SOCIAL 2018

We would like to say **thank you** to the members of the New Year Social planning committee and all of the other staff members who helped plan, set-up and staff the event on Saturday, January 13. Their assistance helped make this annual celebration a huge success that was enjoyed by approximately 400 faculty and staff this year. The evening included entertainment from Mr. B with the Game Show Trivia game hosted by Channel 21 chief meteorologist Tom Russell, prizes, music and dancing, along with a photo booth. Catering was provided by Premier Catering of Camp Hill. We look forward to the 2019 New Year Social and invite anyone interested in joining the planning committee to express interest by sending an email to diamondj@dickinson.edu.



INVITATION TO ALL CAMPUS COMMUNITY MEMBERS TO JOIN THE INTERCULTURAL COMPETENCY TASK FORCE (ICCTF)

Dickinson is a diverse community that values the lived experiences of its members and the expression of a variety of perspectives. We recognize that difference and diversity enrich community—but can also divide. The intercultural competency initiative addresses this challenge. We define intercultural competence as the ability for community members to engage with each other across cultural difference in order to deepen learning and build mutual understanding and community.

As previously announced, President Margee Ensign has launched an intercultural competency task force. **To meet our goal that the task force represent all parts of campus to help in this important work, we are seeking additional task force members.** If you are interested in helping to shape this initiative and in assisting our campus in meeting the demands of this globally diverse community, please contact Samantha Brandauer or Brenda Bretz, co-chairs of the task force, by emailing icctf@dickinson.edu on or before February 5, 2018. If you are interested in the initiative, but do not want to serve on the task force (maybe by participating in a subcommittee), please let Brenda or Sam know as well.

The meetings this semester are from 3–4 p.m. on Friday February 9, March 2 and April 6.

To view current the current goals and membership, please visit the ICCTF website: www.dickinson.edu/interculturaltaskforce

Communication Links, Announcements & Reminders

Physical Wellness Program Incentive Prize Winners for the Months of December and January

Congratulations to **Ruth Cramer**, *Financial Aid* and **Kim Flinchbaugh**, *Clarke Forum* for being the Physical Wellness incentive prize winners for the months of December 2017 and January 2018 for participation in exercise/fitness programs in November and December! 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 **Gateway** 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.

WELLNESS INCENTIVE TAXABILITY NOTIFICATION

We thank you for being an active participant in the wellness programs at Dickinson College. We value all employees and offer a variety of programs throughout the year to encourage wellbeing while offering educational, fun opportunities to engage the mind and body while creating a positive inclusive social environment for the campus community. We hope you enjoy participating in these programs and events throughout the academic/fiscal year.

In recognition and appreciation of your participation in the wellness programs, we offer healthy reward incentives. As a reminder, in accordance with IRS regulations, awards and gifts to employees from the college are considered taxable income and the college is required to withhold taxes.

The value of your incentive(s) will be added to your income through payroll, which could result in a decrease in your net pay because of additional tax withholdings on the value or dollar amount. The tax withholding will coincide with the payroll period closest to the date that you receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

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 Totara in the **Gateway** 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

HUMAN RESOURCE SERVICES

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