



Vitality- October 2023

Dickinson

HUMAN RESOURCE SERVICES

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Accessibility View: Click on the three dots in the upper right corner, choose Accessibility View.

LGBTQ History Month



October is LGBTQ History Month! In 1994, a Missouri high school teacher, Rodney Wilson, recognizing a need to raise awareness and to highlight and learn about gay and lesbian rights and history worked with fellow teachers and members of his community to identify a commemorative month for the celebration. It was ultimately agreed that the celebration should coincide with National Coming Out Day held annually in the United States on October 11. The month long celebration has grown and is now observed in many countries around the globe.

Source: <https://lgbthistorymonth.com/background>

LGBTQ History Month¹ **31 Days; 31 Icons:** LGBT History Month celebrates the achievements of 31 lesbian, gay, bisexual, or transgender Icons. Check out their website during the month of October. A new LGBT icon will be featured each day with a video, bio, bibliography, downloadable images, and other resources.



This year is the **11th anniversary of the Office of LGBTQ Services!** For more information about the Office of LGBTQ Services events year round, sign up for the weekly newsletter².

¹<https://lgbthistorymonth.com/>

²<http://eepurl.com/dHOoyz>

Tommy Lee, Jr. was named the new director of the LGBTQ Center. Read more here³. A welcome reception is scheduled for Tuesday, October 24. Watch for an announcement with more details!

Celebrations and events offers us a chance to make visible the histories that have been suppressed due to discrimination and oppression and provides an opportunity to build community and educate on issues that impact LGBTQ communities. Dickinson itself plays an important role in preserving LGBTQ histories. The LGBTQ Center of Central PA and the Dickinson College Archives and Special Collections partnered to document the stories and history of LGBTQ life and activism in Central PA. Visit the LGBTQ digital archives⁴ to learn more!

³https://www.dickinson.edu/news/article/5558/new_director_of_the_lgbtq_center_named

⁴<https://archives.dickinson.edu/lgbt>

Dickinson 
LGBTQ CENTER



OUT ON BRITTON



**JOIN OUR ANNUAL CELEBRATION OF
NATIONAL COMING OUT DAY!**

Enjoy activities, games, food, giveaways, music, & more
from 30+ campus and local partners

➤➤➤➤➤ • ALL IDENTITIES WELCOME • ◀◀◀◀◀



WED OCT 11
3 to 6pm
BRITTON
PLAZA



National Fire Prevention Week: October 8-14



This year's Fire Prevention Week theme is **"Cooking safety starts with YOU."** Did you know cooking fires are the number one cause of home fires and unattended cooking is the leading cause of cooking fires and death? It is easy to get distracted while preparing a meal. The simplest way to prevent an unattended cooking fire -- set a timer! Setting a timer will remind you to return to the stove top or oven. If you must go into another room, set the timer on your smart phone and carry it with you.

National Fire Prevention Week (NFPW) reminds us of important steps to take to keep yourself and others safe when cooking. Check out the following resources available, courtesy of NFPW:

- Cooking Safety Tip Sheet⁵
- Electrical Cooking Appliance Safety Tip Sheet⁶
- Evacuation and Emergency Planning for People with Disabilities⁷
- For the kids (or the kid in you): NFPW Coloring Sheet⁸

Environmental Health & Safety

Knowing what to do if there is a fire in your workplace is important too! Our Emergency Management Specialist, Kevin Walters⁹, and members of DPS recently conducted fire safety drills. Do you know your building's emergency escape plan and where your emergency assembly area is located? Check out your building's Quick Reference Guide, which is located near primary exits and alarm pull stations. If you have questions, please reach out to Kevin.



P.A.S.S.

Do you know what P.A.S.S. stands for? Most fire extinguishers operate using the following P.A.S.S. technique:

Pull the pin. This will also break the tamper seal.

Aim low, pointing the extinguisher nozzle (or its horn or hose) at the base of the fire.

Squeeze the handle to release the extinguishing agent.

⁵<https://www.nfpa.org/Events/Events/Fire-Prevention-Week/-/media/65352A798435415EAB44D0EB89A5456F.ashx>

⁶<https://www.nfpa.org/Events/Events/Fire-Prevention-Week/-/media/D258A8E1277B49E19CA8ACAF2357CA0.ashx>

⁷<https://www.nfpa.org/Public-Education/Fire-causes-and-risks/Specific-groups-at-risk/People-with-disabilities>

⁸<https://www.nfpa.org/Events/Events/Fire-Prevention-Week/-/media/4F15FFE89E1B47F3B251ABBF8C86C5A6.ashx>

⁹<mailto:walterke@dickinson.edu>

Sweep from side to side at the base of the fire until it appears to be out. Watch the area. If the fire re-ignites, repeat steps 2-4.

If you have the slightest doubt about your ability to fight a fire... EVACUATE IMMEDIATELY!

Reference: OSHA Portable Fire Extinguishers » Fire Extinguisher Use¹⁰

Fall Into Fitness Challenge



¹⁰<https://www.osha.gov/etools/evacuation-plans-procedures/emergency-standards/portable-extinguishers/use#PASS>



The 3rd annual Fall Into Fitness Challenge¹¹ is a fun, holistic, exercise-minutes challenge, and is open to the entire campus community. The challenge design encourages overall fitness and wellbeing through a variety of events and activities. (Activities and programs are still being planned.) *Mini-teams are part of the fun, and having a mini-team with a diverse membership is encouraged - meaning inclusive of a variety of team members - such as mixing student/employee teams, different departments, class years, etc.*

Online registration for the 2023 fall challenge runs from Tuesday, October 4 through Sunday, October 30. The 6-week Challenge begins on Sunday, October 22 and continues through Saturday, December 2! Register by clicking here¹² to complete the online form or scan the QR code.

¹¹<https://forms.office.com/r/tKxdiaG1yk>

¹²<https://forms.office.com/r/tKxdiaG1yk>



Join the Team!¹³ We will keep you updated about the Challenge through TEAMS chat messages, emails, Dickinson Today announcements, and also the Fall Into Fitness Challenge webpages this fall. To officially participate in the 2023 Fall Into Fitness Challenge, please complete the form¹⁴.

Details of the 2023 Fall Into Fitness Challenge are still being finalized!

Each week will include special activities and/or challenges for participants. Individuals may register with or without being part of a mini-team. Mini-teams can consist of 2-6 participants from any part of the college community - any variation of students/staff/faculty members. For staff and faculty, the traditional employee divisional challenge winners will continue to be determined by two criteria – the greatest percentage of participation for staff and the highest average number of minutes per participant.

We require participants to submit their exercise minutes online at the end of each week during the challenge. The online submission website address and other details will be provided to participants registered for the challenge in late-October once registration is closed.

¹³<https://teams.microsoft.com/l/team/19%3a376b5de98c5c4e0382caa71f30205160%40thread.tacv2/conversations?groupId=74e71e0a-3a05-4fab-949b-086c649b510b&tenantId=6232b055-76b9-4c13-9b88-b562ae7db6fb>

¹⁴<https://forms.office.com/r/tKxdiaG1yk>

We hope that everyone will join the Challenge this fall and encourage others to join them in the Challenge too. Make the steps you take in the 2023 Fall Into Fitness Challenge the first steps you take toward ***falling into wellness*** this fall!

Employee Announcements



Retirements



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

- Cathy Davenport, *Enrollment Management (September)*



Thursday, October 5 | 5:30 p.m. - 9 p.m. | Morgan Field

*We hope you got your tickets! Pre-Purchased tickets required. Ticket purchases expired on
October 2 at 4 p.m.*







Come join 1,500 Dickinsonians as we celebrate Oktoberfest with a fun dinner event – open to Faculty, Staff, and Students!

The event includes traditional German foods¹⁵ and one (1) ticket to each food vendor:

Hauptgericht (Entree)

¹⁵https://www.dickinson.edu/info/20205/campus_dining/1968/special_announcements

- Bratwurst and curry ketchup, ketchup, mustard
- Schweinebraten – tender roasted pork shoulder braised in beer brown gravy
- Wiesn Hendl – 8 cut chicken roasted with fresh herbs and lemon juice
- Vegan Ratsherrenpfanne – German mushroom and vegetable stew

Beilage (*Side Dish*)

- Käsespätzle – Spätzle tossed in butter and cheese
- Potato Latkes with apple sauce and sour cream
- Hot German Potato Salad
- Roasted Broccoli
- Apples and Mixed Greens Salad – Mixed Greens, apples, pepitas, raisins, Apple Cider Vinaigrette

Nachtisch (*Dessert*)

- Black Forest Cupcakes
- Assorted Strudels
- Vegan Ginger Snaps

Vendors

- Pretzel Spot Café and Hot German Nuts, *at a minimum*.

You also may enjoy two beers, for the 21 and older guests in the Biergarten, birch beer and root beer from Appalachian Brewing Company, and DJ Bob Foltz.

Bring your own lawn chair or picnic blanket if you wish. Ground cloths will be available.

Pre-purchase of tickets is required. *No on-site sales!*

Employee Referral Bonus Program



WE'RE HIRING!
CAN YOU HELP?

We are always looking to grow our talented team, which is why we're excited to continue our Employee Referral Bonus Program. Refer qualified candidates to our open roles in housekeeping and dining services and we will offer you up to \$300.

- **Current Eligible Positions: Housekeeper and Dining Services**

Dickinson College Employee Referral Bonus Program:

Dickinson College will provide a \$300 bonus to an employee who refers a candidate who is hired by the college. \$150 will be paid following 30 days of employment and an addition \$150 will be paid following six months of employment. ***Referral-eligible positions are identified by the college.*** Please consult with Human Resource Services as these positions vary based on current need and include only full and part-time positions (all casual and student employment positions are excluded from referral program). All employees are eligible for this program.

- Applicant must identify the referring employee on the employment application under the ***“How did you hear about the position?”*** section.
- Referring employee must submit a referral form identifying applicant’s name and requested position.
- New employee must successfully complete the background clearance process and work beyond the initial 30 days to be eligible to receive the first \$150 payment.
- New employee must work a minimum of one day beyond the 6-month period to receive second \$150 payment.

Contact your supervisor or Human Resource Services¹⁶ for a referral form - or simply click here¹⁷ to download and complete the form now!



Dickinson Club

Most Fridays | 5 - 7 p.m. | The Hartman House*

The Dickinson Club is ***open to ALL employees***. It provides an opportunity for current and retired employees of the College to gather, commune, and socialize in a relaxed social environment. The Club also welcomes current and retired faculty of Penn State Dickinson Law and the US Army War College.

¹⁶[mailto:hrservices@dickinson.edu?subject=Employee Referral Form Request&body=Please provide me with an employee referral form for the selected open positions qualifying for this bonus program.](mailto:hrservices@dickinson.edu?subject=Employee%20Referral%20Form%20Request&body=Please%20provide%20me%20with%20an%20employee%20referral%20form%20for%20the%20selected%20open%20positions%20qualifying%20for%20this%20bonus%20program.)

¹⁷https://www.dickinson.edu/download/downloads/id/12990/employee_referral_program_form.pdf

Enjoy drinks and a light fare.

Find out more and to see special guest announcements by going to [dickinson.edu/DickinsonClub](https://www.dickinson.edu/DickinsonClub)¹⁸! Membership is encouraged but it is not required to participate.

**The Hartman House, at 243 W. Louther Street, is located next to the Clarke Forum (set back and accessible by a front gate) and across the street from Old West and Stern.*

Staff Forum - Charter Day Trivia Prize Winners



Members of the Staff Forum had a pop-up table during the late afternoon activities of Charter Day on Thursday, September 8. A Dickinson College trivia game was available for students and staff to complete. Participant submissions were graded, resulting in the following Dickinson Bookstore or Declining Balance gift card prize winners:

- Livia Ball '24
- Eddie Duma '27

¹⁸<https://www.dickinson.edu/dickinsonclub>

- Ella Hynds '27
- Alayna Kelly '27
- Zoe Kleeblatt '24
- Madison Turnbaugh '27

Congratulations and thank you for your participation!

Staff Forum

The Staff Forum promotes a positive workplace through building community with open communication, staff recognition and appreciation events. Designed to foster increased communication and engagement among employees, the group meets regularly for discussion on topics which are identified by the members themselves. Members of the Staff Forum will set their own goals and act as liaisons to the college community.

If you are interested in becoming a Forum member or sharing thoughts on its development, please send an email to staff_forum@dickinson.edu¹⁹.

2023 United Way of Carlisle & Cumberland County Pacesetter Campaign

Dickinson College is a *Pacesetter* for the United Way²⁰ of Carlisle & Cumberland County's annual campaign²¹. Our campus *Pacesetter* campaign began in August and wrapped up in early September—to help set the pace for the larger community's 2023 fall campaign.

Employees can still support the 2023 United Way campaign with donations through December 31.

¹⁹mailto:staff_forum@dickinson.edu

²⁰<https://uwcarlisle.org/>

²¹<https://uwcarlisle.org/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/unitedway²² or make your gift at www.uwcarlisle.org/donate/²³ **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 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

²²https://forms.office.com/Pages/ResponsePage.aspx?id=VbAyYrI2E0ybiLVirN22-2V2j_6JxkRPj-v8zisWoOJUNldIVE1IV0k5RVUwRVFFtjIJVEdERzgZQS4u&utm_source=campus-email&utm_medium=email&utm_campaign=2023-united-way

²³<https://uwcarlisle.org/donate/>

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 here²⁴!

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 Totara²⁵ to let us know of your intent to participate. Jason Maddux²⁶ – 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/>.

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 your interest in this community volunteer opportunity, please register for this program now!

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

Call 717-243-4805 or email Jason@uwcarlisle.org²⁷

²⁴<https://totara.dickinson.edu/course/view.php?id=59>

²⁵<https://totara.dickinson.edu/course/view.php?id=59>

²⁶<mailto:Jason@uwcarlisle.org>

²⁷<mailto:Jason@uwcarlisle.org>



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REDUCING WASTE IN AN EQUITABLE SPACE

RULES OF DICKINSON FREE xCHANGE

- Open to Dickinson students, faculty & staff
- Take what you need, donate what you don't
- Keep the space clean and tidy
- No cost to take or leave items!

HOME TO THE
NEW
BOOK xCHANGE!

FREE xCHANGE ACCEPTS CLEAN & DRY CLOTHING OF ALL SIZES & STYLES INCLUDING:

- ✓ TOPS: Shirts, sweaters, and suits
- ✓ BOTTOMS: Pants, shorts, skirts, and dresses
- ✓ ACCESSORIES: Jackets, scarves, belts, and gloves

FREE xCHANGE DOES NOT ACCEPT:

- ✗ Appliances, electronics, and household items
- ✗ Hats, shoes, and undergarments
- ✗ Bedding

NEW LOCATION:
LOWER LEVEL HUB
OLD MAILBOXES

For more information contact
sustainability@dickinson.edu

- Reduces waste and promote reuse of clothing, accessories, and textbooks
- Provides a safe, equitable and accessible space to every Dickinsonian
- Creates awareness of the economic, social, and environmental consequences of consumerism

Check out their new location in the HUB lower level



2 - Source: https://www.dickinson.edu/info/20052/sustainability/3651/free_xchange

Substance Misuse and the Drug Free Workplace



Tuesday, November 7 | 11 a.m. to noon | Stern Center, Room 102

Presented by Missy Stine, Ph.D.

Associate Director of Counseling and Psychiatric Services

This employee workshop is designed to provide brief education on substance misuse and related problems. You will learn about the warning signs of a substance use disorder, how to support persons struggling with substance misuse, and the connection between substance misuse and Dickinson's Drug Free Workplace policy. This program will also provide information on available resources.

Substance use and abuse can happen to anyone -- do you know and recognize the signs? Would you see and understand what was happening if a loved one or friend was having trouble? Attend this workshop to better identify, comprehend and handle situations at home or at work by learning about this troubling reality for our community. Information and resources are available - Knowledge is power!

Enroll and sign-up in Totara²⁸

COVID-19 Test Kit Resources



²⁸<https://totara.dickinson.edu/course/view.php?id=300>

As a reminder, free COVID-19 tests are available to faculty and staff using your Meritain Health member card containing your Optum Rx prescription benefit²⁹. Pick up a test kit at your pharmacy or order online* for pick-up/delivery. Click here³⁰ for more information about **Optum Rx**.

Please be aware that if you order test kits through an online pharmacy, you may have up-front charges, and can submit a claim to **Optum Rx³¹ to request reimbursement.*

COVIDtests.gov Program³²: Households can once again order to receive four free COVID-19 rapid tests. Test kits will be delivered directly to your home via the US Postal Service. Click here³³ for more information and to place your order while supplies are available.

Expired Test Kits: Before you discard your "expired" test kits, click here³⁴ to see if the expiration date has been extended.

Symptomatic: The college is no longer tracking COVID-19 cases. If you have symptoms, we encourage you to test and take care of yourself. Please use the guide below to help determine isolation. As always, seek guidance from a healthcare provider if your symptoms worsen. For more information, please see the COVID-19 Employee Information³⁵ webpage.

²⁹https://www.dickinson.edu/download/downloads/id/14683/meritain_health_and_optum_rx_covid-19_coverage_effective_through_june_30_2024.pdf

³⁰<http://www.optumrx.com/>

³¹<https://covidtest.optumrx.com/covid-test-reimbursement>

³²<https://www.covid.gov/tests>

³³<https://www.covid.gov/tests>

³⁴<https://www.fda.gov/medical-devices/coronavirus-covid-19-and-medical-devices/home-otc-covid-19-diagnostic-tests#list>

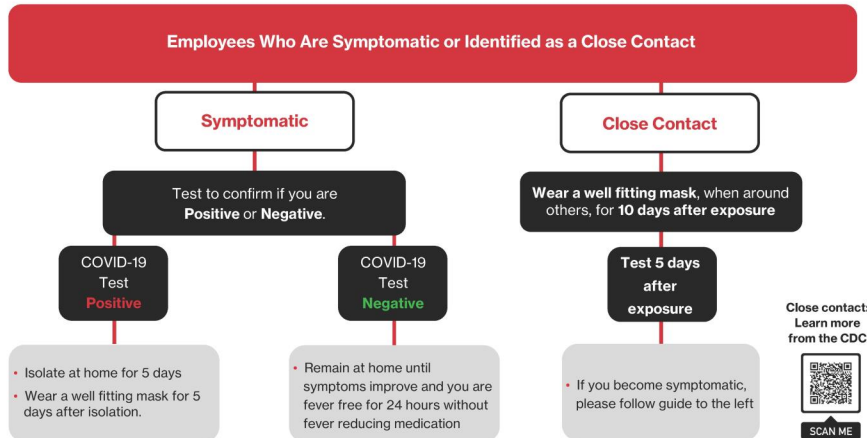
³⁵https://www.dickinson.edu/homepage/1579/covid-19_employee_information

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COVID-19 symptoms include any or all of the following that are not caused by another condition:

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

If you notice any of the following symptoms, *please call 911*: difficulty breathing, blue lips or face, confusion, difficulty awakening or staying awake, persistent chest pain or pressure.



Foodie Photo Challenge





Join the Foodie Photo Challenge³⁶ with Courtney Hager, RD LDN, Wellness Center

Picture This:

When we think about the sensory experience of food, we might use words like sweet, spicy, warm, smooth, dry, or delicious. But look at Instagram foodie accounts, magazine covers in the grocery check-out, or even billboards for convenience store mozzarella sticks (oh-so cheesy!). Before we experience the taste or texture of a food, we might use our sense of sight. The visual presentation lures us in (or not, depending on the food!).

Meals are somehow more special when they are visually appealing.

Now think about the difference between normal weeknight dinners and special holiday meals. Often the presentation of the food is more intentional for the latter. We add centerpieces or holiday-themed accents to the table, we might use formal place settings of dishes and

³⁶<https://forms.office.com/r/NwpeDREmAS>

silverware, and we use special care to arrange food on serving platters with a finishing touch of garnish for color.

So here's your challenge (and some helpful photography tips)

From Sunday, October 1 through Wednesday, November 15 shoot and submit a foodie photo!

If you're newly dabbling in food photography, here are a few things to consider:

- **Think about the angle from which you are shooting.** If you want to emphasize the height of a stack of pancakes, you may want to shoot from 45 or 90° whereas if you're trying to show off the smiley face you baked into the pancake, you'll want to shoot from above.
- **Lighting is key!** If you notice there are too many shadows, try to move the light source (or yourself and your food!) until you get the photo you want. Many food photographers try to set up their shot in a sunny window to use natural light, but you can also use a ring light or other white lights with good results too.
- **Excellent photos tell stories!** Consider your background, setting, and any creatures (human or otherwise) in your photo. For example, when photographing an apple, you can tell very different stories if the apple is on a crisp bright white background, or on a tree in the orchard, or being cut on a cutting board in the foreground while your hungry dog stares longingly from across the kitchen island.

So, are you up for the challenge? Join and upload your photo(s) by **clicking here**³⁷!

³⁷<https://forms.office.com/r/NwpeDREmAS>

Get the Most Out of Your Benefits



Annual Notices for Group Health Plans



Dickinson College, in accordance with federal regulations, supplies certain notices to eligible employees and plan participants that provide the necessary information for you to make informed decisions regarding health care for you and your family. The college provides notices of certain legal rights and obligations that apply to the Meritain Health Group Health Plan. These rights and obligations are described in more detail in the Compliance Notices³⁸, which can

³⁸https://www.dickinson.edu/download/downloads/id/14732/compliance_notices.pdf

be found within our Summary Plan Documents³⁹ webpage. If you have any questions, please contact Human Resource Services⁴⁰.



Help ease your child's dental-visit anxieties

Let's face it, even as adults we sometimes experience a bit of anxiety before a dental appointment. But, a child's fear of dentists can interfere with their oral health in the long-run. Here are a few tips that can help children with apprehension.

Start early

Starting as early as your baby's first tooth eruption will assist with becoming familiar with the dentist, the office surroundings and the dental staff — which can set the stage for many pleasant visits in the future. But perhaps one of the best ways to ensure enjoyable dental visits throughout childhood is to keep their teeth healthy and free of decay. Using the Chomper Chums^{®41} app can make learning proper brushing, flossing and rinsing techniques a fun game!

Find the perfect fit

If you don't have an established dentist for your child already, consider a pediatric dentist who specializes in the care of kids' teeth, gums and mouth.

³⁹https://www.dickinson.edu/info/20083/human_resource_services/497/summary_plan_descriptions

⁴⁰<mailto:hrservices@dickinson.edu>

⁴¹<https://www.unitedconcordia.com/benefits/get-started#dental-care-in-the-palm-of-your-hand>

Here are five benefits of seeing pediatric dentists:

1. Have specialized training in and exclusively treat children and youth.
2. Make interactions less scary by using distraction techniques.
3. Understand common childhood habits and oral health issues.
4. Offer a kid-friendly environment and dental tools.
5. Educate on proper dental habits in an engaging way.

Prepare for dental visits

Children can pick up on fear rather easily. If you have anxiety towards the dentist, try to keep those emotions to yourself when you discuss the upcoming visit with your child. Scheduling an appointment in the morning is usually a good time to take your child to the dentist, as they will be rested and more likely to be in a cooperative mood.

Explore pediatric dentists near you⁴² to schedule a cleaning and brighten those smiles.

Source: United Concordia⁴³



<https://youtu.be/-Mh4ZNBpUPU>

⁴²<https://www.unitedconcordia.com/find-a-dentist/#/>

⁴³<https://www.unitedconcordia.com/content/ucd/en/commercial/website/daedws/home/business-services/employers/blog/conquering-childs-fear-dentists>

Chomper Chums Ray, the x-ray lion, Fil, the filling alligator, and Flo, the fluoride zebra make brushing and flossing fun!

Download this app to help teach your children good oral health habits.



Halloween can be a scary time of year—not just because of ghosts and goblins, but because of candy and cavities! You can use this time of year to teach kids about good oral health habits while still enjoying the treats of the holiday.

Below are some tips to for a happy and healthy mouth:

- Monitor how much candy your child eats by limiting their daily consumption to a couple of pieces.
- Encourage your child to drink water after they eat treats to help rinse away sugar.
- Once your child is ready, you can offer them healthier options like sugar free gum which can help prevent cavities by keeping teeth clean.
- Avoid sticky candy like taffy and caramel that expose the teeth to sugar for longer periods of time.
- If your home will be visited by trick-or-treaters, consider handing out little trinkets like a box of crayons or bouncy balls.
- Limit juice or other drinks with sugar, particularly if your child is indulging in candy.

It's important to instill good oral health habits early. Regular visits to your child's dentist assure that their teeth are properly cleaned and examined throughout the year. Teaching children about their oral health is key in building healthy habits for life!

Visit UnitedConcordia.com for more tips for a healthier mouth.



MEM-0263-0917



HealthAdvocateSM

Check out the webinar offering (for all employees) under the *Wellness@Dickinson Events and Information* section of this Sway:

- ***Domestic Violence Awareness***

Available Thursday, October 19, at 10 a.m. or 4 p.m.

- Watch this short video⁴⁴

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 website⁴⁵.

⁴⁴<https://www.healthadvocate.com/video/HA-M-2002029-DomesticViolencePrevention.html>

⁴⁵<http://www.healthadvocate.com/>



Everyone Deserves a Healthy Relationship



Domestic violence, also called relationship violence or intimate partner violence, occurs when one person in a relationship purposely hurts another person physically or emotionally. It often starts out as threats and verbal abuse and frequently escalates to physical violence. Many people may not recognize that their relationship is unhealthy, or they may be hopeful that their partner will change.

According to the CDC,
about 1 in 3 women and
1 in 4 men report having
experienced severe
physical violence from an
intimate partner in their
lifetime.



Source: www.cdc.gov/violenceprevention/intimatepartnerviolence/saffect.html

You are in an abusive relationship if your partner engages in the following:

- **Emotional abuse:** Yelling, ridiculing you, controlling what you do, threatening to cause serious problems for you, isolating you from friends and family, restricting your finances
- **Physical abuse:** Hitting, shoving, kicking, biting or throwing things
- **Sexual abuse:** Forcing you to have sex or do something sexual that you don't want to do
- **Threatening you at work:** Harassing phone calls, texts or emails; stalking in the parking lot, following you, or other threatening behavior



Need help right now?

- If you are in immediate danger, call 911.
- Or call the National Domestic Violence Hotline at **800.799.SAFE (7233)** or **800.787.3224 (TTD)**. Available 24/7/365. Completely confidential.

For non-emergency issues, reach out to Health Advocate.

We can connect you to the right support and resources for help.



Call • Email • Message • Live Chat

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-2301004-BFLY

HealthAdvocate™



It's time! Open enrollment begins October 15.

What you need to know for 2024



1845 Walnut St 10th Floor
Philadelphia, PA 19103

Need to enroll? Want to make changes to your current coverage?

Open enrollment is October 15 to December 7.



Visit myemeritibenefits.org

Here, you'll be able to:

- Review your demographic information, current benefits and rates.
- Make changes to your selections during the open enrollment period.
- View important plan documents.

If you haven't logged on yet, we'd strongly encourage you do so this year. Additionally, if you also have Emeriti Health Accounts that are currently funded, you can submit and track Qualified Medical Expense (QME) claims.

Register for an Open Enrollment webinar!

This webinar will discuss your healthcare options, as well as offer in-depth benefits information.

VISIT

www.emeritihealth.org/enrollment-webinar-registration
to see available dates and register!

**Or call the Emeriti Service Center at
1-866-EMERITI (1-866-363-7484)**

*And keep an eye out for additional materials from both
Aetna AND Emeriti in the near future.*



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 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 online⁴⁶ 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)⁴⁷. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

⁴⁶<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

⁴⁷<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.

Oct. 4 Noon to 1 p.m. (ET) 11 a.m. to noon (CT) 10 to 11 a.m. (MT) 9 to 10 a.m. (PT) Quarterly economic and market update: understanding volatility and recent trends Hear from our chief investment officer about challenges investors are facing and tips on how to navigate them. This includes the state of the U.S. economy and key market drivers, recent financial policies and politics and investing in public markets.	Oct. 11 3 to 4 p.m. (ET) 2 to 3 p.m. (CT) 1 to 2 p.m. (MT) Noon to 1 p.m. (PT) Invest for success: 5 principles you need to know No matter where you are in your career journey, this webinar can help you understand the key principles of investing for retirement. This includes compounding, taxes, choosing investments and more.	Oct. 19 2 to 3 p.m. (ET) 1 to 2 p.m. (CT) Noon to 1 p.m. (MT) 11 a.m. to noon (PT) Generative AI Cybersecurity: New Insights and Actions to Strengthen Security and Boost Productivity Hear from cybersecurity leaders who will share the latest insights on AI cyberattacks and steps professionals can take to avoid these crimes. This includes the latest higher education and government initiatives focused on generative AI cybersecurity.	Oct. 25 11 a.m. to noon (ET) 10 to 11 a.m. (CT) 9 to 10 a.m. (MT) 8 to 9 a.m. (PT) Maximize your Health Savings Account (HSA): contributions are more powerful than you think HSAs can do more than cover current healthcare expenses. Learn how this unique fund can support your needs over time. This includes tax advantages and what your funds can be used for today and in the future.
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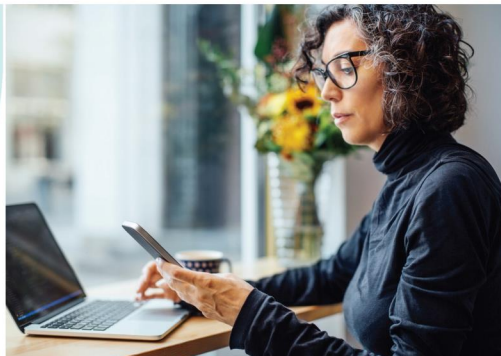
RESERVE YOUR SPOT

Invest In You⁴⁸

⁴⁸<https://bcove.video/41UiUeu>

Invest in you

Learn how to connect for your retirement future



Featured Speaker

Dean Urciuoli

Senior Digital Product
Manager, TIAA

In less than 10 minutes, learn how to utilize TIAA's online tools.

[Watch Now](#)

Want help?
It's quick. It's easy. It matters. Schedule a 1:1 session with a TIAA Financial Consultant at [TIAA.org/schedulenow](https://ttaa.org/schedulenow).

Want to learn how easy it is to connect with your retirement? TIAA leverages the latest technologies in our online and mobile app to help you save time and achieve financial success all while you're on the go.

Connect anytime and learn more about:

- Simple navigation and streamlined transactions
- Personalized retirement advice* and education through our online tools
- Planning for all your financial goals
- Expanded access and capabilities in our mobile app

Want to learn more? Visit [TIAA.org/webinars](https://ttaa.org/webinars) for our suite of live and on-demand webinars. It's at no additional cost to you!

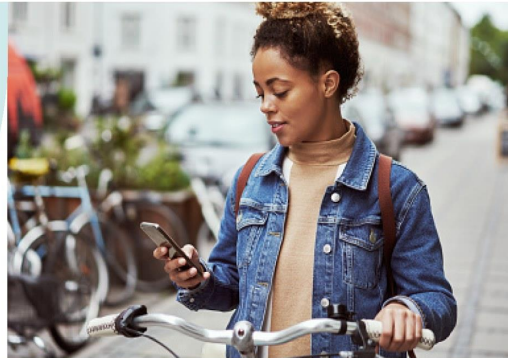


AT YOUR FINGERTIPS

Stay connected with TIAA

**Our online retirement
tools make it easier
to keep track of
your finances
from anywhere.**

**Scan the QR code to
download the app.**



Get the app

Check your balances, view your contributions, make updates, set up alerts and more in the TIAA mobile app!

Go online

Log in at TIAA.org/retirement-advisor to create a customized action plan with saving and investment recommendations with our Retirement Advisor tool.¹ You can also visit TIAA.org/tools for a wide range of support to help you with retirement planning, saving and investing, IRAs, taxes, and budgeting.

Get in touch

Schedule a 1:1 consultation with one of our experts at no extra cost! Call us at 800-732-8353 weekdays from 8 a.m.–8 p.m. (ET) or make an online appointment at TIAA.org/schedulenow. You can also visit TIAA.org/webinars to sign up for one of our many upcoming sessions.



Fidelity Investments Consultations

Tuesday, October 24 | 9:30 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/schedule⁴⁹
- **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.com⁵⁰ to view the available investment options with Fidelity, or to explore the financial planning tools available through Fidelity online.

Fidelity Live Webinars

⁴⁹<https://digital.fidelity.com/prgw/digital/wos/>

⁵⁰<https://www.fidelity.com/>

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.

Browse their extensive educational webinar offerings by clicking here⁵¹. 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 Services⁵²

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

Medicare Transition Services Guidebook⁵³

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

⁵¹<https://fidelityevents.com/allevvents/special>

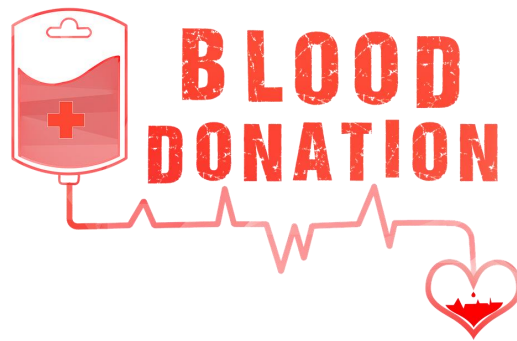
⁵²<https://www.medicaretransitionservices.com/>

⁵³https://www.dickinson.edu/download/downloads/id/12871/medicare_transition_services_guidebook.pdf

Community | For the Greater Good



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 October:***

- **Cumberland County Blood Drives⁵⁴**
- **Franklin County Blood Drives⁵⁵**
- **Perry County Blood Drives⁵⁶**

For other blood drives in the area, please visit the Central Pennsylvania Blood Bank's "Give Blood" website⁵⁷ to locate additional dates and locations!

⁵⁴https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁵⁵https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁵⁶https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

⁵⁷<https://donate.717giveblood.org/donor/schedules/zip>



October 11, 2023
11:30AM - 1:00PM
Carlisle Masonic Lodge
1236 Holly Pike, Carlisle, PA 17013
Ticket: \$15/member with lunch provided



Tonia Leitzel Ullsh
Speaker

Tonia is President, COO, and Co-Owner of Mountz Jewelers. Tonia oversees the daily operations of the three Mountz locations in Central, PA. She started her career at Mountz in 1989 and she now co-owns the company with her brother Ron.

EPIC is a quarterly series designed to develop emerging professionals by giving them informal networking opportunities with local community leaders.



Free Couch to 5k Program



**Have you ever wanted to run a 5k
but you weren't sure where to start?**

Join us for our **FREE Couch to 5k** program and we'll have you ready to take on the Carlisle YMCA Turkey Trot in 8 weeks!

This run/walk program will begin
Monday, October 2nd
and will meet twice weekly on
Mondays and Wednesdays from 6PM - 7PM.

Participants will receive a special coupon for shoes to support their running and walking, access to a Facebook page to chat with coaches and other participants, and an AppRunCo shirt at the culmination of the program!

Scan to register!



Join Appalachian Running Company for a **FREE Couch to 5k program** and they will have you ready to take on the Carlisle YMCA Turkey Trot in 8 weeks! This run/walk program will begin

Monday, October 2, and will meet twice weekly on Mondays and Wednesdays from 6PM - 7PM. Participants will receive a special coupon for shoes to support their running and walking, access to Facebook page to chat with coaches and other participants, and an AppRunCo shirt at the culmination of the program!

Scan the QR code to register or email Katie Larsen⁵⁸, store, manager, for more information.

A promotional poster for the Molly Pitcher Birthday Bash. The background features a bronze statue of Molly Pitcher holding a rifle, with colorful triangular bunting flags strung across the scene. The text is bold and festive, listing various activities and the event date. At the bottom, it mentions the sponsor, Iron Valley Real Estate, and the Downtown Carlisle Association.

MOLLY PITCHER BIRTHDAY BASH!

Celebrate Molly Pitcher's 269th Birthday on East South Street!

SAT OCT 14 • 3-9P

- Live Music!**
- Food & Drinks!**
- Arts & Craft Vendors!**
- Cemetery Tours!**
- Historic Walking Tours!**
- Brewery Tours!**
- ...and of course, CAKE!**

Sponsored by:

IRON VALLEY

REAL ESTATE

 **LoveCarlisle**
DOWNTOWN CARLISLE ASSOCIATION

⁵⁸<mailto:katie@shoeflyshoe.com>

Carlisle Family YMCA Turkey Trot



Thursday, November 23 | Carlisle YMCA

The Carlisle Family YMCA Turkey Trot presented by Penn State Health is back! Register⁵⁹ today to be part of their 22nd annual race!

Traveling? No problem! Virtual options also are available. For More information, click here⁶⁰.

⁵⁹<https://www.raceentry.com/races/carlisle-family-ymca-turkey-trot-5k/2023/register>

⁶⁰<https://www.raceentry.com/carlisle-family-ymca-turkey-trot-5k/race-information>

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STREET, CARLISLE

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WITH DICKINSON ID**

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- ✓ SELL YOUR ITEMS
- ✓ VALUE SUSTAINABILITY
- ✓ THRIFT SHOPPING IS FUN
- ✓ SUPPORT LOCAL BUSINESS

WWW.C-LUV.COM



CLUVTHRIFT

Down on the Farm



October Cooking Class



Thursday, October 26 | 5 -7 p.m. | Stern Kitchen

Join Professor Asuncion Arnedo as she shares how to make gazpacho and tortilla de patatas. Space is limited!

RSVP in EngageD⁶¹!

⁶¹<https://dickinson.campuslabs.com/engage/event/9213701>



Farm Works at 169 W. High Street

Hours: 11 a.m. – 2 p.m.

Visit the Farm Works website⁶² to see featured soups and salads!

Farm Works Online

Farm Works Online⁶³ – 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

⁶²<https://www.dickinson.edu/farmworks>

⁶³<https://dcorganicfarm.square.site/farm-works-online>

- 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 Online⁶⁴ for details and more information!

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!

⁶⁴<https://dcorganicfarm.square.site/farm-works-online>

Nutrition Corner



Sprinkle with half the cranberry mixture.

<https://youtu.be/HsAygjRQJQQ>

Apple Nachos

October 21 is National Apple Day! Apples can be used many different ways – bake them, slice them, dice them, sauté, or even fry them! What's not to like about apples – they come in a variety of flavors, and you can incorporate them in savory or sweet recipes!

Celebrate autumn with this recipe that's bursting with fall flavor. Apple Nachos make the most of crisp and sweet apples, now in season. It's a healthy after-school or work snack for you and/or your kids will enjoy!

Servings: 6 Serving Size: 6 apple slices with toppings

Ingredients

- 1/3 cup dried unsweetened cranberries or raisins
- 1/4 cup sliced unsalted almonds
- 2 tablespoons unsalted shelled sunflower seeds
- 3 medium green or red apples, such as Granny Smith or Red Delicious, cored and thinly sliced into about 12 wedges each
- 1 to 2 teaspoons fresh lemon juice
- 2 tablespoons water
- 1/4 cup smooth low-sodium peanut butter
- 1 tablespoon honey

Directions

1. In a small bowl, stir together the cranberries, almonds, and sunflower seeds.
2. Layer half the apples on a large plate or platter. Sprinkle the lemon juice over the apples to keep them from browning.
3. In a small microwaveable bowl, microwave the water on 100% power (high) for 2 minutes, or until boiling (or boil on the stovetop and pour into a small bowl). Add the peanut butter and honey, stirring until the mixture is smooth.

4. Using a spoon, drizzle half the peanut butter mixture over the apple wedges. Sprinkle with half the cranberry mixture. Layer the remaining apples over the cranberry mixture. Drizzle the remaining peanut butter mixture over all. Sprinkle the remaining cranberry mixture over all.

Tips

Cooking Tip: If you don't have an apple corer, halve the fruit and use either a melon baller or a sturdy, rounded metal 1/2-teaspoon measuring spoon to scoop out the core and seeds.

Keep it Healthy: Always opt for dried unsweetened fruit. The sweetened varieties contain unnecessary added sugar.

Tip: For variety, try other toppings for the apple nachos, such as any type of dried unsweetened fruit, unsalted chopped nuts, unsalted pumpkin seeds, low-fat granola, or unsweetened shredded coconut.

Nutrition Facts:

Calories: 167 | Total Fat: 7.5 g | Saturated Fat: 1 g | Trans Fat: 0 g | Polyunsaturated Fat: 2.5 g | Monounsaturated Fat: 3.5 g | Cholesterol: 0 mg | Sodium: 66 mg | Total Carbohydrate: 22 g | Dietary Fiber: 4 g | Sugars: 15 g | Protein: 4 g |

Dietary Exchanges: 1 1/2 fruit, 1 fat, 1/2 lean meat

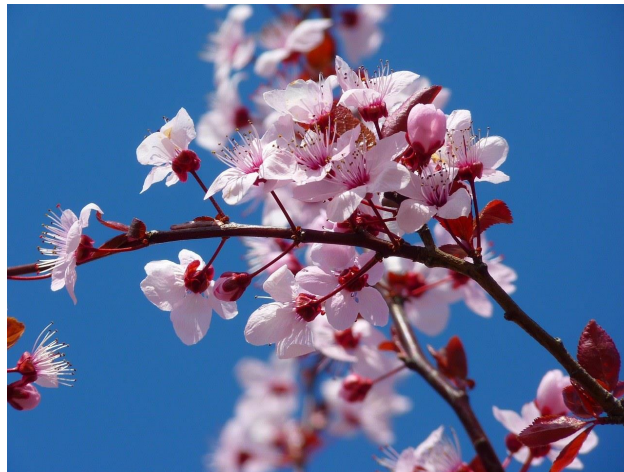
Recipe Source: American Heart Association⁶⁵

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⁶⁵https://recipes.heart.org/en/recipes/apple-nachos?utm_source=healthy+for+good+fy+2024&utm_medium=email&utm_campaign=emailname &utm_content=Recipe+cta&sc_campaign=0B4876E246A046B4B14864ADCB63B5B1



Mindful Mondays



Mondays in October (excluding 10/16) | 5:30-6 p.m. | HUB Dance Studio

Hosted by the Wellness Center

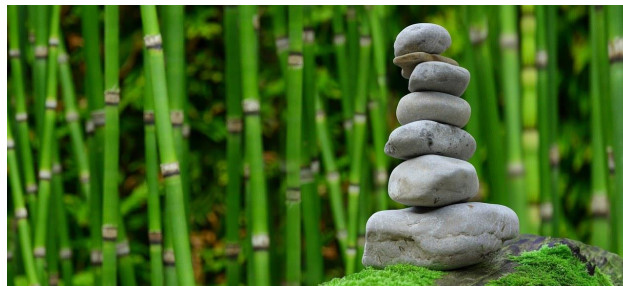
This brief, twenty-minute session will focus on helping attendees learn techniques to be present with themselves, slow thoughts, and set aside stressors. Meets weekly on Mondays. **RSVP via EngageD⁶⁶**. Beginners and drop ins welcome. All Dickinson students, staff, and faculty are welcome and encouraged to attend.

Thoughtful Thursday - Morning Meditation

Thursday, October 5 | 7:30-8 a.m. | Memorial Hall, Old West

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.⁶⁷



Free Blood Pressure Screenings

⁶⁶<https://dickinson.campuslabs.com/engage/event/9249051>

⁶⁷<https://totara.dickinson.edu/course/view.php?id=307>



Monday, October 9 | 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!

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-up⁶⁸ for your Fall 2023 flu shot appointment in the HUB Social Hall:

- Thursday, October 12, from 11 a.m. - 1:30 p.m.
- 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 REQUIRED⁶⁹ IN ORDER TO RECEIVE YOUR FLU VACCINATION.



Nutrition Information Session - Dressings, Dips, and Sauces

⁶⁸<https://totara.dickinson.edu/course/view.php?id=165>

⁶⁹<https://totara.dickinson.edu/course/view.php?id=165>



Wednesday, October 18 | noon - 1 p.m. | HUB Social Hall, West

Presented by Courtney Hager, RD LDN

Dips, dressings, and sauces take a meal or snack from dull to delightful! But if you worry that your store-bought versions are leading to nutrition pitfalls with added salt, sugar, fat, and other additives, this session is for you!

Join the Wellness Center's registered dietitian, Courtney Hager, as she demonstrates simple ways to make your own yummy dips and dressings. Enjoy a sample or two and walk away with recipes to try at home!

Enroll and sign-up in Totara!⁷⁰

Domestic Violence Awareness - A HealthAdvocate Webinar

Thursday, October 19 | 10 a.m. and 4 p.m. | Webinar

Domestic violence occurs when one person in a relationship purposely hurts another person physically or emotionally. It often begins as threats and verbal abuse and then escalates to

⁷⁰<https://totara.dickinson.edu/course/view.php?id=94>

physical violence. Many people may not even recognize that their relationship is unhealthy, or they may be hopeful that their partner will change.

Join HealthAdvocate's Angela Dora Dobrzynski, LPC Trainer, for this webinar to better understand this important issue, how to identify an abusive relationship, and where to find resources to help those affected.

Register for the session that best suits your schedule:

- Thursday, October 19, from 10 to 11 a.m.⁷¹
- Thursday, October 19, from 4:00 to 5 p.m.⁷²

The next webinar, ***Avoiding Holiday Shopping Fraud***, is scheduled for Thursday, November 9, from 1 to 2 p.m.⁷³ or from 4 to 5 p.m.⁷⁴



Biometric Screening

⁷¹<https://register.gotowebinar.com/register/3570910734705335390>

⁷²<https://register.gotowebinar.com/register/599070442803574875>

⁷³<https://register.gotowebinar.com/register/3600843839364292695>

⁷⁴<https://register.gotowebinar.com/register/1755332263839964251>



Thursday, October 26 | 7 - 8:30 a.m. | Facilities Breakroom

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, 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 to receive this year's incentive reward - a Farm Works gift card. 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!

Sign-up now for your biometric screening appointment by clicking the registration link below. The **FREE** biometric screening, **for EMPLOYEES**, includes a lipid/glucose profile. Fasting is

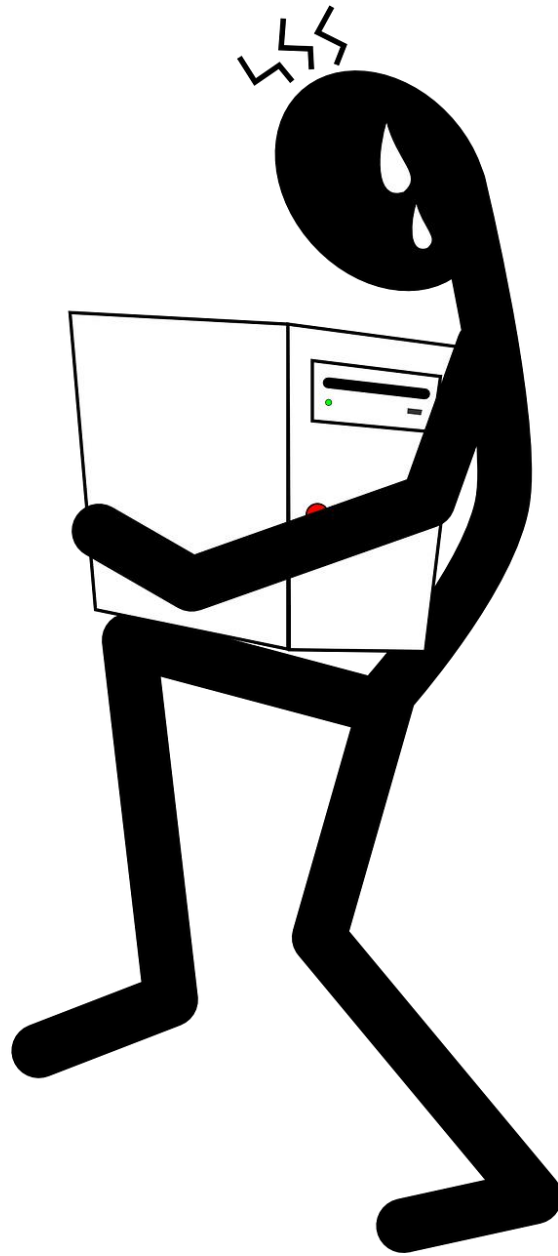
required for 10-12 hours prior to your scheduled appointment time. Additional optional screenings are available for a small fee that can be paid via payroll deduction.

Participants receive a coupon to enjoy breakfast in the Dining Hall on the day of their screening. You'll also receive a \$10 coupon for the College's Farm Works store.

Enroll and sign-up in Totara.⁷⁵

Do You Have a Hernia? - A UPMC Presentation and Screening

⁷⁵<https://totara.dickinson.edu/course/view.php?id=51>



Presentation: *Do You Have a Hernia*

Thursday, October 26 | noon-1:00 p.m. | Althouse 106

Free Hernia Screenings

Friday, October 27 | 9 a.m. - noon by appointment | Check-in Mary Dickinson Room, HUB

The most common sign of a hernia is a soft swelling or bulge under your skin. The bulge can appear in your abdomen or groin area it may form over a period of weeks or months. Or it may appear all of a sudden after you've been lifting heavy weights, coughing, bending, straining, or even laughing, It may - or may not - be painful.

Do you experience any of these symptoms:

- Swelling, pain in your belly or groin
- Pain when bending over, lifting or coughing
- Weakness or pressure in your stomach after pregnancy or surgery
- Acid reflux, chest pain or difficulty swallowing

Find out if you have a hernia and what treatments are available.

Register for this wellness information session: Enroll and sign-up in Totara.⁷⁶

Free hernia screenings will be available after this presentation, Friday, October 27, from 9 a.m. to noon in the HUB. **Register for your free screening** by scanning the QR Code or clicking here⁷⁷.



⁷⁶<https://totara.dickinson.edu/course/view.php?id=64>

⁷⁷<https://events.pinnaclehealth.org/wlp2/classes/info/CPG00A6D>

CPR, First Aid, & AED Training



Friday, October 27 | 8 a.m. - 1 p.m. | DPS Training Room, Kaufman Hall

This hands-on skills training prepares participants to respond to breathing and cardiac emergencies in adults, children ages 12 or younger, and infants. Being certified will provide you with valuable skills that will prepare you to handle a potentially life-threatening situation. Successful participants will learn and achieve the skills needed to demonstrate and pass the written certification exams.

Enroll and sign-up in Totara.⁷⁸ After signing-up, please watch your email for a message and link directly from the American Red Cross to access the online portion of this training that must be completed by Friday, October 20.

Heartburn and Acid Reflux Prevention

⁷⁸<https://totara.dickinson.edu/course/view.php?id=93>



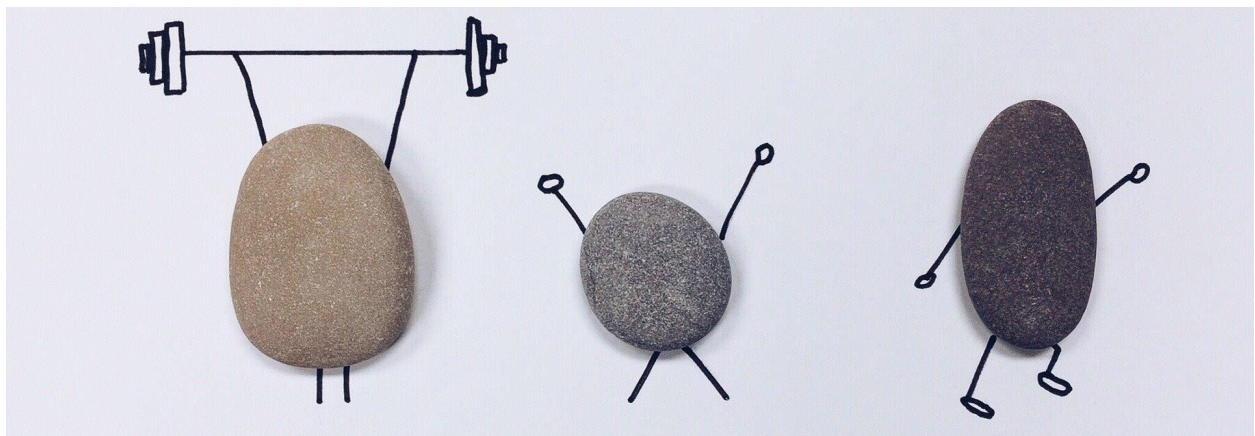
Thursday, November 16 | noon - 1 p.m. | Online Presentation with UPMC

Almost all of us have experienced heartburn from time to time. Often, our favorite foods or drinks worsen symptoms. Heartburn can also be brought on by stress (which increases the amount of acid in your stomach), smoking or other tobacco products, medication, and more.

Join us on Thursday, November 16, to learn how to treat your symptoms and when to seek professional medical help.

Enroll and sign-up in Totara.⁷⁹

Wellness@Dickinson Fitness Programs



⁷⁹<https://totara.dickinson.edu/course/view.php?id=64>

Fall Fitness Programs



Wellness programs offered for 2023-2024 continue 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 returned 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!

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

Mondays

- Pilates⁸⁰ | 3:30 - 4:30 p.m. | HUB Dance Studio | RSVP in EngageD by searching "Pilates"

Tuesdays

- DEW Power Yoga⁸¹ | 7 to 8 a.m. | HUB Dance Studio
- Cardio Fusion⁸² | noon to 1 p.m. | HUB Dance Studio | RSVP in EngageD by searching "Cardio"

⁸⁰<https://dickinson.campuslabs.com/engage/event/9080660>

⁸¹<https://totara.dickinson.edu/course/view.php?id=457>

⁸²<https://dickinson.campuslabs.com/engage/event/9070531>

- ZUMBA⁸³ | 4 to 5 p.m. | HUB Dance Studio | RSVP in EngageD by searching "ZUMBA"

Wednesdays

- Pilates⁸⁴ | 4:30 to 5:30 p.m. | HUB Dance Studio | RSVP in EngageD by searching "Pilates"
- Sports Yoga⁸⁵ | 4:45 to 5:45 p.m | Memorial Hall, Old West

Thursday

- Camp Cardio⁸⁶ | noon-1 p.m. | HUB Dance Studio
- ZUMBA⁸⁷ | 4 to 5 p.m. | HUB Dance Studio | RSVP in EngageD by searching "ZUMBA"

For questions or assistance with registrations, please send an email to devwell@dickinson.edu⁸⁸ or call ext. 8084.

See below for more details of each program.

Pilates - Offered by Campus Life

⁸³<https://dickinson.campuslabs.com/engage/event/9070635>

⁸⁴<https://dickinson.campuslabs.com/engage/event/9080660>

⁸⁵<https://totara.dickinson.edu/course/view.php?id=47>

⁸⁶<https://totara.dickinson.edu/course/view.php?id=379>

⁸⁷<https://dickinson.campuslabs.com/engage/event/9070635>

⁸⁸<mailto:devwell@dickinson.edu>



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

Wednesdays | 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, 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"

DEW Power Yoga



Tuesdays | 7 - 7:45 a.m | HUB Dance Studio (October 24, 31 & November 7, 14)

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.⁸⁹

Cardio Fusion - Offered by Campus Life

⁸⁹<https://totara.dickinson.edu/course/view.php?id=457>



Tuesdays | 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 | 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"

Sports Yoga



Wednesdays | 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.⁹⁰

Ethos Fitness | Camp Cardio



Thursdays | noon - 1 p.m. | HUB Dance Studio

Join us for an energetic and fun, heart-pumping, calorie-burning cardio class.

This aerobic class will tone muscles and strengthen your heart with different aerobic formats such as: Hi/Lo, Strong, cardio-kickboxing, Zumba, and more.

Enroll and sign-up in Totara.⁹¹

Carlisle Family YMCA - Special Discount

⁹⁰<https://totara.dickinson.edu/course/view.php?id=47>

⁹¹<https://totara.dickinson.edu/course/view.php?id=379>



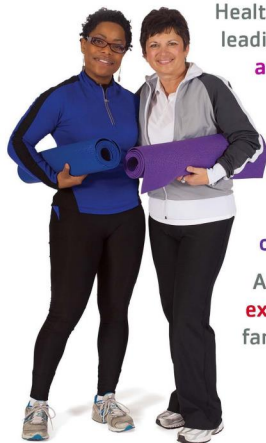
The Carlisle Family YMCA offers *discounted memberships (20% off)* for Dickinson College *employees*. The discount is good for employees who are current members of the YMCA and for employees who become new members. Employees interested in the discounted membership rate should contact the YMCA membership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



College Prep for Parents



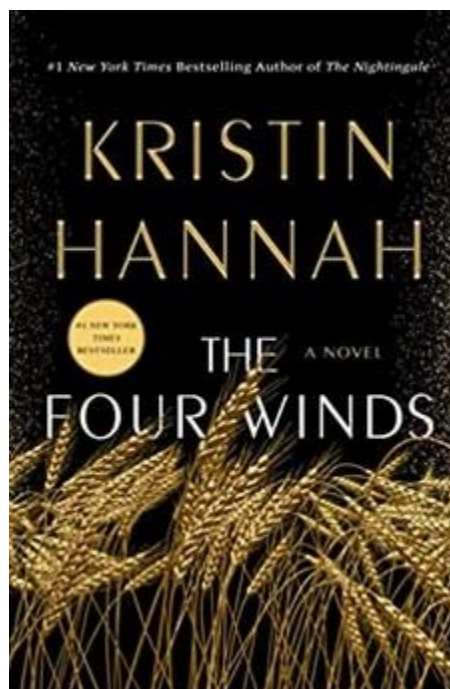
Part II - Financial Aid and Tuition Benefits - Tuesday, October 10 | noon - 1 p.m.

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.⁹²

Rescheduled: Book Discussion - The Four Winds by Kristin Hannah



Tuesday, December 5 | 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

⁹²<https://totara.dickinson.edu/course/view.php?id=42>

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.com⁹³]

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

Enroll and sign-up for this book discussion in Totara⁹⁴!

Rescheduled: 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

⁹³<https://www.amazon.com/Four-Winds-Novel-Kristin-Hannah/dp/1250178606>

⁹⁴<https://totara.dickinson.edu/course/view.php?id=43>

team engagement, morale, and collaboration in order to improve communication skills, strengthen relationships and achieve “The Private Victory”.

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

- **Wednesday, January 31**
- **Wednesday, February 7**
- **Wednesday, February 14**

Enroll and sign-up in Totara⁹⁵.

Learning Objectives

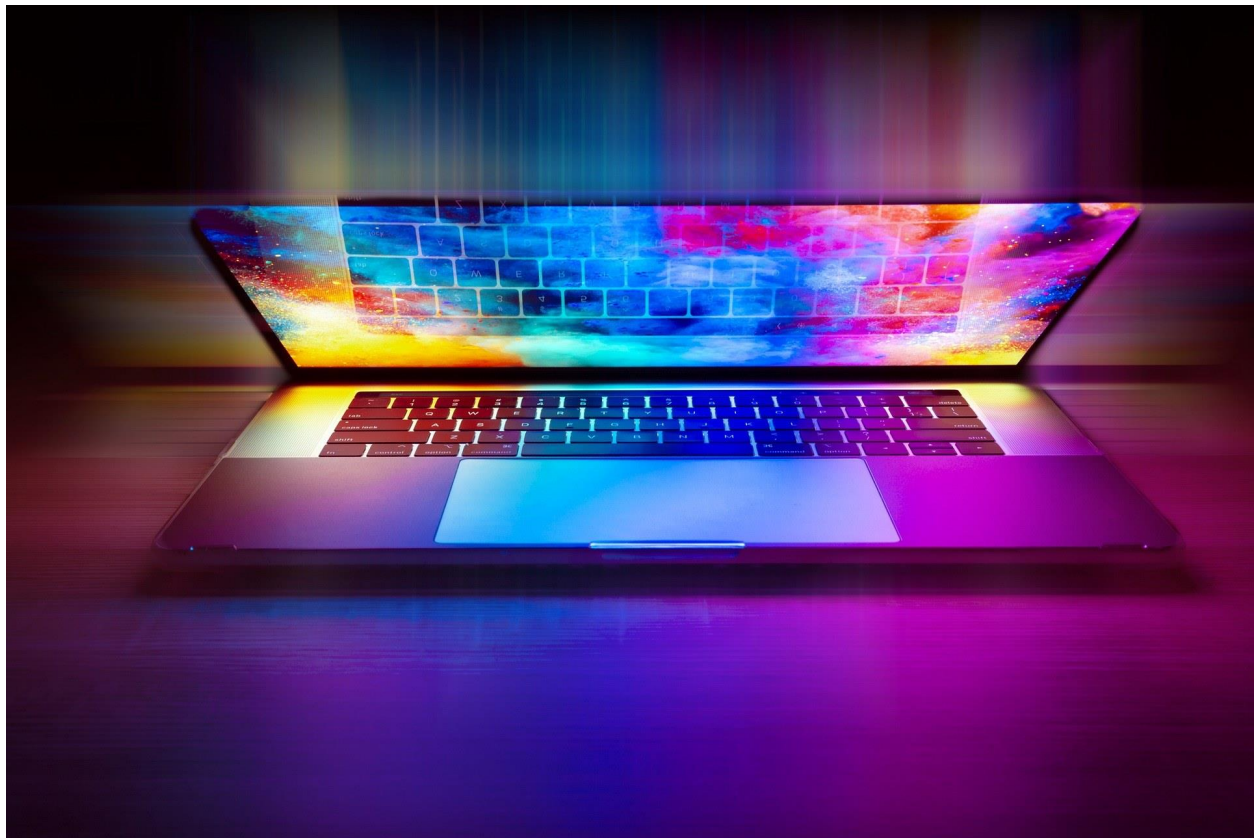
At the end of the workshop, participants will be able to:

- 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.

⁹⁵<https://totara.dickinson.edu/course/view.php?id=38>

THE 7 HABITS of Highly Effective People®

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 now⁹⁶!

⁹⁶<https://dickinson0.sharepoint.com/sites/TechNews>

Contact Us



Wellness Program | Monthly Incentive Prize Winners

Have you been active in our Wellness@Dickinson programs this fall? If so, you are eligible to be included in our monthly fitness prize drawing! The Wellness incentive prize winner for each month is randomly selected based on their fitness program 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-Month⁹⁷. (*Remember to report your Marathon in a Month walking⁹⁸ to us by the 15th of the 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

⁹⁷<https://www.dickinson.edu/downloads/file/1239/marathon-in-a-month-walking-map>

⁹⁸<https://www.dickinson.edu/downloads/file/1238/marathon-in-a-month-tracking-your-walks>

record your marathon-in-a-month miles, please send an email to devwell@dickinson.edu⁹⁹ 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 the Gateway¹⁰⁰ or by contacting Human Resource Services. To offer an equal opportunity for all

⁹⁹<mailto:devwell@dickinson.edu>

¹⁰⁰<https://gateway.dickinson.edu/>

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 policy¹⁰¹ 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 Guide¹⁰²

Dickinson/Biking¹⁰³

Dickinson/College Farm¹⁰⁴

Dickinson/Sustainability¹⁰⁵

TechNews¹⁰⁶

Trout Gallery¹⁰⁷

Theatre & Dance¹⁰⁸

Campus Announcements¹⁰⁹

Campus Events Calendar¹¹⁰

¹⁰¹http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

¹⁰²http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide

¹⁰³<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

¹⁰⁴<http://www.dickinson.edu/collegefarm>

¹⁰⁵<http://www.dickinson.edu/sustainability>

¹⁰⁶<https://dickinson0.sharepoint.com/sites/TechNews>

¹⁰⁷<http://www.troutgallery.org/>

¹⁰⁸<https://www.dickinson.edu/theatreanddance>

¹⁰⁹<https://www.dickinson.edu/announcements>

¹¹⁰<http://www.dickinson.edu/events>



HUMAN RESOURCE SERVICES

4 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu¹¹¹

Human Resource Services Website¹¹²

¹¹¹<mailto:devwell@dickinson.edu>

¹¹²https://www.dickinson.edu/homepage/122/human_resource_services