



Vitality- September 2023

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XVIII | Issue 2

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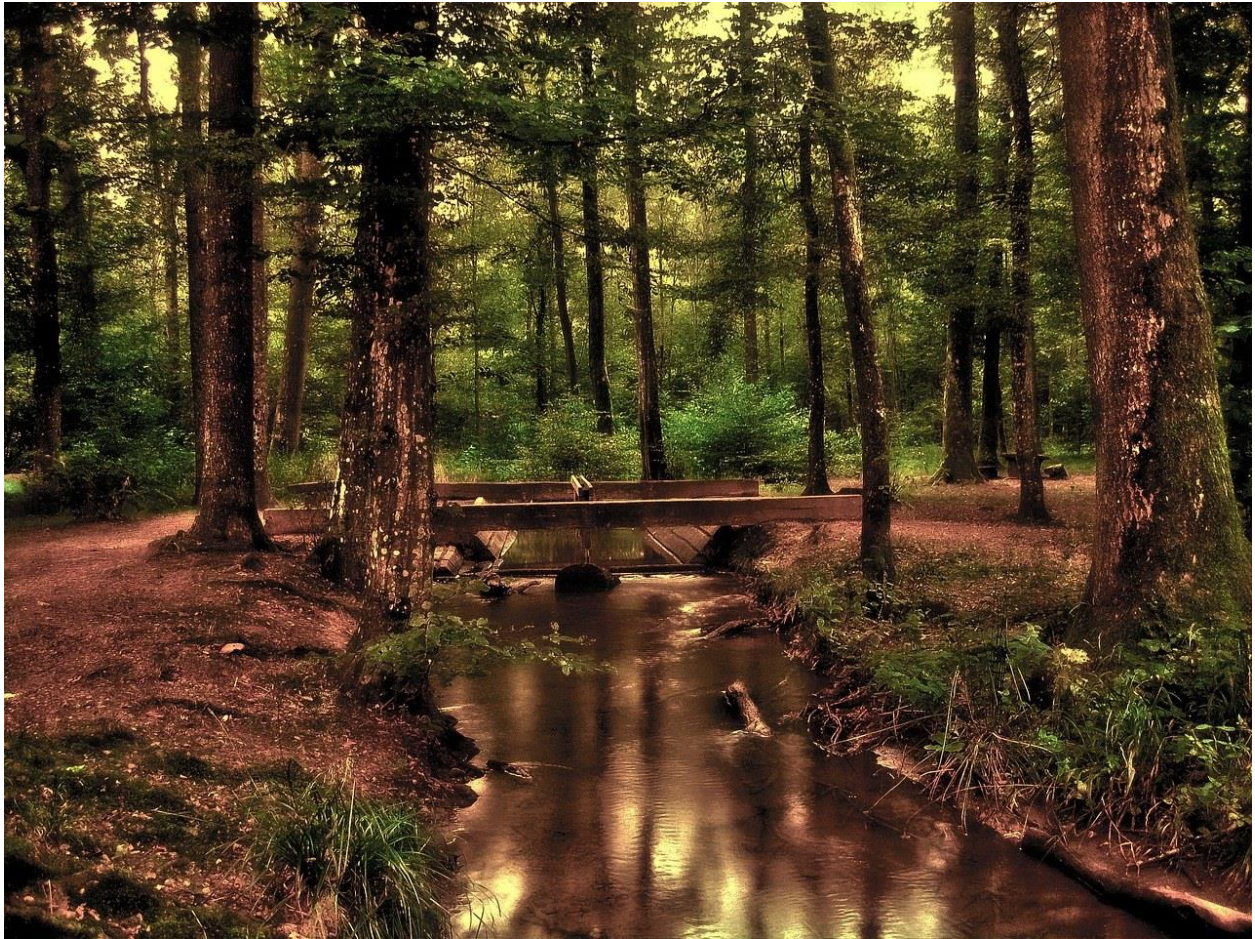


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National Suicide Prevention Month



*Life happens, and sometimes not in ways that make it easy to navigate the paths that we travel. Rocky, twisting roads in life can make an otherwise normal day seem impossible to manage and cause feelings of uncertainty or even hopelessness in the moment. The month of September is **National Suicide Prevention Month**. Read on to learn about resources to share with your friends and loved ones who may need some assistance now or in the future.*

Suicide Prevention Awareness Month - a *HealthAdvocate* blog:

You are not alone. Getting help is a sign of strength!

Anyone who is feeling depressed or overwhelmed by grief, loss, financial burdens, relationship problems, health issues or even troublesome events going on could be at risk of struggling with suicidal thoughts. According to 2021 figures from the Centers for Disease Control and Prevention (CDC)¹, 12.3 million adults have seriously thought about suicide.

Whether it's you who or someone you know who may have these thoughts, reaching out for help is a sign of strength, and getting help is **always** the right action. Depression can be treated and there is support to help you overcome your struggles and renew hope, even though it may feel impossible at the time. Remember, you are not alone—there is help available!

Know the warning signs

If you or someone you know is experiencing these warning signs, it's important to get help right away.

- Talking or writing about suicide, including hints like “You’ll be better off without me”
- Withdrawal from friends or family, frequently saying or feeling things like “They just don’t understand me”
- Expressing ongoing hopelessness, sadness, rage, a desire for revenge, or feeling trapped, worthless or guilty
- A painful life event such as the loss of a relationship
- Changes in behavior, including disinterest in pleasurable activities or giving away prized possessions
- Taking action like seeking access to a weapon, pills or other means to harm oneself

If you need help now, call the 988 Suicide & Crisis Lifeline. If you are imminent danger, call 911. Both services are available 24/7.

For more information...

If you're struggling, we've created a brief video that may help you. Watch it here:

<https://www.healthadvocate.com/video/HA-M-2008009-YouAreNotAlone.html>

Read more about the risk factors of suicide, including the stigma of speaking up, as well as the factors that protect against suicide risk: <https://www.cdc.gov/suicide/factors/index.html>

¹<https://www.cdc.gov/suicide/suicide-data-statistics.html>



Anyone who is feeling depressed or overwhelmed by grief, loss, financial burdens, relationship problems, health issues or even troublesome events going on could be at risk of struggling with suicidal thoughts. But depression can be treated, and there is support to help you overcome your struggles and renew hope, even though it may feel impossible. Remember, seeking help is a sign of strength.

Know the warning signs

If you or someone you know is experiencing the warning signs below, it's important to get help right away.

Talking or writing about suicide, including hints like "You'll be better off without me"

Withdrawal from friends or family, saying or feeling things like "They just don't understand me"

Expressing hopelessness, ongoing sadness, rage, desire for revenge, or feeling trapped, worthless or guilty

A painful life event such as the loss of a relationship

Changes in behavior including disinterest in pleasurable activities, or giving away prized possessions

Taking actions like seeking access to a weapon, pills or other means to harm oneself



Need help right now?

Call the **988 Suicide & Crisis Lifeline**.
Or call 911. Both are available 24/7.

Health Advocate is here to help you

For non-emergency issues, reach out to **Health Advocate**. We can connect you to the appropriate resources to address depression, substance abuse and other stressful emotional issues.

We're not an insurance company. Health Advocate is not a direct healthcare provider, and is not affiliated with any insurance company or third-party provider. ©2023 Health Advocate HA-M-2301003-IFLY

HealthAdvocate™

Know Your Triggers



Know your Triggers - a *HealthAdvocate* blog:

When exposed to certain conversations, events or situations, many people experience “emotional triggers” that may remind them of something upsetting in their past. These triggers can spark strong emotional and physical feelings that may prompt people to respond or react in unhealthy ways, feeling tense, anxious, panicky, sad or angry, or having the urge to withdraw or lash out. Getting to know your triggers can help you learn better, healthier ways to respond. Read the full article by clicking [here](#)².

Suicide Prevention: What You Can Do to Help



Wednesday, September 13 | noon - 1 p.m. | Stern Center, Room 102

²<https://blog.healthadvocate.com/2023/08/know-your-triggers/>

Come learn about the topic of suicide prevention and how you can help people around you who might be struggling with thoughts of suicide. This program will cover facts and misconceptions about suicide and how to help someone you are concerned about. We will review how to notice warning signs that someone might be having thoughts of suicide, how to ask questions about suicide, and how to refer someone to seek professional help. You will also learn about on and off-campus mental health resources that are available to members of the Dickinson community.

Enroll and sign-up in Totara³.

Please feel free to bring your lunch!

Employee Assistance Program



What is an EAP?

The Employee Assistance Program offers you and your family individual assistance to help you resolve your problems and make your life happier, more productive, and more satisfying. It is voluntary.

Access to the EAP means that you will receive assistance in clarifying the problem, searching for alternatives to resolve the problem, and developing a constructive plan of action. It can help you with problems related to marital and family issues, problems with children at home or in

³<https://totara.dickinson.edu/course/view.php?id=302>

school, depression, relocation, alcoholism or drug abuse, aging, health-related problems, eating disorders, or the death of a loved one.

Any personal problem which is troublesome to you is important enough to use the Employee Assistance Program.

Who can use the EAP?

Your Employee Assistance Program is available to all full-time and part-time employees and immediate family members who are eligible for medical benefits.

What does the EAP provide?

In many cases, problems can be resolved with only a few consultations. Dickinson College has prepaid for the EAP services. You may have up to three visits per fiscal year at no cost to you. If you and your psychologist believe you require more specialized assistance or longer-term service, he or she may suggest you seek help outside the EAP by suggesting appropriate and qualified providers. Services received from resources outside the EAP may be covered in full or in part by the College's medical coverage.

Will my EAP contact be confidential?

Yes. That is why the College uses outside professionals. Consultations are conducted in offices which are comfortable, convenient, and private. No one will know of your contact without your written permission unless you tell someone.

Who provides the EAP service?

Dickinson College contracts with a highly qualified group practice to provide you professional services in their offices. Their clinical staff offer a range of expertise including treatment of adults, couples, children, and families. The practice is:

FRANCO PSYCHOLOGICAL ASSOCIATES, P.C.

26 State Avenue, Carlisle, PA | 717-243-1896

<http://www.francopsychological.com/>

Should you want to seek professional services outside of Carlisle, you can be referred to an appropriate EAP provider nearby. The Clinical Director of Franco Psychological Associates is available to respond to this need and to answer any other questions you might have related to the EAP.

Reliance Standard Assistance Program



An additional EAP program option is also available to all active, eligible full-time employees through **Reliance Standard**. For more information and a list of comprehensive benefits under Reliance Standard's program, please visit <http://myassistanceprogram.com/rs/>.

Live, Immediate Assistance: Call 24/7: **(855) 775-4357**. Schedule confidential, **face-to-face, phone, video, text or chat** assistance with professionals that's private, confidential.

Mental Health Counseling: When overwhelmed with personal, work or life stressors, mental health counseling can be a lifesaver. Our licensed master's level counselors support you and your household members through difficult times providing confidential assistance. **WE HELP WITH: Family Conflict, Couples/Relationships, Substance Abuse, Anxiety, Depression and more.**

Work/Life Resources: Navigating the practical challenges of life, while handling the demands of your job can be stressful. Work/Life resources and referral services are designed to provide knowledgeable consultation and customized guidance to assist with gaining resolution to everyday hurdles. **RESOURCES INCLUDE: Adoption, Elder/Adult Care, Parenting, Child Care, Medical Advocacy, Special Needs Support, Wellness and more.**

Legal/Financial Resources: Legal and Financial resources and referrals are available to connect you with experienced, vetted professionals in their topical area of legal and financial needs.

RESOURCES INCLUDE: Budgeting, Estate Planning/Wills, Divorce/Custody, Bankruptcy, Personal Injury/Malpractice, Major Life Event Planning, ID Theft and more.

Member Portal & App: Access services through our **member portal** and **mobile app** with **phone, chat, text and video access**. Take advantage of thousands of up-to-date topic related articles, videos, webinars, checklists and more on subjects including Financial and Legal, Family, Education, Health, Wellness, Career, Military, Everyday Living and more. **New Members:** Use company code **RSLI859** to create your new account. ***Click Here to create your account or login.***⁴

Life Coaching: Achieve your personal and professional goals by engaging life coaching. Our life coaches act as an accountability partner and can assist you in overcoming obstacles and achieving your goals. **COACHES HELP WITH: Life Transitions, Work/Life Balance, Goal Setting, Improving Relationships, and more.**

Other Resources

Essential Community Services | Dial 211

211.org⁵ OR <https://www.211.org/get-help/mental-health>

What do you call a 211 for?

2-1-1 is a free telephone number providing access to local community services. 2-1-1 is available in multiple languages, allowing those in need to access information and obtain referrals to physical and mental health resources; housing, utility, food, and employment assistance; and suicide and crisis interventions.

Meritain Health: Behavioral Health Providers

⁴<https://aci.mylifeexpert.com/login/rsli>

⁵<https://www.211.org/>

- <https://account.meritain.com>⁶
- Create your user account if you carry Meritain Health medical insurance.
- Sign-in to your portal
- Do a provider search for Behavioral Health providers.

Health Advocate: <https://members.healthadvocate.com/>

- Select “Dickinson College” as your organization
- Create a username and password to sign-in
- Select “Health”
- Browse the Health Advocate Blog or other resources found online.
- Request assistance to identify a provider.

Substance Abuse and Mental Health Services Association (aka SAMHSA):

<https://www.samhsa.gov/find-help/national-helpline>

SAMHSA’s National Helpline is a free, confidential, 24/7, 365-day-a-year treatment referral and information service (in English and Spanish) for individuals and families facing mental and/or substance use disorders.

Also visit the online treatment locator⁷: <https://findtreatment.samhsa.gov/>.

SAMHSA National Helpline: 1-800-662 HELP (4357)

Domestic Violence Services of Cumberland & Perry Counties

for assistance or help anytime

www.dvscp.org⁸

24 Hour Hotline 1-800-852-2102 • 24 Hour Emergency Shelter

⁶<https://account.meritain.com/>

⁷<https://findtreatment.samhsa.gov/>

⁸<http://www.dvscp.org/>

Cumberland County Crisis Intervention

<https://www.ccpa.net/2493/Crisis-Intervention>

Mental Health Resources in PA | <https://www.pa.gov/guides/mental-health/>

Your mental health is important.

We can take steps to improve our mental health. This looks different for everyone. Perhaps you'd like to talk to someone, focus more on self care, consider medication, and/or seek other treatments.

No matter your challenges, there are options to help you. Use this guide to find the support that works for you and your loved ones. (Click the link above to access the guide.)

Crisis Help

Mental health crises can range from risk of suicide to rapid mood swings, abusive behavior, inability to perform daily tasks, paranoia, and/or loss of touch with reality.

If you or someone you know is experiencing a mental health crisis, please reach out for help.

- Call 911: If someone is in immediate danger, call 911.
- Call 988: Get connected to the National Suicide Prevention Lifeline by dialing 988.
- Crisis Text Line: Get 24/7 help from the Crisis Text Line . Text PA to 741741 to start the conversation.

PA Crisis Hotlines: Find a crisis line in your county.

Reaching out for help is the right thing to do. You are not alone.

Employee Highlights



New Hires



August

Ekaterina Ausheva, *Russian*

Damian Barmont, *Facilities Management*

Isaiah Bell, *Office of Marketing & Communication*

Eric Bologa, *Athletics*

Bobbie Brown, *Dining Services*

Emily Brown, *Psychology*

Dan Campbell, *Education*

Elsie Campbell, *Philosophy*

Amanda Chestnut, *Theatre and Dance*

Todd Deihl, *Dining Services*

Daniel Dicker, *Campus Life*

Supriya Dixit, *Psychology*

Sara Galli, *Italian*

Erica Hollister, *Biology*

Heather Ingram, *Anthropology and Women's, Gender & Sexuality Studies*

Joshua Israeloff, *Dining Services*

Ye Jiang, *Economics*

Kady Jumper, *Dining Services*

Andrea Kennedy, *Dining Services*

Bashir Khalil, *Dining Services*

Lenny Laskowski, *Dining Services*

Li Li, *East Asia Studies*

Leslie MacRae, *Dining Services*

Hamid Mawdudi, *Dining Services*

Kennedy Odongo, *Data Analytics*

Jennifer Oswald, *Registrar*

Mary Padgett, *International Studies*

Amanda Reed, *Religion*

Sharif Sharifi, *Dining Services*

Sam Singh, *Economics*

Sarah Sterner, *Environmental Studies*

Alyssa Stiehl, *Dining Services*

Joshua Stokes, *Dining Services*

Sota Takeda, *East Asia Studies*

Ty Vanover, *Art and Art History*

Brian Weiser, *Public Safety*

Becky White, *Center for Teaching, Learning, and Scholarship*

Allen Zegarra, *Spanish*

Zach Zook, *Environmental Studies*

Retirements



We wish a fond farewell to the following as they begin to transition to retirement:

- Phil Gajda, *Dining Services* (August)

Employee Announcements



240th Charter Day Celebration



Friday, September 8 | 5 - 7 p.m. | Academic Quad

Join faculty, staff, and students on the Academic Quad to commemorate the signing of the college's charter in 1783. Food, music (provided by WDCV), and yard games will be available to all students, faculty, and staff.

Join in by attending this all-campus event, which will feature remarks from President John Jones.

Retirement Plan Fee Disclosure Information

In compliance with Department of Labor regulations, during the month of August 2023, employees were sent important information regarding the expenses and fees related to retirement investments. This information is provided to ensure employees have all the information necessary to take full advantage of retirement plan options for both TIAA Financial Services and Fidelity Investments. 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.



2023 United Way of Carlisle & Cumberland County Pacesetter Campaign

Dickinson College is a *Pacesetter* for the United Way⁹ of Carlisle & Cumberland County's annual campaign¹⁰. Our campus *Pacesetter* campaign began in August and wraps up in early September—to help set the pace for the larger community's fall campaign. **Every gift, no matter what size, matters.** Please consider giving in a meaningful way either through the online pledge form at www.dickinson.edu/unitedway¹¹ or make your gift at www.uwcarlisle.org/donate/¹² indicating "Dickinson College" in the employer field. **100% of your contribution goes directly to local nonprofit programs, and you can designate your gift specifically to any of the United Way's 23 partner agencies to help members within our community.** *Thank you for your*

⁹<http://carlisleunitedway.org/>

¹⁰<http://carlisleunitedway.org/campaign/>

11 https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.dickinson.edu%2FUnitedway%3Futm_source%3Dcampus-email%26utm_medium%3Demail%26utm_campaign%3D2023-united-way&data=05|01|diamondj%40dickinson.edu|4fe7434802374eead6a408dba4aa71da|6232b05576b94c139b88b562ae7db6fb|0|0|638284824197351952|Unknown|TWFpbGZsb3d8eyJWljiMC4wLjAwMDAiLCJQIjoiV2luZmZiLCJBIl6lk1haWwiLCJXVCI6Mn0%3D|3000||&sdata=YSBtIgr58GVhzz5AROr45QfjsGTu1wLiUJe6pmTyKdQ%3D&reserveid=0

¹²<https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.uwcarlisle.org%2Fdonate%2F&data=05%2F01%2Fdiamondj%40dickinson.edu%2F4fe7434802374eead6a408dba4aa71da%2F6232b05576b94c139b88b562ae7db6fb%2F0%2F638284824197351952%2FUnknown%2FWFpbGZsb3d8eyJWljoimc4wLjAwMDAlCjQljoiv2luMzliLCJBtIl6lk1haWwIlCjXVCi6Mn0%3D%3000%3D%3D&sdata=ajzAXQSY24tQGEBtjOmOHxDecK%2F1BCzPyPFAMh7gY%3D&reserved=0>

consideration and support for the United Way of Carlisle & Cumberland Cumberland County this fall!

United Way Day of Caring

Friday, October 13 | 8 a.m. to noon

Allison Hall | 99 Mooreland Avenue, Carlisle

The Day of Caring kick-off at Allison Hall begins at 8 a.m. During this time, volunteers can meet with their groups and collect their LIVE UNITED Day of Caring T-shirt. Projects will run from 8:30 a.m.-noon.

Are you looking to volunteer? Sign up here¹³!

The morning of Day of Caring, volunteers will head straight to their volunteer project sites immediately following the kick-off at Allison Hall!

Day of Caring is an opportunity for people to donate a morning to help local non-profit organizations complete needed work projects and to learn more about the needs of human service organizations in the greater Carlisle area.

Register within Totara¹⁴ to let us know of your intent to participate. Jason Maddux¹⁵ – community impact director, United Way of Carlisle and Cumberland County – will receive a list of volunteers and make the volunteer assignments. You can also sign up directly with United Way today for yourself, a group, or family at <https://uwcarlisle.org/day-of-caring/>¹⁶.

Reminder of Community Service Benefit: All employees must first receive approval from their supervisors before registering for the event. All exempt and nonexempt employees will be allowed to volunteer for up to eight (8) hours of paid time from July 1 to June 30. To indicate

¹³<https://totara.dickinson.edu/course/view.php?id=59>

¹⁴<https://totara.dickinson.edu/course/view.php?id=59>

¹⁵<mailto:Jason@uwcarlisle.org>

¹⁶<https://carlisleunitedway.org/day-of-caring/>

your interest in this community volunteer opportunity, please register for this program prior to Friday, September 15.

For specific questions about the Day of Caring, please contact Jason Maddux:

Call 717-243-4805 or email Jason@uwcarlisle.org¹⁷

Get the Most Out of Your Benefits



2023-2024 Benefits Overview¹⁸

This video provides an overview of the benefits for the 2023-2024 fiscal and academic year to help share information about benefit options available to full-time employees.

A PowerPoint¹⁹ presentation is also available!

IMPORTANT: NEW HEALTH & PRESCRIPTION BENEFIT CARD

¹⁷<mailto:Jason@uwcarlisle.org>

¹⁸<https://www.brainshark.com/1/player/benefitadvisorsnetwork?pi=zHpzetUJ9zYi4uz0&r3f1=&fb=0>

¹⁹https://www.dickinson.edu/download/downloads/id/14661/2023_oe_presentation.pptx

If you are enrolled in Meritain Health insurance, new cards were mailed to all members due to the change from CVS Caremark to OptumRx effective July 1, 2023.

HealthAdvocateSM

Check out the webinar offering under the *Wellness Events and Information* section of this Sway:

- *Coping with Grief and Loss*

Available Thursday, September 21, at 10 a.m. or 4 p.m.

HealthAdvocate is a service offered for full-time employees. Health Advocate is an independent organization which will provide services to you, your children, your spouse, your parents and your spouse's parents. Complete information about the service is available at Health Advocate's website²⁰.

Easy Ways to Cut Down On Sugar



Sugar makes food extra delicious, improving its taste and texture while balancing flavors. However, sugar doesn't provide significant nutrition, other than being a carbohydrate macronutrient that supplies energy to keep your body working. Too much sugar can have

²⁰<http://www.healthadvocate.com/>

detrimental health effects as it can contribute to obesity, which is linked to heart disease and diabetes. Try these tips to help you reduce your sugar intake!

- **Focus on healthy carbohydrates for energy.** Opt for fruits²¹, vegetables²² and whole grains²³ as your main sources of carbs.
- **Set your daily limit for added sugar.** For women, the limit should be 6 teaspoons or 25 grams per day; for men, the limit is 9 teaspoons or 36 grams.
- **Read labels for the grams of sugar to make healthy food choices.** If a product doesn't have fruit or milk in the ingredients, all of the sugar that is found in the food is likely added. If fruit or milk is in the food, the label will account for both natural and added sugars.
- **Know sugar's aliases.** Ingredients that end in "ose," like sucrose, dextrose, fructose, glucose, lactose, and maltose, indicate sugar. Other names for sugar include corn syrup, cane sugar, molasses, nectar, and fruit juice concentrate.
- **Understand sugar "terms" on labels.** "Sugar-free" indicates a food has less than 0.5 grams of sugar per serving. "Reduced sugar" foods must have at least 25 percent less sugar per serving than their traditional counterpart product.
- **Limit foods with added sugar,** such as cookies, cupcakes, candy, and other sweets.
- **Substitute water** for soda and other sugary beverages.
- **Watch out for sneaky sources of added sugars.** Some canned fruits, packaged breads, pre-made sauces and fruit-flavored yogurts—even cereal and flavored oatmeal—can contain added sugars.
- **Substitute sugar and sweeteners with spices** such as cinnamon, nutmeg, ginger, mint or cardamom to add flavor to coffee, oatmeal and plain yogurt. Try swapping²⁴ smashed fruit or juice for a cup of sugar in your next cupcake, cake or cookie recipe.
- **Choose fresh or frozen fruit to satisfy your sweet tooth.** Here are 15 fun uses for frozen fruits²⁵.

²¹<http://blog.healthadvocate.com/2015/06/why-should-i-eat-fruits-and-vegetables/>

²²<http://blog.healthadvocate.com/2015/08/reach-for-the-fruit-and-veggie-rainbow/>

²³<http://blog.healthadvocate.com/2015/04/the-benefits-of-whole-grains/>

²⁴<http://www.livestrong.com/article/461447-baking-with-fruit-instead-of-sugar/>

²⁵<http://blog.foodnetwork.com/healthyeats/2013/07/18/15-fun-uses-for-frozen-fruit/>

- **Add fruit, rather than sugar, to your baked goods.** Try swapping²⁶ a cup of smashed blueberries or pomegranate juice for a cup of sugar in your next cupcake, cake or cookie recipe.
- **Determine how much you really need dessert.** If you're an everyday dessert eater, limit yourself to enjoying it only on a specific day, weekends, or special occasions. This can greatly reduce your sugar intake. Or swap your dessert for a healthier option like a smoothie²⁷.

Remember, healthy eating doesn't mean eliminating all of the foods you enjoy—it means enjoying them in moderation.

Source: HealthAdvocate Blog²⁸



TIAA Retirement Consultations

Tuesday, October 10 | 9 a.m. - 5 p.m. | HUB Mary Dickinson Room

Questions about retirement? Your financial consultant has answers.

Making decisions about your money can feel complicated. TIAA's experienced financial consultants are here to help you plan for your future. One-on-one personal advice and

²⁶<http://www.livestrong.com/article/461447-baking-with-fruit-instead-of-sugar/>

²⁷<http://blog.healthadvocate.com/2015/07/healthy-summer-smoothies-and-mocktails/>

²⁸https://blog.healthadvocate.com/2023/07/easy-ways-to-cut-down-on-sugar/?utm_source=nl&utm_medium=email&utm_campaign=aug23

education* about your retirement plan assets is available at no additional cost. During our discussion, they'll cover questions like:

1. Am I saving enough?
2. Am I invested appropriately?
3. Am I on track to meet my retirement goals?

Schedule time today for an IN-PERSON appointment with TIAA financial consultant, *Nigel Stearns*.

To schedule a personal meeting please sign up online²⁹ or call 800-732-8353 (remember to ask for the Dickinson College schedule), weekdays, 8 a.m. to 8 p.m. (ET).

All appointments must be scheduled through TIAA.

Please have your investment, retirement plan, bank, savings and other financial statements available to help your TIAA financial consultant identify areas where they can assist you.

TIAA Webinars

Would you like to learn more about saving or retirement planning for the future? TIAA offers free on-demand, online webinars on a variety of topics. All employees are welcome to attend and can register at [TIAA.org/webinars](https://www.tiaa.org/webinars)³⁰. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

²⁹<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

³⁰<https://www.tiaa.org/webinars>

Register for TIAA's live webinars

Learn how you can take action for a more secure future. Reserve your spot now or visit TIAA.org/webinars at any time to register. These webinars are part of your retirement plan benefits.

Sept. 7 2 to 3 p.m. (ET) 1 to 2 p.m. (CT) Noon to 1 p.m. (MT) 11 a.m. to noon (PT) Attention to detail: Financial finishing touches for women Managing your financial success can often present a new set of challenges and complications. In this webinar, we'll explore key ways to stay in control of the portfolio you've accumulated and show you how to evaluate your current plan and progress.	Sept. 12 3 to 4 p.m. (ET) 2 to 3 p.m. (CT) 1 to 2 p.m. (MT) Noon to 1 p.m. (PT) The starting line: Beginning to save for retirement When you're just starting out in your career, it can be hard to think about retirement. Finding a balance between meeting your current financial needs and saving for far-off financial goals can be challenging. But the truth is, there's no time like the present to save for the future.	Sept. 20 Noon to 1 p.m. (ET) 11 a.m. to noon (CT) 10 to 11 a.m. (MT) 9 to 10 a.m. (PT) Make the move toward long-term security: Your midcareer retirement check-in For anyone halfway down the road to retirement, this webinar is a critical checkpoint. It reviews the keys to successful money management and shows you how to juggle current financial demands with future retirement saving strategies.	Sept. 26 3 to 4 p.m. (ET) 2 to 3 p.m. (CT) 1 to 2 p.m. (MT) Noon to 1 p.m. (PT) Avoiding fraud and scams: Learn how to protect yourself and your family Fraud and scams related to retirement assets are on the rise, and their effects can be devastating. Scammers know how to exploit current events and add new twists to well-known ruses to steal your money. In this valuable webinar, you'll learn how to protect yourself and others.
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REGISTER NOW



Fidelity Investments Consultations

Tuesday, October 24 | 8:30 a.m. - 5 p.m. | HUB Side Room 202

Fidelity's investment representatives offer individual counseling for financial planning and retirement. *If you have questions or concerns regarding your Fidelity account, schedule an IN-PERSON appointment with Matthew Young, Workplace Financial Consultant / Personal and Workplace Investing:*

- **Step 1 Go to [www.Fidelity.com/schedule](https://www.fidelity.com/schedule)**³¹
- **Step 2 Select Schedule a time to meet**
- **Step 3 At the top of the screen where it says 'Enter your employer name' type Dickinson and WAIT for Dickinson to appear as a choice and then click on Dickinson (if you type Dickinson and hit Enter it may not work)**
- **Step 4 Next under Select Appointment Type, select either Virtual/phone/In Person** once you have made your choice the dates will appear with available time slots.
- **Step 5 Click on the plus button on the day you want to schedule** and you will see the available times
- **Step 6 If you want to see future available date click on the Next Available button in the upper Right hand side of the screen** to advance the dates

You can also, visit [Fidelity.com](https://www.fidelity.com)³² to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

Fidelity Live Webinars

Fidelity understands that today's diverse workforce has a wide range of needs and that financial wellness is unique to every individual. They developed a series of educational programs to help get the most out of your benefits and meet your goals.

³¹<https://digital.fidelity.com/prgw/digital/wos/>

³²<https://www.fidelity.com/>

Browse their extensive educational webinar offerings by clicking here³³. From small classes and coaching sessions to large multi-session webinars they have something that can help you take your knowledge to the next level!

Medicare Transition Services



Get your Medicare questions answered!

Medicare Transition Services³⁴

Visit Medicare Transition Services online to learn more about this free benefit as you plan your retirement and think about medicare.

Medicare Transition Services Guidebook³⁵

Explore and review this guidebook provided by Medicare Transition Services as you begin to plan for your retirement.

³³<https://fidelityevents.com/allevnts/special>

³⁴<https://www.medicaretransitionservices.com/>

³⁵https://www.dickinson.edu/download/downloads/id/12871/medicare_transition_services_guidebook.pdf

Community | For the Greater Good



Cumberland Valley Farm Fresh Trail



The Cumberland Valley Visitors Bureau, the destination marketing arm of the Cumberland Area Economic Development Corporation (CAEDC) launched its newest passport experience, the **Cumberland Valley Farm Fresh Trail** on Thursday, August 17.

The new Farm Fresh Trail will celebrate Cumberland Valley's rich agricultural offerings from fresh picked produce to farm experiences for the entire family to enjoy, with the opportunity to earn prizes along the way.

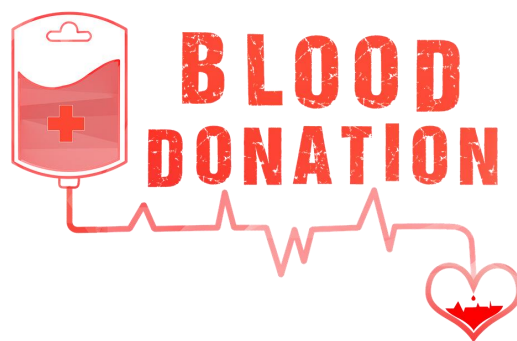
The Farm Fresh Trail is launching with 17 locations throughout the Cumberland Valley. Participating locations include: Ashcombe Farm and Greenhouses, Central Wedge Cheese Shop, Destiny Dairy Bar, Double Vision Acres, Maple Lane Farm Market, Meadowbrooke Gourds, Mt Airy Orchards, Oak Grove Farms, Paulus Farm Market, Peters Orchards, Rt 174 Roadside Market, Sandoe's Fruit Market, Spring Garden Greenhouse and Farm Market, Stoners Dairy Farm & Corn Maze, Talking Breads, Warrington Farm Meats and West Shore Farmers Market.

To enjoy the late summer grow and experience the fall festivities to the fullest in the Cumberland Valley, the ***Farm Fresh Trail runs from August 17 to November 30.***

Users can sign-up for a free passport and begin checking into locations with their mobile device and start redeeming points for prizes including stickers, a travel ring, jar opener, cutting board, and hat.

Passport registration and more information about the Cumberland Valley Farm Fresh Trail can be found VisitCumberlandValley.com/FarmFresh³⁶.

Community Blood Drives



Central Pennsylvania Blood Bank

*Click on the links below to see a schedule of the following area blood drives **during the month of September:***

³⁶<https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fcumberlandareaeconomicdevelopmentcorporation.cmail19.com%2Ft%2Ft-l-zktjuz-jjklpuudt-r%2F&data=05|01|shaffeca%40dickinson.edu|4cc79122dfc04ad3856a08db9f2a4a8c|6232b05576b94c139b88b562ae7db6fb|0|0|638278776206188518|Unknown|TWfPbGZsb3d8eyJWljoimc4wLjAwMDAiLCJQIjoiv2luMzliLCJBTiI6lk1haWwiLCJXVCi6Mn0%3D|3000||&sdata=fJj47F5br6g9WqMi83HFSmnHugs%2BR%2Bv5LCo6p8QnHgc%3D&reserved=0>

- **Cumberland County Blood Drives**³⁷
- **Franklin County Blood Drives**³⁸
- **Juniata County Fair Blood Drive**³⁹
- **Lewistown | Geisinger Hospital Blood Drive**⁴⁰
- **Perry County Blood Drives**⁴¹

For other blood drives in the area, please visit the Central Pennsylvania Blood Bank's "Give Blood" website⁴² to locate additional dates and locations!

³⁷https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

³⁸https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

³⁹https://www.dickinson.edu/download/downloads/id/14369/central_pennsylvania_blood_bank_juniata_county_fair.pdf

⁴⁰https://www.dickinson.edu/download/downloads/id/13364/central_pennsylvania_blood_bank_lewistown_geisinger_hospital.pdf

⁴¹https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

⁴²<https://donate.717giveblood.org/donor/schedules/zip>

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Down on the Farm



From the College Farm to your Kitchen – Dickinson CSA



We invite Dickinson community members to join the College Farm CSA (Campus Supported Agriculture) mid-season. Our produce is certified organic and freshly harvested. All shares are customized by the member and pre-bagged by our farm staff for easy and safe pick-up at the College Farm on Tuesdays or at Project SHARE on Fridays. Small and Large shares are available 'weekly' or 'every other week'. Beef, lamb, eggs, and other tasty surprises are also offered. Don't miss out on the bounty growing in our fields!

To sign up or to learn more about the benefits associated with becoming a CSA member, please go to the College Farm Blog⁴³ or send an email to farm@dickinson.edu⁴⁴.

⁴³<http://blogs.dickinson.edu/farm/csa/>

⁴⁴<mailto:farm@dickinson.edu>



Farm Works Online

Farm Works Online⁴⁵ – *A virtual version of our beloved Farm Works store, featuring:*

Popular Farm Products:

- beets & pickles
- salsa, pizza sauce & Red Devil's pepper sauce
- strawberry jam & melon shrub

Specialty Products

- extracts, salves, & soap
- yarn & luffa
- note cards & Farm Works mugs

Pickup and shipping options are available! Spread the word to your family, friends and co-workers! Visit Farm Works Online⁴⁶ for details and more information!

⁴⁵<https://dcorganicfarm.square.site/farm-works-online>

⁴⁶<https://dcorganicfarm.square.site/farm-works-online>

Farm Works at 169 W. High Street

Hours: 11 a.m. – 2 p.m.

Visit our website⁴⁷ to see featured soups and salads:

<https://www.dickinson.edu/farmworks>

Farmers on the Square



You can visit vendors on the square each **Wednesday from 3-7 p.m.** Cooler weather hours will begin on October 26 (2-5 p.m.)

The College Farm will be there with fresh vegetables, canned goods, and farm pizza!

⁴⁷<https://www.dickinson.edu/farmworks>

Nutrition Corner



Korean Vegetable Pancakes



<https://youtu.be/Dw6yMIUUCxs>

National Pancake Day is Tuesday, September 26. This breakfast item dates back over 30,000 years. Pancakes, a.k.a Johnnycakes, griddle cakes, or hotcakes, is mostly enjoyed with a slab of butter (or margarine) and a coating of maple or maple flavored syrup. Pancakes, along with faschnacts for our German and Pennsylvania Dutch traditionalists, is a classic part of Fat Tuesday (Shrove Tuesday) celebrations when revelers would feast before fasting. Source: National Calendar Day⁴⁸

Celebrate your vegetable harvest with this savory twist on the traditional breakfast staple!

Servings: 4 Serving Size: 2

Ingredients

- 2 1/2 cups ice-cold water
- 1/2 cup roughly chopped carrots
- 1/2 cup roughly chopped zucchini
- 1/2 cup roughly chopped cauliflower
- 1/2 cup roughly chopped broccoli
- 1/4 cup roughly chopped scallions
- 1 1/4 cup all-purpose, whole-wheat flour
- 2 large eggs

⁴⁸<https://nationaldaycalendar.com/national-pancake-day-september-26/>

- 1/4 teaspoon salt
- 1/4 teaspoon ground black pepper

Directions

1. Add enough ice cubes into 2 1/2 cups water to make water ice-cold.
2. In the bowl of a food processor, add carrots, zucchini, cauliflower, broccoli, and scallions. Pulse to puree vegetables until finely chopped-but be careful not to turn the vegetables into liquid.
3. Into a large bowl, add flour, eggs, salt, and pepper. Pour in 2 cups of cold water (without ice cubes). Use a fork to whisk mixture together until combined. Stir in the pureed vegetables. Aim for a pancake-like batter consistency, adding 1 to 2 tablespoons more water if needed.
4. Coat an 8-inch nonstick pan with cooking spray and warm over medium-high heat. Add 1/2 cup batter into the center of the pan. Cook until edges begin to get golden-about 2 to 3 minutes-and then use a spatula to carefully flip. Cook another 1 to 2 minutes until the side is golden. Transfer pancake to a plate. Spray pan with cooking spray and repeat continually until all 8 pancakes are made.

Dipping Sauce:

To make a dipping sauce for the pancakes, mix together 2 tablespoons less-sodium soy sauce, 1 tablespoon water, and 1 tablespoon white vinegar together with 1/2 teaspoon granulated sugar and 1/2 teaspoon (optional) hot red pepper flakes.

Tips

Cooking Tip: 2 cups of any finely chopped vegetables can be used in this recipe, not just the ones listed—anything from green beans to peas to bell peppers to cabbage. Just purée in the food processor like instructed in recipe.

Keep it Healthy: Pancakes aren't just for breakfast. Smear a little fat-free cream cheese onto half the pancake, fold into quarters or roll up, and pack into a lunchbox for a different sort of sandwich.

Nutrition Facts:

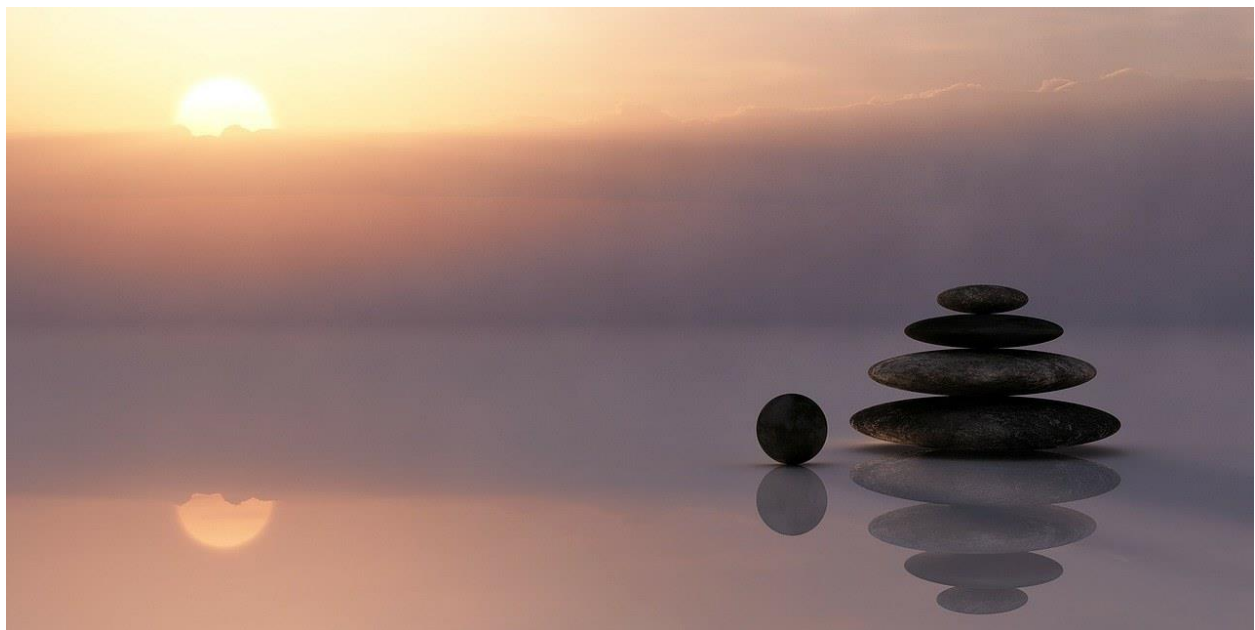
Calories: 183 | Total Fat: 3.5 g | Saturated Fat: 1.0 g | Trans Fat: 0 g | Polyunsaturated Fat: 1.0 g | Monounsaturated Fat: 1.0 g | Cholesterol: 93.0 mg | Sodium: 208 mg | Total Carbohydrate: 31.2 g | Dietary Fiber: 5.4 g | Sugars: 2.0 g | Protein: 9.0 g |

Dietary Exchanges: 2 starch, 1 vegetable, 1/2 lean meat

Recipe Source: American Heart Association⁴⁹

Gluten Free tip: Replace all purpose or whole wheat flours with almond flour, buckwheat flour, oat flour or another gluten free flour of your choice. Adjust measurements to desired consistency. *Note: alternating flours will change the nutrition facts above.*

Wellness@Dickinson



Mindful Mondays

⁴⁹<https://recipes.heart.org/en/recipes/korean-vegetable-pancakes>

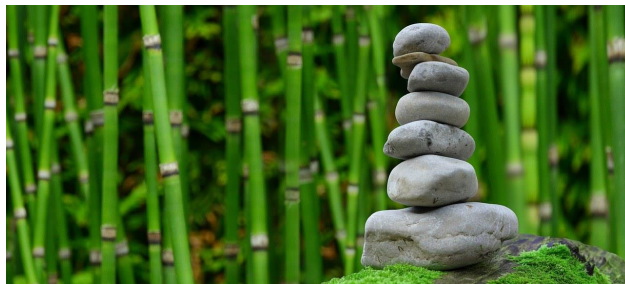


Mondays, beginning September 4 | 5:30-6 p.m. | HUB Dance Studio

Hosted by the Wellness Center

This brief, twenty-minute session will focus on helping attendees learn techniques to be present with themselves, slow thoughts, and set aside stressors. Meets weekly on Mondays. **RSVP via EngageD⁵⁰**. Beginners and drop ins welcome. All Dickinson students, staff and faculty are welcome and encouraged to attend.

Thoughtful Thursday - Morning Meditation



Thursday, September 7 | 7:30-8 a.m. | Memorial Hall, Old West

⁵⁰<https://dickinson.campuslabs.com/engage/event/9249051>

Thoughtful Thursdays meditation sessions offer the opportunity to start the day off with a bit of reflection and inner peace. Leave feeling refreshed, balanced, and ready to meet any challenges coming your way. Join us in Memorial Hall to center your mind and body while bringing focus to your day!

Enroll and sign-up in Totara.⁵¹



Free Blood Pressure Screenings

Monday, September 11 | noon - 1 p.m. | HUB Mary Dickinson Room

Hypertension or High Blood Pressure is sometimes called the silent killer. Do you know your blood pressure? If not stop by this free screening to know your numbers and learn more!

Walk-in, no appointment needed!

⁵¹<https://totara.dickinson.edu/course/view.php?id=307>

Spirituality and Wellbeing



Friday, September 15 | noon - 1 p.m. | Stern Center, Room 102

Join Martha Harris '77 as she introduces us to spirituality and how this relates to wellbeing overall from a holistic perspective!

Holistic wellbeing includes all aspects of wellness - mind, body, and spirit. Spirituality carries different meaning and context for individuals, typically includes believing in something beyond yourself. The connection or belief in something higher than self promotes exploration of many things - such as love, altruism and compassion just to name a few! Spirituality often evokes feelings of peace, love, connectivity, and purpose.

Curious about what spirituality means to you and your life? Enroll and sign-up in Totara⁵².

Ceramic Night with Art & Art History

⁵²<https://totara.dickinson.edu/course/view.php?id=432>



Curious to create with clay? Learn how to hand build a cup or bowl out of clay during the first event and come back to glaze it the following week. No prior experience necessary, come work with clay and meet others in the Dickinson community.

Fall Semester Building and Glazing Nights:

Wednesday, September 20 | 6 - 7:30 p.m.

Wednesday, September 27 | 6 - 7 p.m.

Location: Ceramic Studio behind Goodyear

The booking is currently full. If you would like to be placed on a waiting list, please enroll and sign-up in Totara⁵³.



⁵³<https://totara.dickinson.edu/course/view.php?id=450>

Flu Vaccinations

Flu shots are for everyone, but are they really necessary? Absolutely! Everyone ages 6 months and older should get a yearly flu shot. This protects you, your family and your community. What exactly is the flu? It's a virus that can cause respiratory infection. It spreads quickly. And it can lead to pneumonia and other complications.

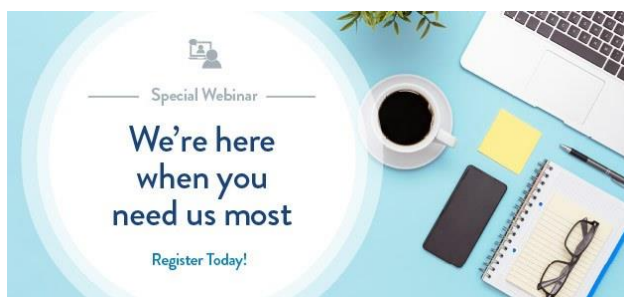
For Fall 2023 as in previous years, we are happy to offer flu vaccinations to students and employees of the college.

Sign-up⁵⁴ for your Fall 2023 flu shot appointment in the HUB Social Hall:

- Wednesday, September 20, from 9 - 11:30 a.m.
- Thursday, October 12, from 11 a.m. - 1:30 p.m. *(sign-up period will open soon)*
- Tuesday, November 7, from 4 - 6 p.m. *(sign-up period will open soon)*

Our on-campus flu vaccines are only offered to adults (employees and students) at this time. We do not carry flu vaccine supplies for children.

REGISTRATION IS REQUIRED⁵⁵ IN ORDER TO RECEIVE YOUR FLU VACCINATION.



⁵⁴<https://totara.dickinson.edu/course/view.php?id=165>

⁵⁵<https://totara.dickinson.edu/course/view.php?id=165>

Coping with Grief and Loss - A HealthAdvocate Webinar

Thursday, September 21 | 10 a.m. and 4 p.m. | Webinar

Grief can be experienced in many different ways, and for those who have lost a loved one or are mourning other losses such as mobility, their job, a home, or more, this can have a tremendous impact on their health and well-being.

Join us for a special webinar with guest presenter Angela Dobrzynski, LPC, to look at the factors that influence grieving and when/where to find additional support, including tips for coping with acute and ongoing grief

Register for the session that best suits your schedule:

- Thursday, September 21, from 10 to 11 a.m.⁵⁶
- Thursday, September 21, from 4:00 to 5 p.m.⁵⁷

Central PA Blood Bank Blood Drive - Sponsored by ROTC



⁵⁶<https://register.gotowebinar.com/register/3848171282392958549>

⁵⁷<https://register.gotowebinar.com/register/5240098027575997786>

Friday, September 22 | 10 a.m. - 5 p.m. | HUB Social Hall

Please consider donating blood to support your local community by participating in this blood drive! For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit <http://www.cpbb.org/>⁵⁸ or call 1-800-771-0059.

Biometric Screenings



Thursday, September 28 | 7:30 - 9 a.m. | Check-in: HUB Mary Dickinson Room

The Biometric Screening provides a snapshot of your health looking at your fasting total cholesterol and glucose. Blood pressure, height, weight, waist circumference and body mass index (BMI) also should be examined for a fuller picture. This 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,

⁵⁸<http://www.cpbb.org/>

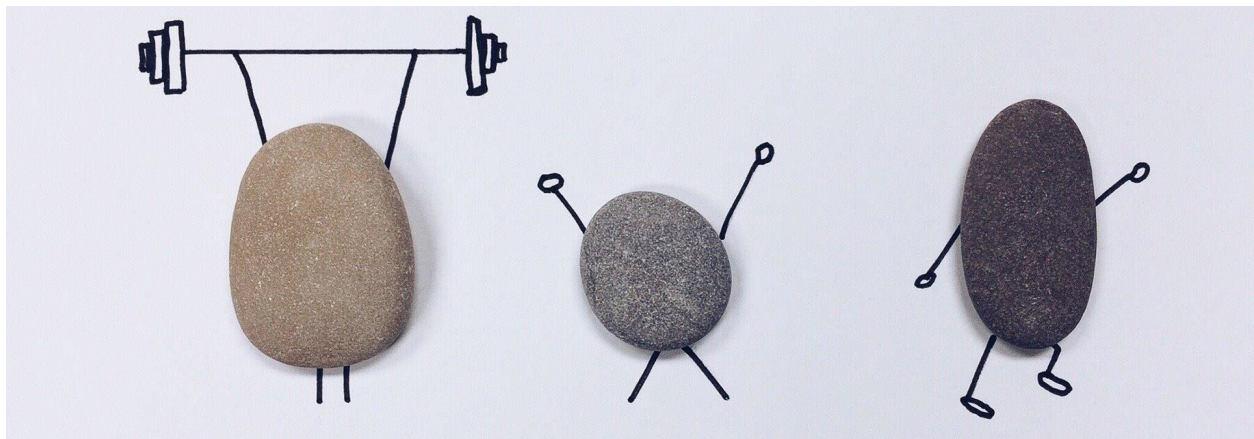
smoking, and family history. Monitoring your blood pressure, blood glucose, cholesterol levels and BMI gives you the ability to stay on top of your overall health. Knowing your numbers provides the information to you for conversations with your personal physician. Do you know your numbers? If not, please plan to complete this health screening. For 2023-2024, the free biometric screening is available to the first 100 registrants or complete this screening during your annual well visit for your physical exam with your healthcare provider. Your Biometric screening must be completed on or before Friday, May 31, 2024 to meet the deadlines of the 2023-2024 Wellness Incentive Program Challenge!

Biometric screening appointments *for EMPLOYEES* are available this fall on September 28 from 7:30-9 a.m. Check-in at the Mary Dickinson Room in the HUB for this FREE screening (optional additional screenings are available via payroll deduction.) An additional screening is scheduled for Thursday, October 27 from 7-8:30 a.m. in the Facilities Management Breakroom.

Sign-up now for your biometric screening appointment by clicking the registration link below. The free biometric screening includes a lipid/glucose profile. Fasting is required for 10-12 hours prior to your scheduled appointment time. Additional optional screenings are available for a small fee that can be paid via payroll deduction.

Enroll and sign-up in Totara.⁵⁹

Wellness@Dickinson Fitness Programs



⁵⁹<https://totara.dickinson.edu/course/view.php?id=51>



American Heart Association - 2023 Heart Walk/Run

Join us for Dickinson's Heart Walk on Sunday, September 10!

Check-In at noon, Kline Center, Cherry Street | Walk/Run Begins at 12:30 p.m.

This event will be held **ON CAMPUS** and separate from the American Heart Association (AHA) Capital Region Heart Walk/Run, which is scheduled on a weekday. Since we will be hosting our own event – we selected the start/end times to make it truly Dickinsonian for our campus community. More information will be provided soon!

Participating in the AHA Heart Walk/Run event is FREE – no donation is required.

Please consider joining **Dickinson College's Heart Walk/Run** to support the 2023 AHA Heart Walk/Run campaign today – or if inspired, making a donation (in any amount) online for this event to support heart research.

For more information, click any of the links below to sign-up or support this campus and Carlisle community event!

- You can visit <http://www2.heart.org/goto/TeamDickinson2023>⁶⁰ to sign up and join the walk today – **OR** -

⁶⁰<https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww2.heart.org%2Fgoto%2FTeamDickinson2023&data=05|01|shaffeca%40dickinson.edu|c37408957da3479a048d08db895a0516|6232b05576b94c139b88b562ae7db6fb|0|0|638254791961800649|Unknown|TWfPbGZsb3d8eyJWljojMC4wLjAwMDAiLCJQIjojV2luMzliLjB8Til6lk1haWwiLCJXVCI6Mn0%3D|3000||&sdata=dQTCTao9y8rtAqPtFnr%2Fyal6Sk6WN927X5%2FAF0p6J0M%3D&reserved=0>

- You can visit [⁶¹](http://www2.heart.org/goto/DiamondEssenceWithin), to make a contribution in support of life-saving medical breakthroughs and heart research!
- **Want to start your own mini-team? GO FOR IT!** Creating your own mini-team is quick and easy, and can be done by visiting:
[⁶²](http://www2.heart.org/goto/DickinsonCollegeHeartWalk2023)

Fall Fitness Programs



Wellness programs offered for 2023-2024 begin the first couple of weeks in September, with fitness options collaboratively designed with the office of Campus Life to allow the maximum possible wellness opportunities for the campus community. Sports Yoga and Camp Cardio will return this year, along with a variety of other group fitness classes that can be found in EngageD by searching for key words *cardio*, *pilates*, and *zumba*. New this fall - *Lunch Crunch* (core-strength conditioning sessions)!

Fall Semester Fitness Programs – Register NOW!

⁶¹<https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww2.heart.org%2Fgoto%2FDiamondEssenceWithin&data=05|01|shaffeca%40dickinson.edu|c37408957da3479a048d08db895a0516|6232b05576b94c139b88b562ae7db6fb|0|0|638254791961800649|Unknown|TWfPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2luMzliLCJBTiI6lk1haWwiLCJXVCI6Mn0%3D|3000||&sdata=853SSpllmKfxYl7L1zhDPFi%2FPILjoQhgRkctgH6Md%2FQ%3D&reserved=0>

⁶²<https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww2.heart.org%2Fgoto%2FDickinsonCollegeHeartWalk2023&data=05|01|shaffeca%40dickinson.edu|c37408957da3479a048d08db895a0516|6232b05576b94c139b88b562ae7db6fb|0|0|638254791961800649|Unknown|TWfPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2luMzliLCJBTiI6lk1haWwiLCJXVCI6Mn0%3D|3000||&sdata=2TDvuMAlwzML6zm0OhYsmfui91FGGIhzhzIRa8dm1M%3D&reserved=0>

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

Mondays

- Pilates⁶³ | Beginning Monday, September 4, from 3:30 to 4:30 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "Pilates"

Tuesdays

- Cardio Fusion⁶⁴ | Beginning Tuesday, September 5, from noon to 1 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "Cardio"
- ZUMBA⁶⁵ | Beginning Tuesday, September 5, from 4 to 5 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "ZUMBA"
- DEW Power Yoga⁶⁶ | Beginning Tuesday, September 12, from 7 to 8 a.m. in the HUB Dance Studio

Wednesdays

- Pilates⁶⁷ | Beginning Wednesday, September 6, from 4:30 to 5:30 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "Pilates"
- Sports Yoga⁶⁸ | Beginning Wednesday, September 13, from 4:45 to 5:45 p.m. in Memorial Hall, Old West
- Lunch Crunch⁶⁹ | Beginning Wednesdays, October 4, from 12:10 to 12:50 p.m. | Kline Center, Functional Fitness Center (OLD Kline Fitness Center, 2nd floor)

Thursday

⁶³<https://dickinson.campuslabs.com/engage/event/9080660>

⁶⁴<https://dickinson.campuslabs.com/engage/event/9070531>

⁶⁵<https://dickinson.campuslabs.com/engage/event/9070635>

⁶⁶<https://totara.dickinson.edu/course/view.php?id=457>

⁶⁷<https://dickinson.campuslabs.com/engage/event/9080660>

⁶⁸<https://totara.dickinson.edu/course/view.php?id=47>

⁶⁹<https://totara.dickinson.edu/course/view.php?id=459>

- ZUMBA⁷⁰ | Beginning Thursday, September 7, from 4 to 5 p.m. in the HUB Dance Studio. RSVP in EngageD by searching "ZUMBA"
- Camp Cardio⁷¹ | Beginning Thursday, September 21, from noon-1 p.m. in the HUB Dance Studio

For questions or assistance with registrations, please send an email to devwell@dickinson.edu⁷² or call ext. 8084.

See below for more details of each program.

Pilates - Offered by Campus Life



Mondays beginning September 4 | 3:30 - 4:30 p.m. | HUB Dance Studio

Wednesdays beginning September 6 | 4:30 - 5:30 p.m. | HUB Dance Studio

Instructor: Jennifer Moore

Pilates is a form of exercise that emphasizes the balanced development of the body through strength, flexibility, and awareness in order to support everyday movement. Through a series of core exercises, the body is both strengthened and stretched, ultimately providing a longer,

⁷⁰<https://dickinson.campuslabs.com/engage/event/9070635>

⁷¹<https://totara.dickinson.edu/course/view.php?id=379>

⁷²<mailto:devwell@dickinson.edu>

leaner look. Improve coordination, release stress, and improve your posture with a practice that is both effective and fun. Suitable for all levels of fitness.

RSVP in EngageD by searching "Pilates"

Cardio Fusion - Offered by Campus Life



Tuesdays beginning September 5 | noon - 1 p.m. | HUB Dance Studio

Instructor: Jennifer Moore

Cardio Fusion is appropriate for all who wish to participate. The workout will include intervals of a warm up, cardiovascular and strength, core exercise, and a cool down. This class will be a full body workout that will leave you feeling accomplished and strong at the end. The goal is to build stamina and strength. Cardio Fusion can be used as a great break in your day as you take time for yourself with our wonderful instructor Jenni.

RSVP in EngageD by searching "Cardio"

ZUMBA - Offered by Campus Life



Tuesdays beginning September 5 | 4 - 5 p.m. | HUB Dance Studio

Instructor: Jeannette Kole

Zumba is a total body workout that boosts health through accessing both anaerobic and aerobic forms of exercise. By working on both systems, a good cardiovascular system is maintained, plus it's fun! Throughout the span of the workout the class will switch between low and high intensity dance moves that are designed to boost your heart rate. Jeannette Kole is a certified Zumba instructor who is very passionate about this form of exercise, and is excited to work with Dickinson students.

RSVP in EngageD by searching ZUMBA"

DEW Power Yoga



Tuesdays beginning September 12 | 7 - 7:45 a.m | HUB Dance Studio

Instructor: Jeanette Diamond

DEW (***Diamond Essence Within***) Power Yoga offers the possibility to find your inner power and builds from within to expand your ability from the inside outward. Yoga is for everyone - and whether you are new to yoga or have been practicing for a while - the empowerment of this ***Baptiste-style*** class brings results! This is a judgement-free practice for anyone who would like to join and practice yoga. The sequence of poses will warm you up from the inside and bring amazing results overall. Finish each session feeling energized yet relaxed!

Enroll and sign-up in Totara.⁷³

Sports Yoga

⁷³<https://totara.dickinson.edu/course/view.php?id=457>



Wednesdays beginning September 13 | 4:45 - 5:45 p.m. | Memorial Hall, Old West

Instructor: Jim Mader

Sports Yoga combines active stretching, breathing techniques and a westernized approach to learning and using Yoga poses. Each class is designed to safely increase flexibility, improve mental focus/relaxation and increase strength. With a regular practice of Sports Yoga all activities, including athletics, become easier.

Enroll and sign-up in Totara.⁷⁴

Lunch Crunch

⁷⁴<https://totara.dickinson.edu/course/view.php?id=47>



Wednesdays, beginning October 4 | noon - 1 p.m. | Functional Fitness Center in the Kline Center*

Instructor: Padraic Wood

Tone your body with a lunchtime core strength and conditioning workout! A strong core supports your overall body function. Join Coach Padraic Wood for Lunch Crunch in the Functional Fitness Center at the Kline. **Sessions are limited to the first TEN registered participants** for the BEST experience!

Fall 2023 sessions take place from Wednesday, October 4 through November 8 from noon - 1 p.m. ***Actual training time is from 12:10-12:50 p.m.***

****Note - this is the 2nd floor of the OLD Kline Fitness Center, located near the Wellness Center.***

Enroll and sign-up in Totara.⁷⁵

Carlisle Family YMCA - Special Discount

⁷⁵<https://totara.dickinson.edu/course/view.php?id=459>



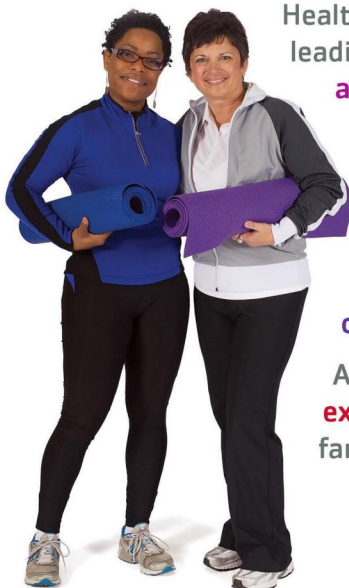
The Carlisle Family YMCA offers *discounted memberships (20% off)* for Dickinson College *employees*. The discount is good for employees who are current members of the YMCA and for employees who become new members. Employees interested in the discounted membership rate should contact the YMCA membership desk to request this special rate.



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Dickinson

CARLISLE FAMILY YMCA CORPORATE PARTNERSHIP



Healthy and happy employees create successful organizations — leading to **stronger communities where everyone can learn, grow and thrive.**

We are very excited to partner with Dickinson College to help improve the health and well-being of their workforce through YMCA membership, programs and services. We also connect employees to programs and services that **nurture the potential of their children and provide opportunities to support neighbors in need.**

As part of this partnership, **Dickinson College staff enjoy an exclusive 20% membership savings*** off the standard adult or family membership rate each month.

HERE'S HOW IT WORKS

I'M A Y MEMBER

Stop at the Welcome Center the next time you are at the Y. Show your Dickinson College ID to a Member Service Representative to activate your 20% discount on your adult or family membership.

I'M NOT A Y MEMBER

Bring your Dickinson College ID with you to the Welcome Center. Be sure to inform the Member Service Representative that you work for Dickinson College and show them your ID during the joining process to receive the 20% discount.

***The Carlisle Family YMCA reserves the right to alter or suspend the Dickinson College Corporate Partnership program at any time with 30 days notice.**

CORPORATE PARTNER RATE CHART

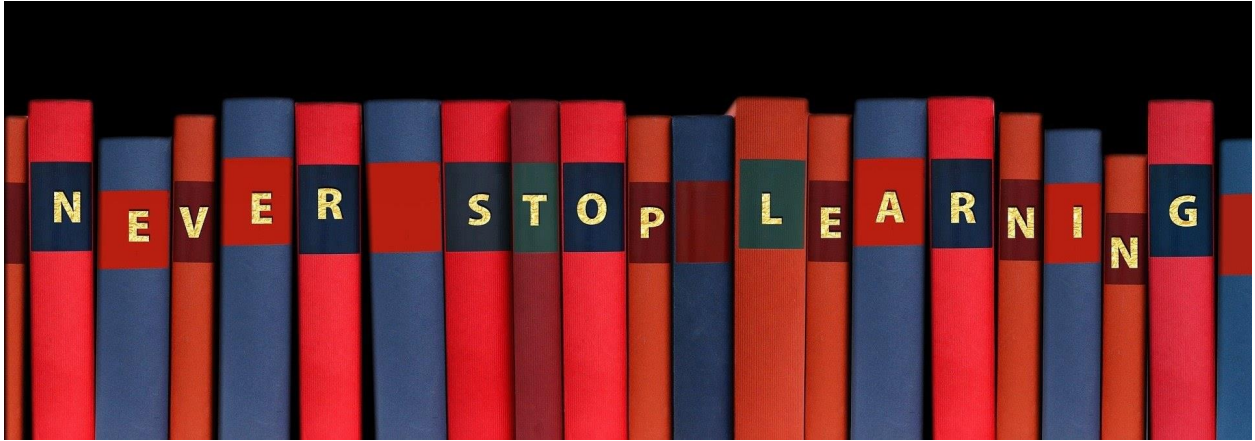
Eligible Categories	Monthly Rate
Young Adult	\$26.40
Adult	\$30.40
Senior Adult	\$28.80
2 Adults^	\$46.40
1 Adult with Dependents^	\$51.20
2 Adults with Dependents^	\$55.20
2 Senior Adults^	\$44.80
1 Senior Adult with Dependents^	\$47.20
2 Senior Adults with Dependents^	\$49.60

^ living at the same address

Additional Information

- Memberships must be monthly drafted in one of the above categories to qualify for this special rate.
- No other membership fee reductions, special rates or financial aid can be combined with this special rate.
- Current Financial Assistance, Youth, Teen and Child Care members can not get the discount unless they convert to a full-pay adult or family membership.
- The Corporate Partner rate applies only to membership fees, and not to additional fees or program registration fees.

Professional Development



2023-24 Management Development Program



Every Third Tuesday beginning September 19 through April 16

9 a.m. to noon | HUB Side Room 203

Human Resource Services is pleased to announce the return of the Management Development Program. This program will take place every third Tuesday beginning September 19, through April 16, from 9 a.m. to noon in the HUB Side Room 203. It is an expectation that participants will be available to attend every session of this small cohort-style program.

The Management Development Program (MDP) is an in-depth, year-long certification program designed for all supervisory levels, however, participants with a minimum of two (2) years supervisory/management experience will benefit the greatest from participation*. Employees who participate in the MDP program will acquire a greater understanding of management knowledge, skills, and abilities to enable them to be successful in their current supervisory or management role while enabling future success.

The general program format will be hands-on using case studies, presentations, simulations, and online supplemental work that will allow for in-depth discussions around real challenges that supervisors face in higher education every day. Participation in the program presents an exciting opportunity to develop the leadership potential of Dickinson College for the future. The program will be comprised of seven modules of instructional workshops focused on relevant topics in the higher education environment. Topics that will be offered within the certification program will include:

- Everything DiSC Management
- Introduction to Cultural Competency
- Diversity, Inclusion and Belonging as a Management Practice
- Understanding the Admissions Process
- The Financing of Higher Education
- Impacting Employee Satisfaction and Retention
- Preparing for Future Opportunities along with the creation of an individual development plan

Application forms are available from Human Resource Services, consideration for the program requires approval from the immediate supervisor and ***should be submitted no later than Tuesday, September 5, 2023.***

Please consider sending a member of your supervisory/management team that may benefit from this cohort-style program.

**Professional Development does offer “Preparing for a Role in Supervision” and the recently launched online “New Supervisor Training” program via Totara for individuals looking to move into a supervisory role or new to supervision/management.*

College Prep for Parents



Part I - High School Counseling and Admissions - Tuesday, September 26 | noon - 1 p.m.

Part II - Financial Aid and Tuition Benefits - Tuesday, October 10 | noon - 1 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.

All sessions will be held in the McCauley room of Old West. If you plan to attend both College Prep for Parents sessions, please be sure to sign-up for each one individually.

Enroll and sign-up in Totara.⁷⁶

The 7 Habits of Highly Effective People



“Lead Your life or someone else will.” - Stephen R. Covey

Presented by: Steve Ricco, Sr. Lecturer in International Business & Management

Habits are powerful forces in our lives. They determine our level of effectiveness or ineffectiveness. This dynamic program represents a proven process of personal and interpersonal growth that can have an immediate and lasting impact and is designed to help participants lead lives in a truly effective way. No matter how competent a person is, he or she will not have sustained and lasting success unless they are able to effectively lead themselves, influence, engage and collaborate with others, and continually improve and renew their capabilities. These elements are at the heart of personal, team, and organizational effectiveness.

In this program, participants learn the tools to achieve the “Private Victory” through self-discovery and awareness of current thought patterns and behaviors resulting in greater productivity, and the ability to manage one’s self. Participants will also build skills to increase team engagement, morale, and collaboration in order to improve communication skills, strengthen relationships and achieve “The Private Victory”.

⁷⁶<https://totara.dickinson.edu/course/view.php?id=42>

Sessions will be held from 8:45 - 11 a.m. in Stern Center, Room 102 on the following dates:

- **Wednesday, October 4**
- **Wednesday, October 18**
- **Wednesday, November 1**

Enroll and sign-up in Totara⁷⁷.

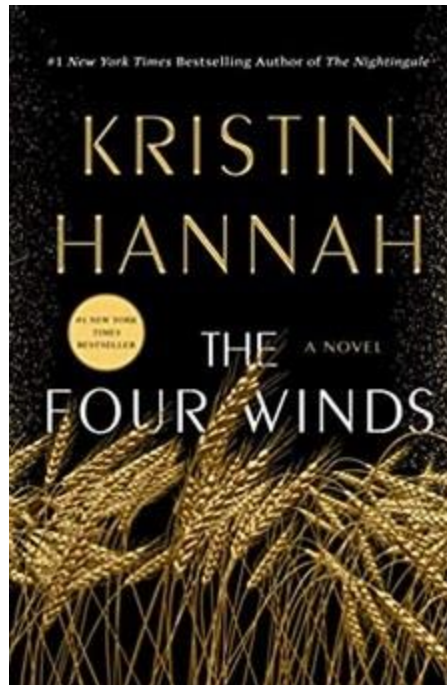
Learning Objectives

At the end of the workshop, participants will be able to:

- Assume responsibility, focus, and act on what can be controlled and influenced, instead of what can't.
- Define clear measures of success and create a plan to achieve them for both life and work.
- Prioritize and achieve the most important goals instead of constantly reacting to urgencies.
- Collaborate more effectively with others by building high-trust relationships of mutual benefit.
- Influence others by developing a deep understanding of their needs and perspectives.
- Develop innovative solutions that leverage diversity and satisfy all key stakeholders.
- Increase motivation, energy, and work/life balance by making time for renewal activities.

Book Discussion - The Four Winds by Kristin Hannah

⁷⁷<https://totara.dickinson.edu/course/view.php?id=38>



Tuesday, October 24 | noon - 1 p.m. | McCauley Room, Old West

The Four Winds is a novel about love and heroism and hope, set during the Great Depression, a time when the country was in crisis and at war with itself, when millions were out of work and even the land seemed to have turned against them in Texas, 1921. This story is a portrait of America and the American dream, as seen through the eyes of one woman whose courage and sacrifice define a generation.

The Great War is over, the bounty of the land is plentiful, and America is on the brink of a new and optimistic era. But for Elsa Wolcott, deemed too old to marry in a time when marriage is a woman's only option, the future seems bleak. Until the night she meets Rafe Martinelli and decides to change the direction of her life. With her reputation in ruin, there is only one respectable choice: marriage to a man she barely knows. [Summary source: Amazon.com⁷⁸]

The book will be provided to the first 10 participants signing up.

Enroll and sign-up for this book discussion in Totara⁷⁹!

⁷⁸<https://www.amazon.com/Four-Winds-Novel-Kristin-Hannah/dp/1250178606>

⁷⁹<https://totara.dickinson.edu/course/view.php?id=43>

Information and Technology Services



TechNews



Are you challenged with all of the constant technology updates and changes? Looking for a few quick tips or information to help with your technology abilities? Check out the **TechNews** portal in OneDrive! TechNews is filled with very quick reads and 2-3 minute videos that include common uses, answers to the most common questions we receive, what to use when, as well as helpful tips and tricks. Click to learn more now⁸⁰!

Contact Us



Wellness Program | Monthly Incentive Prize Winners

Congratulations to Ellen Pfarr, *Financial Operations* and Carrie Romano, *Bookstore* for being randomly selected as the incentive winner for the months of June and July. The Wellness incentive prize winner for each month is randomly selected based on their fitness program

⁸⁰<https://dickinson0.sharepoint.com/sites/TechNews>

participation. 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.edu⁸¹ 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

⁸¹<mailto:devwell@dickinson.edu>

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 Gateway⁸² 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 policy⁸³ 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 Guide⁸⁴

Dickinson/Biking⁸⁵

Dickinson/College Farm⁸⁶

Dickinson/Sustainability⁸⁷

TechNews⁸⁸

Trout Gallery⁸⁹

Theatre & Dance⁹⁰

Campus Announcements⁹¹

⁸²<https://gateway.dickinson.edu/>

⁸³http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁸⁴[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

⁸⁵<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

⁸⁶<http://www.dickinson.edu/collegefarm>

⁸⁷<http://www.dickinson.edu/sustainability>

⁸⁸<https://dickinson0.sharepoint.com/sites/TechNews>

⁸⁹<http://www.troutgallery.org/>

⁹⁰<https://www.dickinson.edu/theatreanddance>

⁹¹<https://www.dickinson.edu/announcements>



HUMAN RESOURCE SERVICES

2 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu⁹³

Human Resource Services Website⁹⁴

⁹²<http://www.dickinson.edu/events>

⁹³<mailto:devwell@dickinson.edu>

⁹⁴https://www.dickinson.edu/homepage/122/human_resource_services