



Vitality - September 2024

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XIX | Issue 2

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

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 and Awareness Training



Tuesday, September 17 | 11 a.m. - noon | HUB Social Hall West

Conducted by Lauren Strunk, Executive Director of the Wellness Center

This training is designed to equip participants with the skills and confidence to recognize and respond to signs of suicide. By fostering awareness and promoting open conversations, this program aims to create safer communities and reduce the stigma associated with mental health issues. This training is ideal for anyone who wants to contribute to suicide prevention efforts at Dickinson or in the greater community.

Enroll and sign-up in Totara.¹

¹<https://totara.dickinson.edu/course/view.php?id=302>

Dickinson

Employee Assistance Program (EAP)

PERSONAL AND CONFIDENTIAL CONSULTATION
FOR LIFE'S PROBLEMS

WHAT IS AN EAP?

Daily living requires dealing with personal problems. Usually people can solve problems on their own, but sometimes the problems persist despite a person's best effort to resolve them. What may start as a minor problem can become progressively more difficult to handle.

WHO CAN USE THE EAP?

You Employee Assistance Program is available to all full-time and part-time employees and immediate family members.

WHO PROVIDES THE EAP SERVICE?

Dickinson College contracts with a highly qualified group practice to provide professional services in their offices. Their clinical staff members 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 17015 | 717.243.1896
www.francopsychological.com

Scan this Code



For more EAP
information

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, please visit: myassistanceprogram.com/rsl

HOW DO I USE THE EAP?

You may contact the EAP provider by calling the phone number listed to schedule an appointment to meet and discuss your concern. You will be asked to present your college photo identification card. You are encouraged to arrange EAP consultations at a mutually convenient time.

Sometimes you may need assistance in dealing with personal problems that are troublesome to your private life or work. **You should consider contacting the EAP if:**

- You have a prolonged period of sadness
- You or a loved one is losing control over drug or alcohol use
- You feel overwhelmed by work or other events
- Your marital relationship is strained
- You lack the ability to organize your work or other aspects of your life
- You feel the need for help in dealing with an aging parent
- You have any problem that causes you substantial concern

REMEMBER... Dickinson College will not become involved in your personal life, but it does recognize the importance of providing constructive assistance to help you and your family lead fuller, more satisfying lives. The EAP can provide this in a confidential and comfortable setting.

Dickinson College Human Resource Services
PO Box 1773 | Carlisle, PA 17013 | 717.245.1503

Other Resources

Suicide & Crisis Hotline | Dial 988

988lifeline.org²

²<https://988lifeline.org/>

The 988 Lifeline provides 24/7, free and confidential support for people in distress, prevention and crisis resources for you or your loved ones, and best practices for professionals in the United States.

Essential Community Services | Dial 211

211.org³ 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

- <https://account.meritain.com>⁴
- 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 (*for full-time employees*)
- 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.

³<https://www.211.org/>

⁴<https://account.meritain.com/>

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 locator⁵: <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.org⁶

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

Cumberland County Crisis Intervention

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

Mental Health Resources in PA⁷

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

⁵<https://findtreatment.samhsa.gov/>

⁶<http://www.dvscp.org/>

⁷<https://www.pa.gov/en/agencies/dhs/resources/mental-health-substance-use-disorder/mental-health.html>

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.
- **PA Support & Referral Helpline:** 1-855-284-2494 (TTY: 724-631-5600)
- **Crisis Text Line:** Text PA to 741741
- **Veteran Crisis Line:** Dial 988 then Press 1 Online chat function⁸
- **Disaster Distress Helpline:** 1-800-985-5990
- **The Trevor Project Lifeline (LGBTQ):** 1-866-488-7386 Text "Start" to 678-678 Online chat function⁹
- **Trans Helpline:** 877-565-8860

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

⁸<https://www.veteranscrisisline.net/get-help-now/chat/>

⁹<https://www.thetrevorproject.org/get-help/>

Smoothing life transitions



Whenever you move from one life situation to another, there is going to be a period of adjustment. You may feel a bit off balance until you get used to your new normal. These tips can help make the transition a bit smoother.

Get a roadmap for what lies ahead.

Tap friends or acquaintances who are already in the next phase, read books, or look into support groups devoted to the next stage. Learn what you can about the pitfalls and how others navigated the new normal successfully.

Allow time to adjust to your routine.

If you're joining the workforce full-time after a long absence, for instance, you may need to figure out how to manage your work day efficiently. Take cues from coworkers to see how they handle job assignments and balance their work and life. Make good use of time management resources like day planners and digital reminders.

Newly single?

Let positive people and experiences in your life. Renew your old interests and develop new ones.

Allow yourself to feel.

Transitions often trigger a mix of overwhelming emotions and suppressing them can make moving on more difficult. For example, if you are transitioning from having a full house to an empty nest, let yourself grieve the loss of the presence of your children.

Consider the opportunities of growth.

Relocating for a new job or another situation can be disorienting and draining. Look at it as a chance to expand your horizons, widen your circle of friends and make discoveries that can spark newfound energy.

Experiencing a difficult transition?

Reach out for help from a qualified counselor for support and coping strategies.



Call • Email • Message • Live Chat

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 **HealthAdvocate™**

Campus Inclusion Week - September 1-7



Campus inclusion Week aims to inspire the entire Dickinson community to commit to making Dickinson more inclusive through seeking educational material, supporting campus programs, participating in training opportunities, and learning more about campus inclusion resources.

Diversity, Equity, and Inclusion Open House Tour

Wednesday, September 4 | 4:30 – 6:00 p.m. | Landis House

Meet at Landis House (101 S. College Street) and join a tour group that will take you to the Asbell Center for Jewish Life, the Access and Disability Services (OWLL) offices, and end at the new Popel Shaw Center for Race and Ethnicity – with appetizers, dinner, and dessert along the way! Student led “tours” are an informal and fun way to get to see these spaces and learn about programs and opportunities through various DEI Offices.

LGBTQ+ @ Dickinson Welcome Back Picnic

Thursday, September 5 | 5-7 p.m. | Morgan Field

The LGBTQ+ Center invites all LGBTQ+ Dickinsonians to attend the Fall 2024 Meet & Greet! Learn more about queer life at Dickinson while you eat, mix, and mingle with students, faculty, and staff.

A.C.E. Peer Mentors - Rita's on the Lawn

Friday, September 6 | 5:30-6:30 p.m. | Popel Shaw Center for Race and Ethnicity

First year, transfer students, and anyone who enjoys Rita's Italian Ice is welcome to meet the 2024-2025 A.C.E. Peer Mentors and classmates.

International Paint & Powder Festival

Saturday, September 7 | 1-6 p.m. | Morgan Field

A welcome/welcome back celebration -- Caribbean Style! There will be music, Mexican, African, Caribbean, and South Asian food trucks, local vendors, and information tables about clubs and groups on and off campus. 10% of food truck purchases will be donated to clubs and student groups of color. Everyone is welcome to participate!



Dickinson
CENTER FOR
THE FUTURES
OF NATIVE
PEOPLES



Sunrise Ceremony

Join us as we kick off the semester with a blessing from the Indigenous Elder Eugene Black Crow (Oglala Lakota Sioux Nation he'matanhan), a descendant from the Carlisle Indian Industrial School.

**All welcome
to attend!**

September 5, 2024 | 6:15 AM
Dickinson College | Carlisle, PA
ACADEMIC QUAD (center of campus)

Light refreshments will be served at the CFNP immediately following.

What is a Sunrise Ceremony?

For many Indigenous Peoples, the sunrise is a sacred time for reflection, observance, thanksgiving, and community. Elders often provide guidance and prayers for the People during ceremonies. We welcome everyone to our gathering to begin the semester in a good way!

What will happen at the Sunrise Ceremony?

We will form a circle in the Quad. Dr. Mandy Cheromiah (Laguna Pueblo), CFNP Executive Director, will welcome everyone. Then, Elder Eugene Black Crow will provide a blessing/prayer and words of encouragement to the People. Next, those in attendance will have an opportunity to introduce themselves. We'll have closing remarks and invite the community to join us at the CFNP for refreshments and fellowship!



In case of rain, plan to gather at the Center for the Futures of
Native Peoples, 239 W. Louthier St.
Questions? Contact Dr. Cheromiah | cheromia@dickinson.edu

Employee Announcements



Retirement Plan Fee Disclosure Information

In compliance with Department of Labor regulations, during the month of August 2024, 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.

2nd Annual Employee Tailgate



Friday, September 6 | 4 - 6 p.m. | Belvedere/Biddle Field

Bring your family and join colleagues for some pre-game fun on **Friday, September 6, from 4-6 p.m. on Belvedere Field** (behind the home team bleachers at Biddle Field) followed by the ***Red Devil football team*** season opener against Randolph-Macon College! Kick-off is at 6 p.m.

Food Trucks & Beverages will be provided by Creekview Food, Next Level Pizza, 717 Tacos, Grappling Crab Shack, Mad Dash Artisan Grilled Cheese, Kona Ice, Back Porch Brewing, and Castlerigg Wine Shop. Food trucks & beverages will be free of charge to employees and their guests. Food (excluding alcoholic beverages) may be purchased by students and other visitors.

50/50 raffle tickets (cash only) to support the United Way Campaign will be sold at the Tailgate event. The winner will be announced during halftime of the game.

Pre-registration is required and can be completed [here](#)¹⁰. **The deadline to register is Wednesday, September 4.**

We hope to see you there!

Charter Day Celebration



Monday, September 9 | 5 - 7:30 p.m. | Academic Quad (*Rain Location: HUB Social Hall*)

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.

¹⁰<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-1SW1AfhJmIGk-QX18ISTZIUMUc3RUFPR1RCQU42MUxRVTA5STFESDFSUS4u>

Employees vs. Students Softball Game



Sunday, September 22 | 2 p.m. | Dickinson Park - Softball Field

Take Me Out to the Ball Game!

Dickinson is hosting a recreational employees vs. students softball game. Come join the fun - - players are needed and spectators are invited! If you are interested in taking the field, please complete this form¹¹.

Building Community and Belonging at Dickinson - a Collaborative Effort

¹¹https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-y_VJXRj7DRHqhJ_j6kdu5FUNzQ0OFhJNjgwNTNQU0JURjIHT0lLVjVMRS4u



Faculty and staff are invited to participate in **Dickinson Community events this fall**, which are meant to help us build our capacity as an **inclusive, welcoming, and justice-minded community**. Please **pre-register** to confirm your participation in the events listed below:

***Anti-Racist Practices for Daily Life* book lecture/talk with Rev. Dr. Jennifer Harvey**

Thursday, September 26 | 7 - 8:30 p.m. | Allison Hall

The Rev. Dr. Jennifer Harvey¹² will present a public lecture and book talk *Anti-Racist Practices for Daily Life*¹³. Dr. Harvey is a nationally known anti-racist educator whose third book, *Raising White Kids: Bringing Up Children in a Racially Unjust America* (2019) was a *New York Times* nonfiction bestseller. Currently serving as Dean of Garrett Theological Seminary, Dr. Harvey brings to Dickinson more than two decades of experience in higher education, where she has built a career helping predominantly white institutions make changes necessary to become thriving, equitable communities. Register here¹⁴.

Ethics Common Read

Monday, October 28 | 4:30-6 p.m. | Waidner-Spahr Library

The Ethics Common Read, facilitated by Dickinson professor Dr. Amy McKiernan, will feature the book *Failures of Forgiveness: What We Get Wrong and How to Do Better*¹⁵, by Dr. Myisha Cherry¹⁶. Dickinson community members will recall that Dr. Cherry visited our campus as a

¹²<https://jenniferharvey.org/>

¹³<https://jenniferharvey.org/books>

¹⁴<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-9pzYs451nJDrWgZiMzIUzZUNTNNWWUhKSIREWIZHQjVVTlhQTIBRTUhHQy4u>

¹⁵<https://press.princeton.edu/books/hardcover/9780691223193/failures-of-forgiveness>

¹⁶<https://www.myishacherry.org/>

Clarke Forum speaker in the fall of 2023, discussing her earlier book, *The Case for Rage: Why Anger Is Essential to Anti-Racist Struggle*. This year, the Ethics Across Campus and the Curriculum program will pay careful attention to themes related to accountability, moral injury, and moral repair, engaging Dr. Cherry's thoughts on forgiveness and community-building as part of the emotional valence of justice-oriented work. **Register** for the Common Read **by clicking here**¹⁷.

Faculty and staff wishing to read the books above may purchase or acquire their own book (in any form). The books can be found in libraries or purchased from a variety of vendors (i.e. Amazon, Barnes & Noble, etc.). *Failures of Forgiveness: What We Get Wrong and How to Do Better*, by Dr. Myisha Cherry, is available online through the Waidner-Spahr Library.

¹⁷<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-9pzYs451nJDrWgZiMzIUzZUM1AyQ0FSWkFVV0FZWIFSSVRUVIY2VUU1Mi4u>

The poster features a central photograph of author Myisha Cherry smiling in front of a bookshelf. To the right of the photo is the book cover for 'Failures of Forgiveness: What We Get Wrong and How to Do Better' by Myisha Cherry. The background is a warm yellow-orange with decorative floral and geometric patterns in brown, orange, and green. A QR code is located on the left side of the poster.

Ethics Common Read

FAILURES OF FORGIVENESS
WHAT WE GET WRONG AND HOW TO DO BETTER
MYISHA CHERRY

ALL students, faculty, and staff are welcome to participate.

Students who sign up get a **FREE** copy of the book!

All participants should register using this QR code.

10 | 28 | 24
4:30 PM - 6:00 PM
The Waidner-Spahr Library
For more information, contact mckierna@dickinson.edu

What Coffee Can Show Us About Beauty, Brokenness, and Restoration In the Marketplace

Thursday, October 10 | noon - 1 p.m. | Anita Tuvin Schlechter (ATS) Auditorium

A Presentation by Matt Ramsay, Founder/Owner of Denim Coffee

Founder and co-owner of Denim Coffee, Matt Ramsay, outlines the beauty and complexity of the coffee business, inherent problems, and Denim's plan to face those problems. For coffee fans, business folks, and anyone interested in trying to work in the world with purpose, catch Matt holding on to a vision for better coffee and justice while facing the realities of the marketplace.



2024 United Way of Carlisle & Cumberland County Pacesetter Campaign



Dickinson College is a *Pacesetter* for the United Way¹⁸ of Carlisle & Cumberland County's annual campaign¹⁹. Our campus campaign will begin in mid-August and wraps up in early September—to help set the pace for the larger community's fall campaign. You will soon receive information about supporting the United Way of Carlisle & Cumberland County. As always, 100% of any donations benefit members of the Carlisle community!

¹⁸<http://carlisleunitedway.org/>

¹⁹<http://carlisleunitedway.org/campaign/>

Your support makes our community stronger. In 2023: 42,212 of our neighbors were served through programs funded by our United Way

- 5,283** area residents received access to health care services
- 19,117** children & adults of all ages had an opportunity to learn and further their education
- 408** people were assisted on their road to financial stability
- 17,404** individuals and families received help with basic needs such as food and shelter

Join us in *Leading the Way* to a better future for all

HOW WE SERVE

Every day, United Way of Carlisle & Cumberland County brings people together to support a community where everyone can access a quality education, build economic mobility, and live a healthy life. We partner with 23 nonprofit agencies to provide funding for 33 programs* that address our area's most pressing needs, mobilizing the caring power of neighbors, businesses, and community partners to lead transformational change.

*For descriptions of our partner agencies and their programs, please visit uwcarlisle.org/community-impact/

GIVE TODAY

WAYS TO GIVE

- Give online at UWCARLISLE.ORG/donate
- Text [uwcarlisle](tel:71741444) to 41444
- Scan the QR code
- Return the **ENCLOSED FORM** to United Way of Carlisle & Cumberland County
145 S Hanover St.
Carlisle, PA 17013



- \$52** provides 1 night of **emergency shelter & supportive services** for 1 individual
- \$104** provides 52 **prescription co-pays** for patients in need
- \$182** provides **books** for 52 children in several outreach locations
- \$364** provides 90 **hot nutritious meals** served to hungry individuals
- \$520** provides 12 months of **nutritional groceries** to 2 families in need
- \$1040** provides 35 **GED tests** for students entering the workforce or higher education



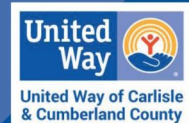
100% GUARANTEE

Thanks to our sponsors, whose generosity underwrites our administrative and fundraising costs, 100% of your undesignated gift goes directly to fund programs & services in our community





LEADING THE WAY



WHO WE SERVE

Often, the people we help have jobs, families, and homes. They simply do not make enough to survive, and struggle to cover even modest monthly expenses. A sudden car repair or an emergency medical bill may be beyond their means. These people are known as ALICE, which stands for Asset Limited, Income Constrained, Employed. They are our neighbors, families, and friends. They go to work every day, but still cannot afford the basic necessities for their family. Many of the families we help every day are ALICE—since they earn above the federal poverty level, they do not qualify for financial assistance. With the support of our partner agencies, local businesses, and individual donors, the United Way helps to lift ALICE to financial stability.

Give & Win!

Give at least **\$182** annually to the United Way
and you may be a winner!

Prizes in our annual raffle range from
\$200 - \$3,500 courtesy of M&T Bank
and other local businesses.

**Gifts of \$364 or more will receive
two raffle entries.**

Thank you to our lead prize sponsor

M&T Bank

For a complete listing of our prizes and sponsors, as well as a listing of all rules and regulations regarding the 2024 UWCCC Raffle Prize Drawing, please visit uwcarlisle.org/campaign/ or call 717-243-4805. Raffle license #24-118.

Drawing to be held at noon, January 3, 2025 at the United Way office



United Way Day of Caring

Friday, October 11 | Beginning at 8 a.m.

Allison Hall | 99 Mooreland Avenue

To indicate your interest in this community volunteer opportunity, please register for this program prior to Thursday, September 19. Sign up here!²⁰

Itinerary

- 8-8:30 a.m.: Kickoff at Allison Hall
- 8:30 a.m. - noon: Day of Caring volunteers at project locations
- 12:15 -1:15 p.m.: Lunch at LeTort Park Pavilion

Are you looking to volunteer? Sign up here²¹!

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 Totara²² to let us know of your intent to participate. Jason Maddux²³ – 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/>²⁴.

²⁰<https://totara.dickinson.edu/course/view.php?id=59>

²¹<https://totara.dickinson.edu/course/view.php?id=59>

²²<https://totara.dickinson.edu/course/view.php?id=59>

²³<mailto:Jason@uwcarlisle.org>

²⁴<https://carlisleunitedway.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.

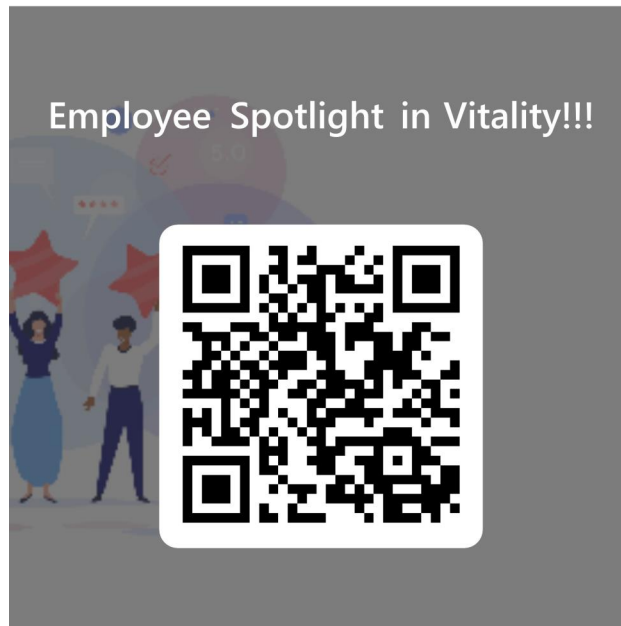
For specific questions about the Day of Caring, please contact Jason Maddux:

Call 717-243-4805 or email Jason@uwcarlisle.org²⁵

Employee Spotlight



²⁵<mailto:Jason@uwcarlisle.org>



*If you would like to **recognize an employee** for their personal or professional accomplishments **in an upcoming issue of Vitality**, please complete the honoree submission form by clicking [here](#)²⁶ or scan the QR code.*

Compliance / Policies



²⁶<https://forms.office.com/r/1BMj9krjds>

Lactation and Parenting Rooms on Campus



EAT LOCAL

As part of ensuring all staff, faculty, students, and campus visitors are supported here at Dickinson, we want to remind you of the existing lactation/parenting rooms available on campus. While employees needing lactation space are welcome to make individualized arrangements with supervisors to best fit their schedules and locations, the below spaces are also available for anyone at any time. For offices hosting speakers, job candidates, conferences, or bringing visitors to campus, we encourage you to share this information with your guests.

Questions can be directed to Katie Schweighofer²⁷, Women's and Gender Resource Center Director.

Dickinson College Lactation/Parenting Rooms

All lactation rooms are private with a lockable door, electrical outlet for pumps, comfortable chair, and easy access to a sink.

- **HUB** – lower level, in hallway across from old mailbox room (currently Free Exchange), is our exclusive-use lactation room. The nearest sink is in the inclusive restroom around

²⁷<mailto:schweigk@dickinson.edu>

the corner headed toward the mail center. Available 24/7 with a Dickinson ID, or 6 a.m. to 6 p.m. without and ID.

- **41 Conway Street (Title IX office)** – there is an anteroom attached to the ground floor private restroom that is a designated lactation room. Available 9 a.m. to 4:30 p.m. Monday through Friday, or by arrangement.
- **55 North West Street (Human Resources offices)** – there is a conference room that can become a private space for lactation needs, with a nearby private restroom. Available 9 a.m. to 4:30 p.m. Monday through Friday, or by arrangement.

Have you used one of these spaces? Give us your feedback! <https://forms.gle/ihLQrxoXDv4cBDJF8>²⁸

Lactation Policy²⁹

Workplace Safety - Safety Suggestion Box

Safety Suggestions

If you would like to submit a safety suggestion, five safety suggestion boxes are placed across campus for your convenience. The safety suggestion boxes can be used to submit anonymous tips of possible safety hazards, near-misses, or other safety-related suggestions/tips/concerns.

There are two available for public reporting

- Holland Union Building (HUB) by the Britton Plaza vestibule
- Human Resource Services by the front desk.

Three additional boxes are available for college staff to utilize within

²⁸<https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.gle%2FihLQrxoXDv4cBDJF8&data=05|02|shaffeca%40dickinson.edu|f032bca862c940ae9c6408dcb7176556|6232b05576b94c139b88b562ae7db6fb|0|0|638586558420995369|Unknown|TWfPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2luMzliLCJBTil6lk1haWwiLCJXVCi6Mn0%3D|0||&sdata=MX3ZpKKhf%2B0nz0WqgPAUFy3r7IOv4CTHQBKdply0QKU%3D&reserved=0>

²⁹https://www.dickinson.edu/homepage/1155/human_resources

- Dining Services
- Facilities Management: Housekeeping breakroom; Grounds/Trades breakroom

Digital safety suggestion forms³⁰ are also available online and may be submitted anonymously. You may also complete a work order by clicking on the Facilities Management icon on you Gateway launch pad. If you have an immediate safety concern, please contact the Department of Public Safety³¹ at 717-245-1349.



³⁰<https://www.dickinson.edu/xfp/form/317>

³¹https://www.dickinson.edu/homepage/70/departement_of_public_safety

Get the Most Out of Your Benefits



Virtual Wellness Fair

Thursday, September 26 | Various Sessions from 10:45 a.m. - 4 p.m.

Alera Group will be holding a virtual wellness fair on Thursday, September 26, and all employees are invited to attend.

Feel free to stay for the whole fair, or pop into only the sessions that interest you. Please see more information and a link to register here³². When registering, they will ask who invited you to attend this event, the answer is **Relph Benefit Advisors**. These sessions will be recorded, so for anyone that registers, you will be able to leave, and get back in later to watch the recorded version.

³²https://events.hubilo.com/2024-employee-wellbeing-fair/register?utm_source=&utm_medium=email&utm_campaign=wellbeingfair&utm_content=invite2

Here's a preview of the agenda:

- 11 - 11:45 a.m. | Metabolism Reset: 3 Secrets That Impact Body Weight
 - 11:45 a.m. - 12:30 p.m. | Sleep Optimization Strategies for Getting the Best Sleep of Your Life
 - 12:30 - 1:15 p.m. | Thriving in the Middle: Practical Tips for "Sandwich Generation" Caregivers
 - 1:15 - 1:30 p.m. | Guided Sound Bath Meditation: Overcome Burnout with Meditation
 - 1:30 - 2:15 p.m. | Digital Empowerment: Aligning Social Media Use with Improved Mental Health
 - 2:15 - 3 p.m. | Thriving Through Menopause: Strategies for Wellbeing
 - 3 - 3:30 p.m. | Rethinking Back Health: Lower Back Pain Relief
 - 3:30 - 4 p.m. | Powerful Nutrition Strategies: Strategies to Age Gracefully
-

Health Advocate - \$250 Healthy Gear Give Away



Health Advocate is giving away gift cards to three Health Advocate Members. Think about what you can buy with \$250...new sneakers, work out gear, weights, or an appliance that would help you make a healthy recipe!

Click here³³ for your chance to win!

³³<https://www.healthadvocate.com/site/giveaway>

Deadline to enter: October 10, 2024

Giveaway details:

- Giveaway is open to Health Advocate members in the United States over the age of 18. One entry per eligible person; duplicate entries will be disqualified.
- Three winners will each receive one \$250 gift card to purchase healthy gear.
- Winners will be selected by random draw and announced in November 2024.

Click here³⁴ for full giveaway rules.

Health Advocate 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 website³⁵.

TIAA Retirement Consultations



Thursday, September 19 | 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:

³⁴<https://www.healthadvocate.com/site/giveaway-rules>

³⁵<http://www.healthadvocate.com/>

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 appointment with TIAA financial consultant, *Nigel Stearns*.

To schedule a personal meeting please sign up online³⁶ 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.***

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)³⁷. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

³⁶<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

³⁷<https://www.tiaa.org/webinars>



SEPTEMBER WEBINARS

Financial know-how starts here.

Register for TIAA's live webinars to get financial information, news and tips from our experts.

Reserve your spot by registering now at tiaa.org/webinars. Check back at any time for future webinars. These webinars are part of your retirement plan benefits.

September 11	Charting your course: A financial guide for women Learn how to evaluate your financial health, set financial goals and how to put it all together to create your financial plan.	Noon to 1 p.m. (ET) 11 a.m. to noon (CT) 10 a.m. to 11 a.m. (MT) 9 a.m. to 10 a.m. (PT)
September 17	Attention to detail: Financial finishing touches for women Financial success can often complicate your life, and we'd like to help. You'll learn some ways to stay in control of the portfolio you've accumulated.	2 p.m. to 3 p.m. (ET) 1 p.m. to 2 p.m. (CT) Noon to 1 p.m. (MT) 11 a.m. to noon (PT)
September 25	Write your next chapter: 5 steps to setting your retirement date Understand when you can retire by forming a strategy for meeting your retirement expenses. Starting right away lets you approach the future with confidence.	1 p.m. to 2 p.m. (ET) Noon to 1 p.m. (CT) 11 a.m. to noon (MT) 10 a.m. to 11 a.m. (PT)

Reserve your spot



Prepare for the Reality of Health Care in Retirement

Wednesday, October 23 | noon - 1 p.m. | Virtual Presentation

Join Matthew Young, Fidelity Investments' Workplace Financial Consultant/Personal and Work Place Investing, for this special presentation!

Healthcare costs in retirement is a big concern for many. Understand the costs and the available options before and after age 65, so you can be better prepared.

Click [here](#)³⁸ to register.

- Type ***Dickinson College*** in the field for *Enter your employer name*
- Select *Virtual Event* for the event type
- Click *Register* next to ***Ask Fidelity - Prepare for the Reality of Health Care in Retirement***
- Complete the registration form and click *Schedule Event*

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.

Browse their extensive educational webinar offerings by clicking [here](#)³⁹. 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!

³⁸<https://digital.fidelity.com/prgw/digital/wos/Events>

³⁹<https://fidelityevents.com/allevnts/special>

Community | For the Greater Good



Join us for Dickinson's Heart Walk on Sunday, September 15!

Time: noon - 2 p.m.

Check-in at noon at the Kline Center Patio

This event will be held ON CAMPUS and separate from the Capital Region Heart Walk, 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.

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

Please consider joining Dickinson College's Heart Walk to support the 2024 AHA Heart Walk 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!

Sign up and join the walk today: <http://www2.heart.org/goto/TeamDickinson2024>⁴⁰

– OR –

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:* <http://www2.heart.org/goto/DickinsonCollege>⁴¹

You can visit <http://www2.heart.org/goto/DiamondEssenceWithin>⁴², to make a contribution in support of life-saving medical breakthroughs and heart research!

⁴⁰https://www2.heart.org/site/TR;jsessionid=00000000.app30014a?team_id=838666&fr_id=10729&pg=team&NONCE_TOKEN=5FB304987C5E65C5CFB2736DD4DB8B89

⁴¹https://www2.heart.org/site/TR;jsessionid=00000000.app30014a?company_id=470305&fr_id=10729&pg=company&NONCE_TOKEN=3B2B1EDC5EF1065E9B63C6B7B1795D76X%2FqgM%3D&reserved=0

⁴²https://www2.heart.org/site/TR;jsessionid=00000000.app30014a?px=2087857&fr_id=10729&pg=personal&NONCE_TOKEN=8A7B89F353DAFEFB23DB837579EBB71B



Save the Date: *Sunday, September 15*
2024 DICKINSON COLLEGE
Campus Heart Walk!

Being a Heart Walk Hero is as easy as 1, 2, 3!



Register with Dickinson College

Scan the QR Code above to register



Get Personal

Kick off your fundraising efforts
with a self donation.
Customize your page to tell your story.



Get Digital

Connect your fundraising
page to Facebook and download
the Heart Walk Mobile App.

Sunday, September 15, 2024

Dickinson College, Carlisle, PA

#CAPITALREGIONHEARTWALK

Questions? Ask Jeanette Diamond
diamondj@dickinson.edu

*Love Carlisle*⁴³

⁴³<https://lovecarlisle.com/>



2 - <https://lovecarlisle.com/harvest-of-the-arts>

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:**

- Cumberland County Blood Drives⁴⁴
- Franklin County Blood Drives⁴⁵
- Perry County Blood Drives⁴⁶

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org⁴⁷ or call 1-800-771-0059.

Mark your Calendars:

American Red Cross Blood Drive, Sponsored by Alpha Phi Omega

Friday, November 15 | 10:30 a.m. - 4 p.m. | HUB Social Hall

⁴⁴https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁴⁵https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁴⁶https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

⁴⁷<http://717giveblood.org/>



Down on the Farm



From the Farm to your Kitchen: Dickinson College Farm CSA



Dickinson Vegetable Shares – *Sign Up now*

Dickinson College Farm CSA (Campus Supported Agriculture) sign-ups are now open. Fully customized vegetable shares with options to pick up weekly or every other week at the Farm or on campus. Our produce is certified organic and freshly harvested. Beef, lamb and other tasty surprises are also offered. Let us share a taste of farm goodness with you!

To sign up or to learn more about the benefits associated with becoming a CSA member, please click here⁴⁸ or contact farm@dickinson.edu⁴⁹.

Sunset Farm Tour & Cooking Demo

⁴⁸<https://blogs.dickinson.edu/farm/csa/>

⁴⁹<mailto:farm@dickinson.edu>



Thursday, September 19 | 5:30 – 7 p.m.

Begin with a cooking demo with Farm Works Chef, Joe Rosas - then go for a sunset walk

Unwind at the College Farm after a day in the office. Take an interactive stroll with farm managers and learn about the many exciting projects underway in the fields, pastures, and barns, along with the Biogas facility. This will include a 45-60 min walk on varying surfaces. Please wear appropriate shoes to keep your feet happy and safe!

Additionally, participants will enjoy a cooking demo by the Farm Works chef with some delicious organic food served to those attending!

Enroll and sign-up in Totara⁵⁰.

We're Open!

⁵⁰<https://totara.dickinson.edu/course/view.php?id=493>



Farm Works at 169 W. High Street

Hours: 11 a.m. - 2 p.m.

Visit their website⁵¹ to see featured soups and salads.

HR Visits the Farm!

⁵¹<https://www.dickinson.edu/farmworks>



Human Resource Services (HR) visited the College Farm on a beautiful summer morning. Matt Steiman, Assistant Director of the College Farm and Energy Projects Director, gave a tour of the many farm highlights. The first stop was the upper barn, where seeds are stored. The rows of garlic smelled amazing!

HR staff members continued the farm tour also learning about...

- greenhouses, cover crops and the use of thermal energy for warming crops over the cold winter months
- compost use, ready-to-spread fertilizer availability, and the biogas facility
- harvesting vegetables and the best time to pick tomatoes

All of this was followed by a hands-on cooking demonstration with Farm Works Chef, Joe Rosas, where the staff made and enjoyed empanadas, along with a farm-fresh salad.

Thank you, Dickinson College Farm, for hosting our staff! Is your department looking for an educational, yet fun retreat? The College Farm would love to host! Schedule your tour with them today, by contacting farm@dickinson.edu⁵²!



⁵²<mailto:farm@dickinson.edu>





























Nutrition Corner



Peach and Tomato Salad

A taste of the season!

Inspired by the Italian panzanella salad, which combines tomatoes, bread, and basil. Peaches replace the bread in this flavorful salad.

Servings: 4

Ingredients

- 4 medium peaches, halved, pitted, and sliced OR 1 29-ounce can sliced peaches, packed in light syrup or their own juice, drained
- 3 medium tomatoes, sliced into wedges
- 1 small red onion, chopped
- 3 tablespoons extra-virgin olive, corn, or canola oil
- 1 tablespoon red wine vinegar or balsamic vinegar
- 1/8 teaspoon salt
- 1/8 teaspoon pepper
- 1 cup fresh thinly sliced or coarsely torn basil

Directions

1. Put the peaches, tomatoes, and onion in a large bowl.
2. In a small bowl, whisk together the oil, vinegar, salt, and pepper.
3. Pour the dressing over the peach mixture, tossing gently to coat.
4. Gently stir in the basil.

Keep it Healthy: Because the natural juices in both the tomatoes and peaches add liquid to any salad, this Peach and Tomato Salad is also good topped over lettuce—no dressing for the lettuce is required.

Nutrition Facts:

Calories: 137 | Total Fat: 6.0 g | Saturated Fat: 1.0 g | Polyunsaturated Fat: 1.0 g |
Monounsaturated Fat: 4.0 g | Cholesterol: 0 mg | Sodium: 81 mg | Total Carbohydrate: 22 g |
Dietary Fiber: 4 g | Sugars: 17 g | Protein: 3 g

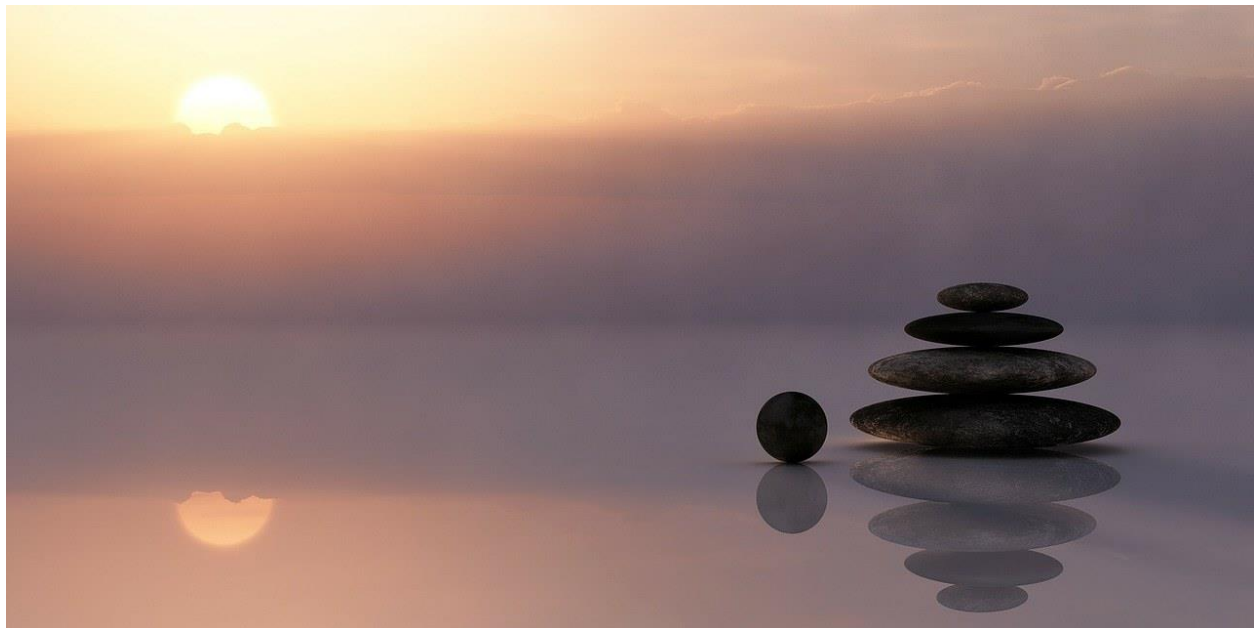
Dietary Exchanges:

1 fruit, 1 vegetable, 1 fat

Recipe Source: American Heart Association⁵³



Wellness@Dickinson



2024-2025 Wellness@Dickinson Interest Survey

Thank you to all who completed the 2024-2025 Wellness@Dickinson Interest Survey to provide feedback and ideas for future wellness program options. Your suggestions and ideas are being

⁵³https://recipes.heart.org/en/recipes/peach-and-tomato-salad?utm_source=healthy+for+good+fy+2025&utm_medium=email&utm_campaign=CP_HFG_Send_2_081924&utm_content=Recipe+cta&sc_camp=7BEAEDB1401C4FE788C6A3E0085A3528

reviewed to help us plan future wellness activities on campus. To provide additional feedback and ideas, please send an email to devwell@dickinson.edu.

Congratulations to Patty Zink, *Advancement Operations*, who was randomly selected as the gift card winner for her survey participation!



End of Summer Wellness Bingo



Just for fun!

As the summer winds down and campus life becomes active again, we encourage you to participate in a variety of activities for your physical, emotional, and overall health and

wellbeing. Use this card to complete activities and submit it to be entered in a drawing for a Wellness@Dickinson prize!

Download a copy of the form by clicking here⁵⁴.

Prizes will be drawn based on completion. *(5 squares in a row—across, down, or diagonal; postage stamp [4 squares]; framed; or blackout.)*

Return the completed form to Human Resource Services⁵⁵ (email or printed copy) by **Tuesday, October 1.**

Thoughtful Thursdays

Thursday, September 5 | 7:30-8 a.m. | McCauley Room, Old West

Thoughtful Thursday 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 to center your mind and body while bringing focus to your day!

The next session will be held on October 3, in Memorial Hall, Old West.

Enroll and sign-up in Totara.⁵⁶

⁵⁴https://www.dickinson.edu/download/downloads/id/15689/2024_fall_semester_wellness_bingo.pdf

⁵⁵<mailto:devwell@dickinson.edu>

⁵⁶<https://totara.dickinson.edu/course/view.php?id=307>



Mindful Mondays

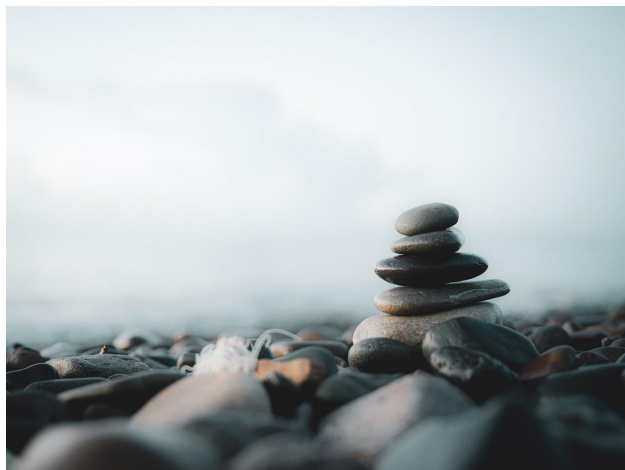
Mondays beginning September 9 | 1 - 1:30 p.m. | Wellness Center, Relaxation Room (2nd floor)

Instructor: Megan Nesbitt, PsyD

This thirty-minute workshop will focus on helping attendees learn and practice techniques to be present with themselves, slow thoughts, and set aside stressors. Meets weekly. Beginners and drop ins welcome.

Sessions are open to students and employees.

No meetings on October 21, or November 25.



Blood Pressure Screening

Tuesday, September 10 | noon - 1 p.m. | HUB Mary Dickinson Room

Walk-ins welcome! No appointment necessary!



Biometric Screenings

Thursday, September 12 | 7:30 - 9 a.m. | HUB Social Hall West

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 2024-2025, 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 30, 2025 to meet the deadlines of the 2024-2025 Wellness Incentive Program Challenge!

Biometric screening appointments ***for EMPLOYEES*** are available this fall on September 12 from 7:30-9 a.m. Check-in at the HUB Social Hall West for this FREE screening (optional additional screenings are available via payroll deduction.) An additional screening is scheduled for Thursday, October 24 from 7-8:30 a.m. in the Facilities Management Breakroom.

Click to Enroll and sign-up now⁵⁷ for your biometric screening appointment. The free biometric screening includes a lipid/glucose profile. *Fasting is required for 10-12 hours prior to your scheduled appointment time for the most accurate results.* 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.



⁵⁷<https://totara.dickinson.edu/course/view.php?id=51>

Coping with Grief and Loss - A Health Advocate Webinar

Thursday, September 19 | 10 and 4 p.m. | Online Presentation

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 Health Advocate 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 grief.

Register for the session the best fits your schedule:

10:00 a.m.⁵⁸ 4:00 p.m.⁵⁹

Upcoming Webinars:

October 10 | Domestic Violence Awareness

10:00 a.m.⁶⁰ 4:00 p.m.⁶¹

November 14 | Holiday Game Plan: Handling Holiday Stress

10:00 a.m.⁶² 4:00 p.m.⁶³

⁵⁸<https://attendee.gotowebinar.com/register/408304082700894557?source=memwebpg>

⁵⁹<https://attendee.gotowebinar.com/register/1786525415444884826?source=memwebpg>

⁶⁰<https://register.gotowebinar.com/register/1670708358133500245?source=memwebpg>

⁶¹<https://register.gotowebinar.com/register/1661509843855535709?source=memwebpg>

⁶²<https://attendee.gotowebinar.com/register/2712895847683802971?source=memwebpg>

⁶³<https://attendee.gotowebinar.com/register/2874118337176233566?source=memwebpg>

For a listing of on demand webinars, click here⁶⁴.



Flu Vaccinations

We are happy to offer flu vaccinations to students and employees of the College.

Flu shot facts: Of course, the flu shot fights the flu. But 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. **Sign-up**⁶⁵ for your free flu vaccine today!

The College will host flu clinics in the HUB Social Hall on:

- Thursday, September 26, from 9:00 to 11:30 a.m.
- Monday, October 14, from 11:00 a.m. to 1:30 p.m.
- Wednesday, November 6, from 4:00 to 6:00 p.m.

Flu Vaccination Registration is now open. Sign-up here!⁶⁶

Vaccinations will not be available for spouses and/or dependents. Please be sure to schedule an appointment with their primary care provider or a pharmacy offering flu shots.

⁶⁴<https://www.healthadvocate.com/site/memberwebinars>

⁶⁵<https://totara.dickinson.edu/course/view.php?id=165>

⁶⁶<https://totara.dickinson.edu/course/view.php?id=165>

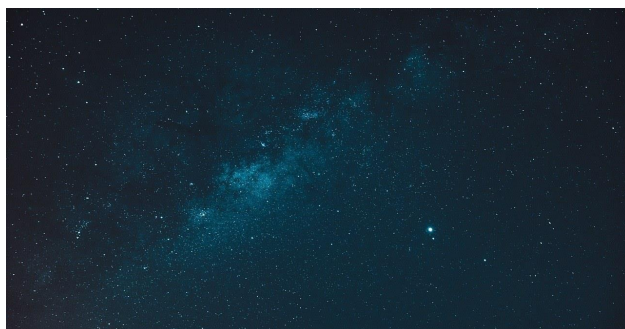


Fall Constellations - Star Gazing at the Planetarium

Thursday, September 26 | 6 - 7 p.m. | Kanev Planetarium

Explore the galaxy and all its starry wonders as you visit the on-campus planetarium. Sign-up now to save a seat for yourself and learn about the stars in the nighttime skies visible throughout different times of the year. Each planetarium show is presented by a Dickinson College student majoring in Physics and Astronomy.

Enroll and sign-up in Totara.⁶⁷



CPR, First Aid & AED Blended Training for Employees

⁶⁷<https://totara.dickinson.edu/course/view.php?id=492>

Tuesday, October 22 | 8 a.m. - 1 p.m. | DPS Training Room, Kaufman Building

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

Enroll and sign-up in Totara⁶⁸ to reserve your spot in this program.

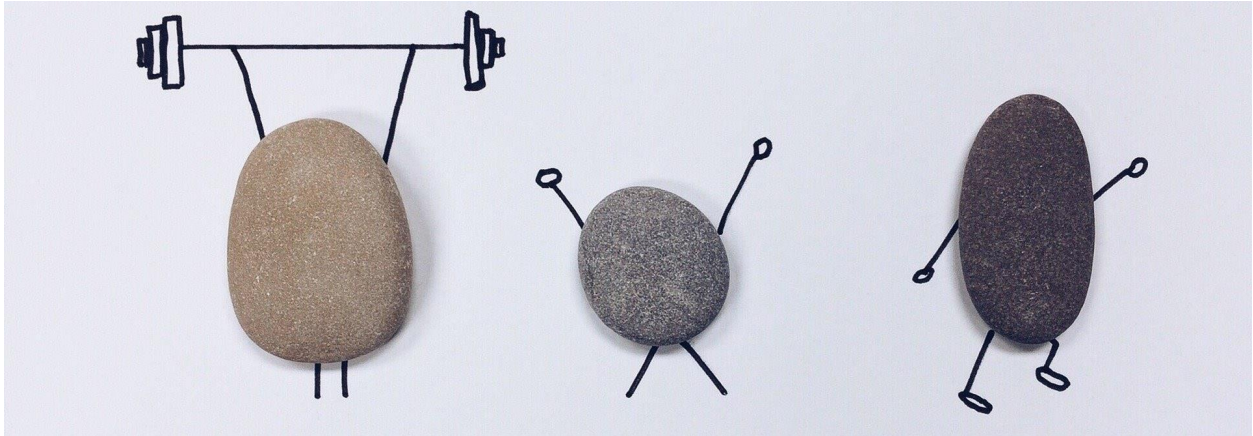
To successfully complete this certification there is a mandatory completion of the online materials BEFORE arriving for the live training session on Tuesday, October 22, 2024. Participants will receive a link to complete the blended learning portion of this training in early October to allow plenty of time to complete prior to the live session. Please send an email to diamondj@dickinson.edu⁶⁹ with any questions.



⁶⁸<https://totara.dickinson.edu/course/view.php?id=93>

⁶⁹<mailto:diamondj@dickinson.edu>

Wellness@Dickinson Fitness Programs



Fall Fitness Programs



FREE Fall Semester Fitness Programs - Register NOW in *Totara* or *EngageD*!

Wellness programs offered for 2024-2025 begin the first couple of weeks in September, with fitness options offered both by Human Resource Services and the department of Athletics to allow the maximum possible wellness opportunities for the campus community. Lunch Crunch, Sports Yoga and other favorites will return this year (space is limited), along with a variety of other group fitness classes that can be found in EngageD. Search for any group fitness session by using a key word (i.e. *cardio, crunch, Pilates, yoga* and *Zumba*).

Mondays

Pilates⁷⁰

Mondays | 3:30-4:30 or 4:30-5:30 p.m. | HUB Dance Studio

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 EngageD⁷¹ by searching *Pilates*.

Instructor: Jennifer Moore



Tuesdays

Zumba⁷²

Tuesdays | 5 to 6 p.m. | Allison Hall Community Room

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

⁷⁰<https://dickinson.campuslabs.com/engage/events?query=pilates>

⁷¹<https://dickinson.campuslabs.com/engage/events?query=pilates>

⁷²<https://dickinson.campuslabs.com/engage/events?query=zumba>

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 members of the Dickinson community.

RSVP in EngageD⁷³ by Zumba.

Instructor: Jeannette Kole



DEW Power Yoga⁷⁴

Beginning Tuesday, September 10 | noon to 1 p.m. | HUB Dance Studio

DEW (**D**iamond **E**ssence **W**ithin) 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 Totara⁷⁵.

Instructor: Jeanette Diamond

⁷³<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁷⁴<https://totara.dickinson.edu/course/view.php?id=457>

⁷⁵<https://totara.dickinson.edu/course/view.php?id=457>



Wednesdays

Camp Cardio⁷⁶

Beginning Wednesday, September 11 | noon to 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 Totara⁷⁷.

Instructor: Tina Salomone

⁷⁶<https://totara.dickinson.edu/course/view.php?id=379>

⁷⁷<https://totara.dickinson.edu/course/view.php?id=379>



Sports Yoga⁷⁸

Beginning Wednesday, September 11 | 4:45 to 5:45 p.m. | HUB Dance Studio

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 Totara⁷⁹.

Instructor: Jim Mader



Lunch Crunch⁸⁰

Beginning Wednesday, September 25 | noon to 1 p.m. | Functional Fitness Room, Kline Center

⁷⁸<https://totara.dickinson.edu/course/view.php?id=47>

⁷⁹<https://totara.dickinson.edu/course/view.php?id=47>

⁸⁰<https://totara.dickinson.edu/course/view.php?id=459>

Tone your body with a lunchtime core strength and conditioning workout! A strong core supports your overall body function.

Enroll and sign-up in Totara⁸¹. *Space is limited to 12 employees.*

Instructor: Padraic Wood



Thursdays

Cardio Fusion⁸²

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

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!

RSVP in EngageD by searching Cardio⁸³.

Instructor: Jennifer Moore

⁸¹<https://totara.dickinson.edu/course/view.php?id=459>

⁸²<https://dickinson.campuslabs.com/engage/events?query=cardio>

⁸³<https://dickinson.campuslabs.com/engage/events?query=cardio>



Zumba⁸⁴

Thursdays | 5 to 6 p.m. | Allison Hall Community Room

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 members of the Dickinson community.

RSVP in EngageD by searching Zumba⁸⁵.



Spin Class⁸⁶

Thursdays & Sundays | 5:30-6:30 p.m. | Kline Fitness Center Spin Studio

⁸⁴<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁸⁵<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁸⁶<https://dickinson.campuslabs.com/engage/events?query=spin>

Dickinson's spin class is 45 minutes to an hour of a full body workout. It challenges riders to push themselves and have fun while doing so. This full-body workout is combined with rhythm based choreography to aid riders in properly engaging their core, legs, and glutes. We encourage riders to dig deep and surprise themselves of their strength, both physically and mentally. This class welcomes people of all fitness levels!

RSVP in EngageD by searching Spin⁸⁷



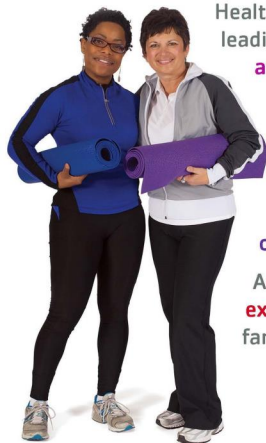
⁸⁷<https://dickinson.campuslabs.com/engage/events?query=spin>



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 I - High School Counseling and Admissions - *Thursday, September 19*

Part II - Financial Aid and Tuition Benefits - *Thursday, September 26*

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, Old West from noon to 1 p.m. Enroll and sign-up in Totara⁸⁸.**

2024-2025 Management Development Program

Select Tuesdays beginning September 24, through April 15

9 a.m. to noon | McCauley Room Old West (Fall Semester)

The Management Development Program (MDP) is an in-depth, year-long supervisory certification program.

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 role while enabling future success. Facilitators for the program will include faculty and administrators as well as local professionals with expertise in certain disciplines and knowledge of the higher education environment.

The general program format will be hands-on using case studies and simulations to discuss 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, each a hands-on, instructional workshop focused on relevant topics in the higher education environment. Topics that will be offered within the certification program will include:

- DiSC
- Cultural Competency & Conflict Management
- Developing Cultural Awareness as Management Practice
- Understanding Admissions

⁸⁸<https://totara.dickinson.edu/course/view.php?id=42>

- Leadership
- Managerial Decision Making
- The Financing of Higher Education

Please email hrrservices@dickinson.edu⁸⁹ to obtain an application to participate in this program.



The Fundamentals of FERPA (online course)



⁸⁹<mailto:hrrservices@dickinson.edu>

United Educator's Online Training | Enroll in Totara⁹⁰

This session provides an overview of the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended. FERPA sets forth requirements to protect the privacy of student's educational records.

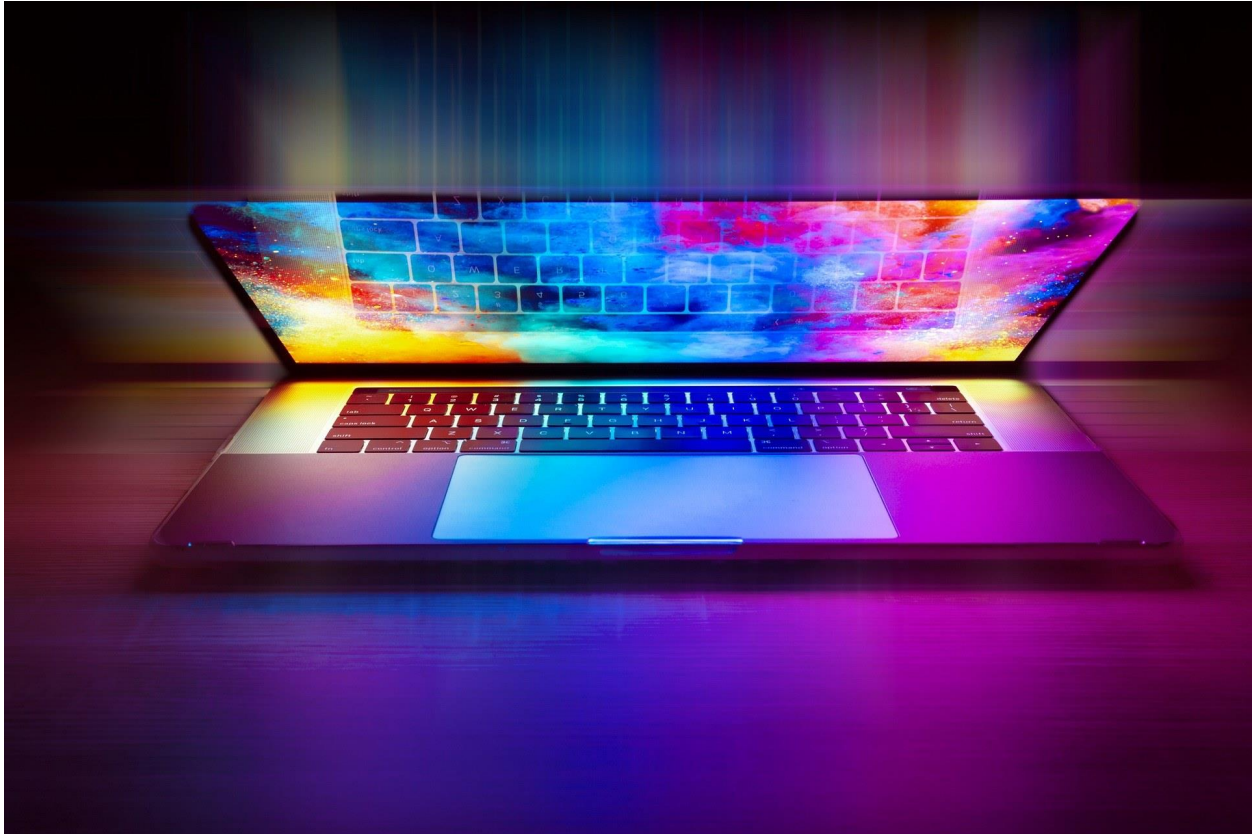
As an employee of the College, you play an important role in keeping records private and ensure the privacy rights of students. In this online session, you will learn how to avoid violations through common situations. You will also learn how to respond, and when you should refer a request to another department.

For questions or more information, please contact the registrar's office⁹¹.

⁹⁰<https://totara.dickinson.edu/course/view.php?id=125>

⁹¹<mailto:reg@dickinson.edu>

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 now⁹²!

⁹²<https://dickinson0.sharepoint.com/sites/TechNews>



Contact Us



Wellness Program | Monthly Incentive Prize Winners

Congratulations to Kim Morgan, Individual Giving, winner for the month of August for fitness program participation during July!

Have you been active in our Wellness@Dickinson programs? 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-Month⁹³. *(Remember to report your Marathon in a Month walking⁹⁴ 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 record your marathon-in-a-month miles, please send an email to devwell@dickinson.edu⁹⁵ 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

⁹³https://www.dickinson.edu/downloads/file/1239/marathon_in_a_month_walking_map

⁹⁴https://www.dickinson.edu/downloads/file/1238/marathon_in_a_month_tracking_your_walks

⁹⁵<mailto:devwell@dickinson.edu>

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 Gateway⁹⁶ 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 policy⁹⁷ 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 Guide⁹⁸

Dickinson/Biking⁹⁹

Dickinson/College Farm¹⁰⁰

Dickinson/Sustainability¹⁰¹

⁹⁶<https://gateway.dickinson.edu/>

⁹⁷http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

⁹⁸[http://www.dickinson.edu/info/20043/about/1562/dickinson_\"how_to\"_guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_\)

⁹⁹<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

¹⁰⁰<http://www.dickinson.edu/collegefarm>

¹⁰¹<http://www.dickinson.edu/sustainability>

TechNews¹⁰²

Trout Gallery¹⁰³

Theatre & Dance¹⁰⁴

Campus Announcements¹⁰⁵

Campus Events Calendar¹⁰⁶



3 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu¹⁰⁷

Human Resource Services Website¹⁰⁸

¹⁰²<https://dickinson0.sharepoint.com/sites/TechNews>

¹⁰³<http://www.troutgallery.org/>

¹⁰⁴<https://www.dickinson.edu/theatreanddance>

¹⁰⁵<https://www.dickinson.edu/announcements>

¹⁰⁶<http://www.dickinson.edu/events>

¹⁰⁷<mailto:devwell@dickinson.edu>

¹⁰⁸https://www.dickinson.edu/homepage/122/human_resource_services