



Vitality - October 2024

Dickinson

HUMAN RESOURCE SERVICES

1 - Volume XIX | Issue 3

Hurricane Helene - Resources and Support



In response to Hurricane Helene, All In One Health¹ has provided resources and information to help navigate and support those in need during this stressful situation. Click here² to learn more.

To support those in distress, click on the links below for more information on how to volunteer and/or donate:

American Red Cross³

Salvation Army⁴

¹<https://allonehealth.com/hurricane-helene-resources-support/>

²<https://allonehealth.com/hurricane-helene-resources-support/>

³<https://www.redcross.org/about-us/our-work/disaster-relief/hurricane-relief/hurricane-helene.html>

⁴<https://centralusa.salvationarmy.org/usc/help-disaster-survivors/>

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

LGBTQ History Month





THE LGBTQ+ CENTER PRESENTS
LGBTQIA+
HISTORY MONTH 2024
Note to self: check out these events!

Tues, Oct 8 International Lesbian Day Celebration Landis House 12-1 PM	Fri, Oct 11 OUT ON BRITTON Coming Out Day Britton Plaza 1-5 PM	Mon, Oct 14 Film: Matt Shepard Was a Friend of Mine Bosler Hall 208 4:30-6:30 PM
Tues, Oct 15 LGBTQIA+ History Month Webinar Virtual 12-1 PM	Wed, Oct 16 International Pronoun Day Landis House 12-1 PM	Wed, Oct 23 LGBTQ+ Center @ Safety Isn't Spooky Academic Quad 4-6 PM
Mon, Oct 28 Asexuality Awareness Day & Intersex Awareness Day Landis House 12-1 PM	Tues, Oct 29 Film: The Death & Life of Marsha P. Johnson Althouse 106 4:30-6:30 PM	Nov 1-3 Angels in America: Millennium Approaches Mathers Theatre Time Varies

Follow the LGBTQ+ Center on Instagram:
 @dsonlgbtq for up-to-date information!

Dickinson
 LGBTQ+ CENTER

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 LGBTQ+ 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: LGBTQ History Month*⁵

LGBTQ History Month⁶ **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.

⁵<https://lgbthistorymonth.com/background>

⁶<https://lgbthistorymonth.com/>



This year is the **13th anniversary of the LGBTQ+ Center** here at Dickinson! For more information about the center, visit [Dickinson.edu/lgbtq](https://dickinson.edu/lgbtq) and follow the center on Instagram @dsonlgbtq

Celebrations and events offer 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 LGBT Center of Central PA and the Dickinson College Archives and Special Collections partnered to document the stories and history of LGBT life and activism in Central PA. Visit the LGBT digital archives⁷ to learn more!

National Fire Prevention Week - October 6-12



Smoke Alarms: Make Them Work For You!

⁷<https://archives.dickinson.edu/lgbt>



2 - <https://www.nfpa.org/en/events/fire-prevention-week/fpw-printable-activities/smoke-alarm-calendar>

Smoke Alarm Safety Tips and Guidelines

The National Fire Prevention Association (NFPA) recommends:

- Installing smoke alarms in every bedroom, outside each separate sleeping area (hallway), and on each level of your home (including basement).
- Test your smoke alarms once a month by pushing the test button.
- Replace all smoke alarms when they are 10 years old (or when the test button does not respond).

Use the Smoke Alarm Safety sheet⁸ to involve the children in your household (*or the kid in you*)!

Source: NFPA⁹

⁸<https://www.nfpa.org/en/events/fire-prevention-week/fpw-printable-activities/smoke-alarm-calendar>

⁹<https://www.nfpa.org/Events/Fire-Prevention-Week>



Environmental Health & Safety

Knowing what to do if there is a fire in your workplace is important too! Our Emergency Management Specialist, Kevin Walters¹⁰, and members of DPS recently conducted fire safety drills.

During a fire alarm evacuation:

1. Exit via your **closest** exit .
2. Rally at your evacuation assembly area once outside.

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.

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 Use¹¹

¹⁰<mailto:walterke@dickinson.edu>

Domestic Violence Awareness Month



Domestic Violence Awareness Month

Campus and Community Events

¹¹<https://www.osha.gov/etools/evacuation-plans-procedures/emergency-standards/portable-extinguishers/use#PASS>



TAKE THE PLEDGE

To **recognize** harmful norms that escalate into sexual harm and to identify how I've perpetuated them.

To **intervene** in situations where consent has not or cannot be given.

To **join in the conversation** about collective responsibility and therefore, collective action in preventing sexual violence.

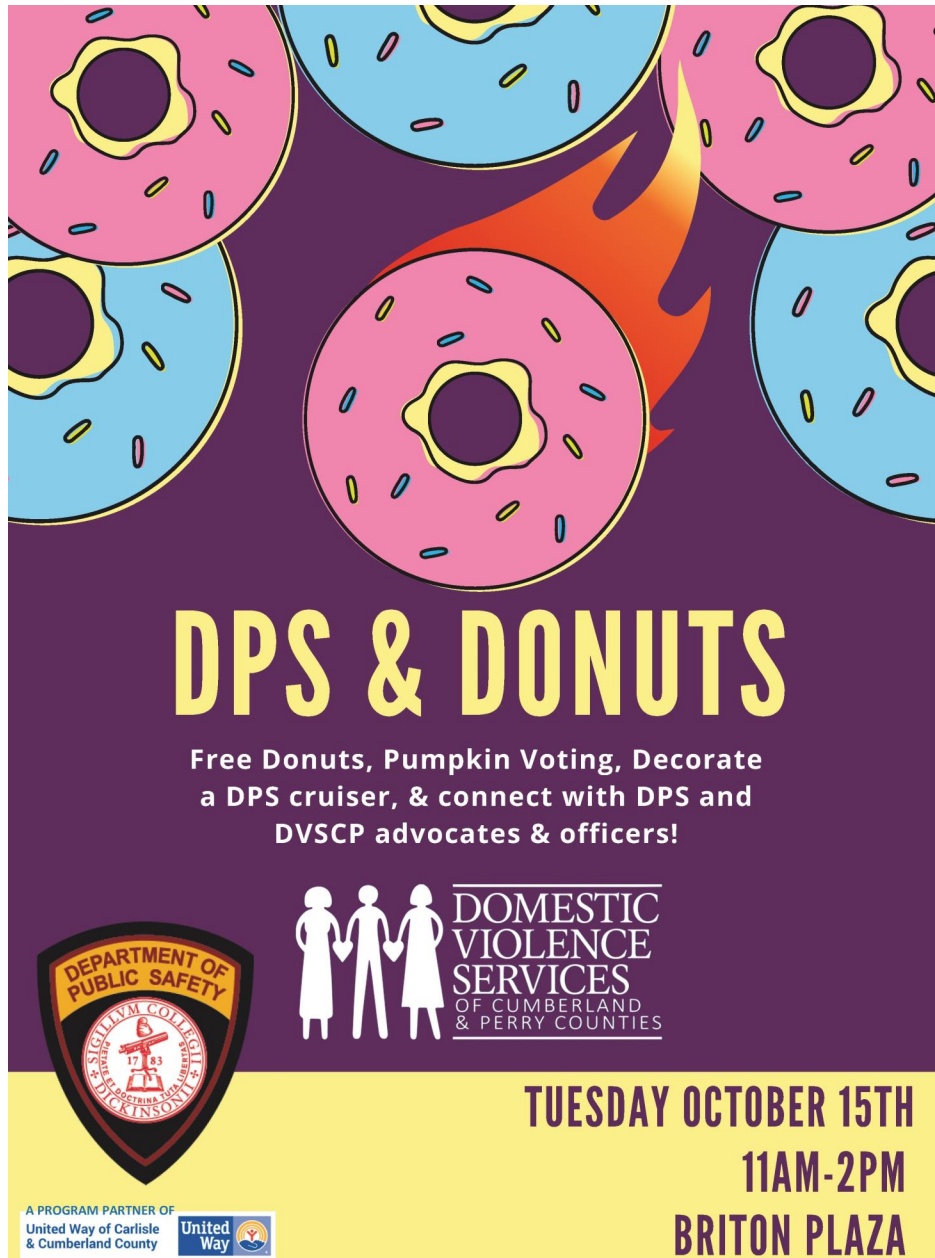
To **create an environment** in which survivors are supported and sexual harm cannot be normalized.



Sign the Pledge¹² ***before October 25!***

It's On Us (IOU) is a national organization which seeks to empower students to become leaders and peer educators on their campuses in the fight to end sexual harm. During the month of October, the Dickinson Chapter of IOU is hosting a pledge drive along with 20 other schools asking students, staff and faculty to recognize the harmful norms that contribute to sexual harm and to create an environment in which it is not able to be normalized. The drive ends on ***October 25***, and every signature counts!

¹²https://secure.everyaction.com/kgHZ5bP_069oP9_e2qKNg2#!



Tuesday, October 15 | 11 a.m. - 2 p.m. | Britton Plaza

DPS & Donuts

Come meet our professionals who support survivors; free donuts; decorate the DPS Cruiser!
Grab a purple ribbon to wear and showcase your support!



Thursday, October 17

Show Your True Colors – Purple Thursday

On Thursday, October 17, 2024 wear purple and stand up against domestic violence. Purple Thursday is a national day of action each October during Domestic Violence Awareness Month. Everyone is encouraged to wear all things purple as a symbol of peace, courage, survival, honor, and personal dedication to domestic violence awareness.

Supporting Survivors: Compassionate Disclosure Practices for Mandated Reporters

Title IX Coordinator, Kat Matic with YWCA Advocate, Danni Care - offer this insightful presentation on how to compassionately receive disclosures, particularly for those who are mandated reporters. This program is great for all employees and student employees. Receiving a disclosure of sexual or gender-based harassment or violence calls for sensitivity, empathy, and a non-judgmental approach. This presentation will highlight the significance of respecting

survivor choice and autonomy during disclosures. It will also cover how to compassionately communicate your role and responsibilities as a mandated reporter and provide essential information on how you can support survivors by sharing with them important information about how to access help and resources. We will also talk about self-care as receiving a disclosure can be difficult.

Presentation Dates and Times:

October 17, 2024 | Stern 102

Session 1: 10 - 11 a.m.

Session 2: 11 a. m. - noon

October 24, 2024 | Library Classroom 2

Session 1: 10 - 11 a.m.

Session 2: 11 a. m. - noon

October 24, 2024
Thursday 5:00 pm - 6:30 pm



WALK THE MILE
Because **HERstory Counts**
Week Without Violence
October 21st -25th

Sign Up to Walk!


Join us to raise awareness to end violence against women and girls.

ywcacarlisle.org

eliminating racism
empowering women
ywca
carlisle & cumberland county

Thursday, October 24 | 5:00-6:30 p.m. | Veteran's Square in Downtown Carlisle

Come raise awareness and stand against violence against women and girls. Share with your network and we will see you there!

For more information, click here¹³ or email jhaven@ywcacarlisle.org¹⁴.

Recognizing Abuse - A Health Advocate Blog

Don't talk yourself out of it. Talk to someone who can help.

When you hear the word “abuse,” what picture pops up in your mind? Is it of a physical incident, like a man hitting a woman?

Although statistically¹⁵, the majority of abuse instances involve a female victim, that's not always the case—men can also be victims of abuse. And while abuse often includes a physical component, it can also take many other forms, some of which are hard to recognize as abuse.

Read more by **clicking here**¹⁶.

Source: Health Advocate¹⁷



Domestic Violence Awareness - A Health Advocate Webinar

¹³<https://ywcacarlisle.org/events/walk-the-mile-because-herstory-counts/>

¹⁴<mailto:jhaven@ywcacarlisle.org>

¹⁵<https://www.thehotline.org/stakeholders/domestic-violence-statistics/>

¹⁶<https://blog.healthadvocate.com/2024/09/dont-talk-yourself-out-of-it/>

¹⁷<https://blog.healthadvocate.com/2024/09/dont-talk-yourself-out-of-it/>

Thursday, October 10 | 10 and 4 p.m. | Online Presentation

Presenter: Angela Dora Dobrzynski, LPC Trainer Health Advocate

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

Join Health Advocate 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 the best fits your schedule:

10:00 a.m.¹⁸ 4:00 p.m.¹⁹

November 14 | Holiday Game Plan: Handling Holiday Stress

10:00 a.m.²⁰ 4:00 p.m.²¹

December 12 | Power of the Positive – Cultivating Optimism

10:00 a.m.²² 4:00 p.m.²³

For a listing of on demand webinars, click here²⁴.

¹⁸<https://register.gotowebinar.com/register/1670708358133500245?source=memwebpg>

¹⁹<https://register.gotowebinar.com/register/1661509843855535709?source=memwebpg>

²⁰<https://attendee.gotowebinar.com/register/2712895847683802971?source=memwebpg>

²¹<https://attendee.gotowebinar.com/register/2874118337176233566?source=memwebpg>

²²<https://register.gotowebinar.com/register/7311242591043031134?source=memwebpg>

²³<https://attendee.gotowebinar.com/register/2029011709835067224?source=memwebpg>

²⁴<https://www.healthadvocate.com/site/memberwebinars>



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 website²⁵.

Campus Resources

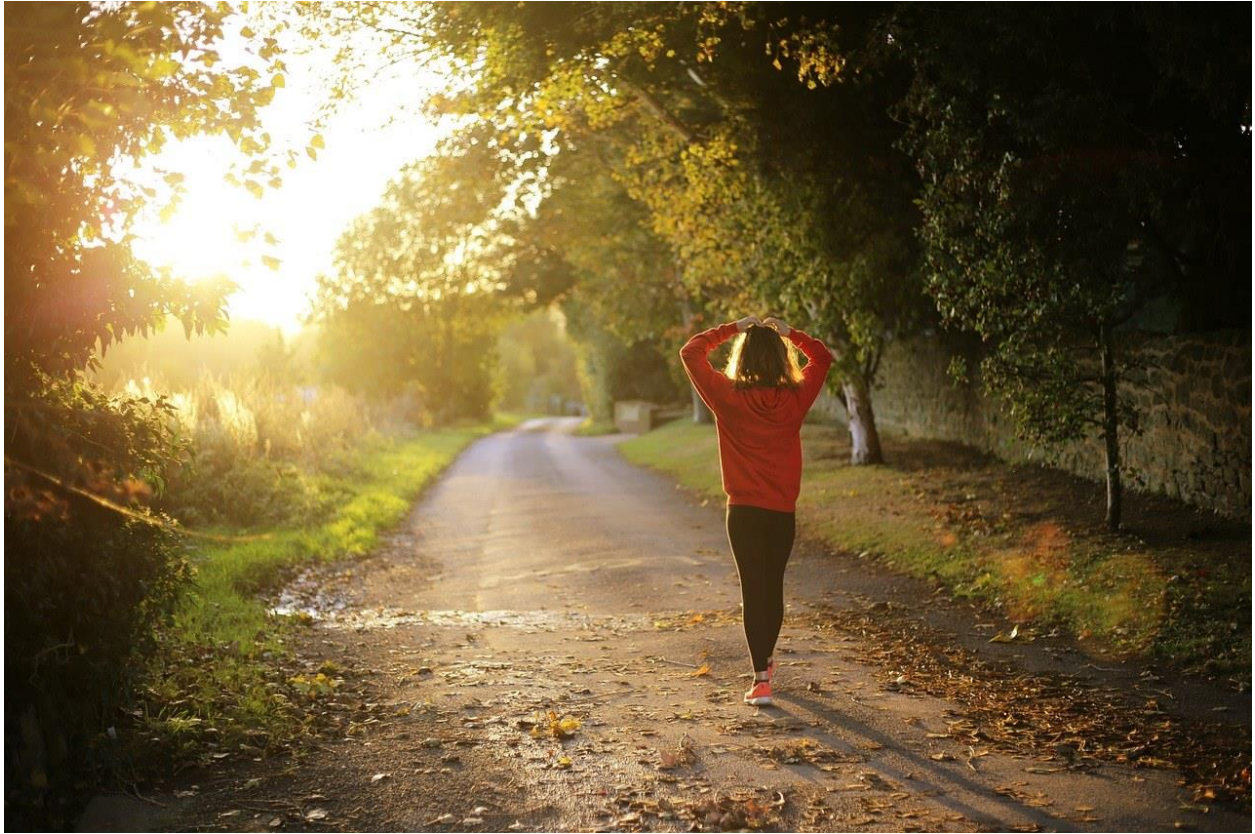
The Title IX Office provides a resource document for campus members who have experienced sexual or gender-based harassment (including sexual harassment, sexual assault, gender-based harassment, dating/domestic violence, fondling, stalking, sexual exploitation, and retaliation).

Click here²⁶ to view resources and frequently asked questions available to students and staff.

²⁵<http://www.healthadvocate.com/>

²⁶https://www.dickinson.edu/download/downloads/id/13012/title_ix_resource_sheet_and_faqs.pdf

2024 Fall Into Fitness Challenge



Registration is OPEN!

The 4th annual Fall Into Fitness Challenge²⁷ 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.*

The 6-week Challenge begins on Sunday, October 6 and continues through Saturday, November 16! Register by clicking here²⁸ to complete the online form or scan the QR code. Details for the weekly events are still being finalized in Totara²⁹.

2024 Fall Into Fitness Challenge Online Registration Form³⁰ (click to register) ~ Sign up today!!!

Note: *This fall we will not be using the Fizikaflex app as we have in the past. We will be reporting participation via an Office 365 FORM. The link will be shared and a calendar reminder will be shared/sent to all who register. This will simplify the participation reporting process for everyone.*



²⁷<https://forms.office.com/r/55AcK7m24L>

²⁸<https://forms.office.com/r/55AcK7m24L>

²⁹<https://totara.dickinson.edu/course/view.php?id=399>

³⁰<https://forms.office.com/r/55AcK7m24L>

Employee Announcements



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.



Building Community and Belonging at Dickinson - a Collaborative Effort



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*³¹, by Dr. Myisha

³¹<https://press.princeton.edu/books/hardcover/9780691223193/failures-of-forgiveness>

Cherry³². Dickinson community members will recall that Dr. Cherry visited our campus as a 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**³³.

Faculty and staff wishing to read the book 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.

³²<https://www.myishacherry.org/>

³³<https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-9pzYs451nJDrWgZiMzIUzZUM1AyQ0FSWkFVV0FZWIFSSVRUVIY2VUU1Mi4u>

**Ethics
Common
Read**



**FAILURES
OF
FORGIVE-
NESS** 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

Hartman House Lounge

The first floor of the Hartman House (243 W. Louther Street) is open daily from 10 a.m. to 2 p.m. Coffee and tea will be available, and you are welcome to bring your lunch and gather with friends.

All faculty and staff are invited to experience this newly designated lounge space, designed to foster engagement and a sense of belonging. This welcoming space is perfect for building community through both planned interactions and those delightful accidental encounters that spark new ideas and forge new friendships.

Drop in and meet a new colleague!

In addition, faculty and staff affinity groups will be underway this semester. If you would like to learn more about these groups, please contact Tony Boston³⁴, VP and Chief Diversity Officer. To join a group, please complete the following form³⁵.



Free Covid-19 Tests

³⁴<mailto:bostont@dickinson.edu>

³⁵https://forms.office.com/pages/responsepage.aspx?id=VbAyYrl2E0ybiLVirn22-3nkMPjNfiVMj40_hlH0aehUQ0w2VDE2NUw0SEFSRkQ0QTQxWTE4NFIKTS4u&route=shorturl

COVIDtests.gov Program³⁶: 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 here³⁷ for more information and to place your order while supplies are available.

Expired Test Kits: Before you discard your "expired" test kits, click here³⁸ to see if the expiration date has been extended.

As a reminder, free COVID-19 tests are available to faculty and staff using your Meritain Health member card containing your Optum Rx prescription benefit³⁹. Pick up a test kit at your pharmacy or order online* for pick-up/delivery. Click here⁴⁰ 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 Rx**⁴¹ to request reimbursement.*

Symptomatic: If you have symptoms of a respiratory virus, we encourage you 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 Employee Information⁴²**Employee Information**⁴³ webpage.

³⁶<https://www.covid.gov/tests>

³⁷<https://www.covid.gov/tests>

³⁸<https://www.fda.gov/medical-devices/coronavirus-covid-19-and-medical-devices/home-otc-covid-19-diagnostic-tests#list>

³⁹https://www.dickinson.edu/download/downloads/id/14683/meritain_health_and_optum_rx_covid-19_coverage_effective_through_june_30_2024.pdf

⁴⁰<http://www.optumrx.com/>

⁴¹<https://dmr.optumrx.com/>

⁴²https://www.dickinson.edu/homepage/1291/employee_information

⁴³https://www.dickinson.edu/homepage/1291/employee_information

Dickinson

Respiratory Virus Guidance

Respiratory viruses (e.g., flu, RSV, and COVID-19) spread quickly, and can sometimes lead to serious health complications in others. Take action to protect yourself and others from health risks caused by respiratory viruses:



03/01/2024: Isolation and quarantine guidelines changed for COVID-19. [Click here](#) for more information.

When you may have a respiratory virus

Stay home and away from others (including people you live with who are not sick) if you have respiratory virus symptoms that aren't better explained by another cause. These symptoms can include fever, chills, fatigue, cough, runny nose, and headache, [among others](#).

You can go back to your normal activities when, for at least 24 hours, both are true:

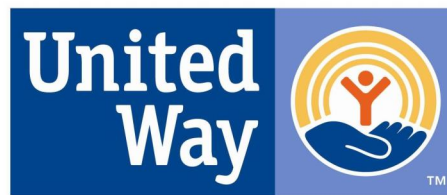
- Your symptoms are getting better overall, **and**
- You have not had a fever (and are not using fever-reducing medication).

When you go back to your normal activities, take added precaution over the next 5 days, such as taking additional [steps for cleaner air](#), [hygiene](#), [masks](#), [physical distancing](#), and/or [testing when you](#) will be around other people indoors.

- Keep in mind that you may still be able to spread the virus that made you sick, even if you are feeling better. You are likely to be less contagious at this time, depending on factors like how long you were sick or how sick you were.
- If you develop a fever or you start to feel worse after you have gone back to normal activities, stay home and away from others again until, for at least 24 hours, both are true: your symptoms are improving overall, and you have not had a fever (and are not using fever-reducing medication). Then take added precaution for the next 5 days.

Source: <https://www.cdc.gov/respiratory-viruses/prevention/index.html>

2024 United Way of Carlisle & Cumberland County Pacesetter Campaign



United Way of Carlisle & Cumberland County

Dickinson College is a *Pacesetter organization* for the United Way⁴⁴ of Carlisle & Cumberland County's annual campaign⁴⁵. The college's campus campaign began in mid-August and

⁴⁴<http://carlisleunitedway.org/>

⁴⁵<http://carlisleunitedway.org/campaign/>

continues through December 31—to help set the pace for the larger community’s fall campaign. In August, our campus community received information about supporting the United Way of Carlisle & Cumberland Cumberland County.

Donations to the campaign in any amount are appreciated - for example, \$1 per week (\$52 annually) provides 1 night of shelter and supportive services for an individual in need. Many of the families the United Way serves are **ALICE**. ALICE stands for **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed. **ALICE** are our neighbors, families and friends who go to work every day but still cannot afford the basic necessities for their family. When you give to ***United Way of Carlisle & Cumberland County***, you are empowering our community and making a difference in individual lives every day. Your support is vital, and together we will make our community stronger. As always, 100% of any donations benefit members of the Carlisle community!

Please consider giving in a meaningful way either through the Dickinson online pledge form⁴⁶ or make your gift at www.uwcarlisle.org/donate/⁴⁷ indicating “Dickinson College” in the employer field.

For more information, visit the United Way of Carlisle and Cumberland County website⁴⁸.

46 <https://nam12.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.dickinson.edu%2Funitydway&data=05%20%20diamondj%40dickinson.edu%20ade8fdaab7004b0f678f08dcbd3a8237%206232b05576b94c139b88b562ae7db6fb%20%20638593306191022615%20Unknown%20TWFpbGZsb3d8eyJWljoImMC4wLjAwMDAiLCJQIjoiV2luMzliLCJBTiIk1haWwiLCJXVCi6Mn0%3D%20%20%20&sdata=4yvufRMWgViD9478JtUa2Wqyb3rqY%20By624Nvj%202BpKNUM%3D&reserved=0>

⁴⁷<https://nam12.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.uwcarlisle.org%2Fdonate%2F&data=05%20%20diamondj%40dickinson.edu%20ade8fdaab7004b0f678f08dcdbd3a8237%206232b05576b94c139b88b562ae7db6fb%20%20638593306191033587%20Unknown%20TWfPbGZsb3d8eyJWljoimC4wLjAwMDAiLCJQIjoiv2IuMzIiLCJBTiI6Ik1haWwiLCJXVCi6Mn0%3D%20%20%20&sdata=e2iTkTa%2FJ9enc2122hpSYQJyte7imgQWQHnJwUaQ9CM%3D&reserved=0>

⁴⁸<https://carliseunitedway.org>

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** 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



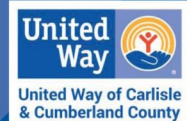
100% GUARANTEE

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

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 here⁴⁹!

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 Totara⁵⁰ to let us know of your intent to participate. Jason Maddux⁵¹ – 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/>⁵².

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.

⁴⁹<https://totara.dickinson.edu/course/view.php?id=59>

⁵⁰<https://totara.dickinson.edu/course/view.php?id=59>

⁵¹<mailto:Jason@uwcarlisle.org>

⁵²<https://carlisleunitedway.org/day-of-caring/>

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

Call 717-243-4805 or email Jason@uwcarlisle.org⁵³

Employee Spotlight



Employee Tailgate Highlights

On Friday, September 6, employees and their families gathered for some pre-game tailgating on Belvedere Field. Thank you to the President's Office and Staff Forum for organizing this fun-filled event! Check out the pictures courtesy of Dan Loh⁵⁴, Assistant Director of Visual Media.

⁵³<mailto:Jason@uwcarlisle.org>

⁵⁴<mailto:lohd@dickinson.edu>













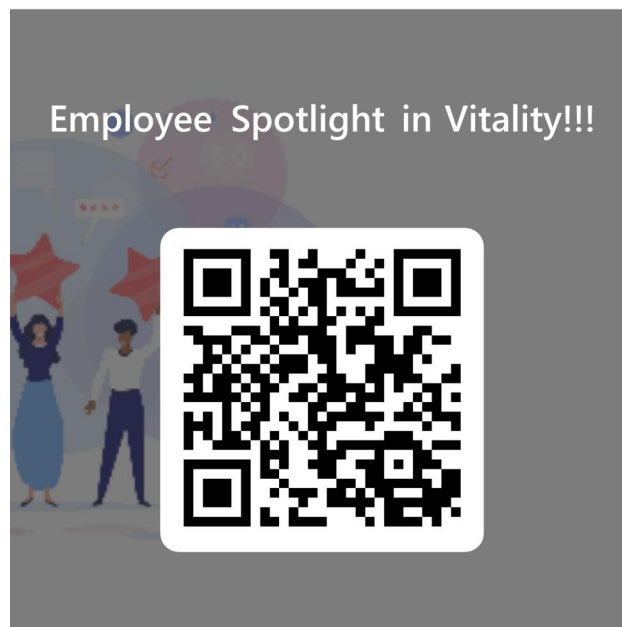












*If you would like to **recognize an employee** for their personal or professional accomplishments **in an upcoming issue of Vitality**, please complete the honoree submission form by clicking ⁵⁵here or scan the QR code.*

⁵⁵<https://forms.office.com/r/1BMj9krjds>

Compliance / Policies



Substance Misuse and the Drug Free Workplace

Tuesday, October 15 | noon - 1 p.m. | HUB Mary Dickinson Room

Presented by Missy Stine, Ph.D.

Associate Director of Counseling and Psychiatric Services, Dickinson College Wellness Center

We live in a complicated world -- and these complications stress us out, leading some to turn to self-medicating or other options to cope with life's challenges or issues. ***Did you ever wonder why some become addicted to substances, or how to recognize substance use or potential substance abuse?***

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.

Enroll and sign-up in Totara⁵⁶.



Get the Most Out of Your Benefits



Dickinson College Retiree Healthcare Savings Plan

⁵⁶<https://totara.dickinson.edu/course/view.php?id=300>

As previously communicated, effective September 30, 2024, the Emeriti Plan provided through Emeriti Retirement Health Solutions will begin its move to a retirement healthcare program offered by TIAA. Employees (and retirees) who are part of this plan, should be receiving a letter from TIAA with more information.

Those considering or close to retirement, can obtain more details about these changes and ask questions of TIAA and representatives from Via Benefits, during one of the upcoming in-person meetings specifically for retirees:

- **Monday, October 14 | 3-4 p.m. | HUB Social Hall West; RSVP in EngageD**
- **Tuesday, October 15 | 10-11 a.m. | HUB Social Hall East; RSVP in EngageD**
- **Tuesday, October 22 | 3-4 p.m. | Virtual Meeting; Register with TIAA⁵⁷**

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 here⁵⁸ to register.

- Type ***Dickinson College*** in the field for *Enter your employer name*
- Select *Virtual Event* for the event type

⁵⁷<https://webinars.on24.com/client/DickinsonandTIAA>

⁵⁸<https://digital.fidelity.com/prgw/digital/wos/Events>

- 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 here⁵⁹. 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!

Fidelity's Quarter Four 2024 Live Web Workshops Schedule⁶⁰



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)⁶¹. If you are not a TIAA account holder, you may register as a guest-user to view these webinars.

⁵⁹<https://fidelityevents.com/allevnts/special>

⁶⁰<https://totara.dickinson.edu/course/view.php?id=458>

⁶¹<https://www.tiaa.org/webinars>



OCTOBER 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.

October
01

Protecting your savings: How to recognize and prevent account takeover schemes

An account takeover can put your retirement savings and other financial accounts at risk. This webinar will cover topics that will help you protect your savings and future.

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)

October
09

Quarterly economic and market update

Hear from the experts in our Wealth Chief Investment Office about key drivers of the markets and economy that are impacting investors.

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)

October
17

Understanding health savings accounts (HSAs)

HSAs can do more than cover current healthcare expenses. Learn how this unique account can support your needs over time.

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)

October
23

Myth-busting: Planning and managing healthcare expenses

Learn more about your Medicare, Health Savings Account and long-term care benefits for today and tomorrow.

3 p.m. to 4 p.m. (ET)
2 p.m. to 3 p.m. (CT)
1 p.m. to 2 p.m. (MT)
Noon to 1 p.m. (PT)

Reserve your spot

TIAA Retirement Consultations

Thursday, November 6 | 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 appointment with TIAA financial consultant, *Nigel Stearns*.

To schedule a personal meeting please sign up online⁶² 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.***

Medicare Transition Services

Retirement and healthcare are two topics that we all face as we grow older. Many of us find healthcare coverage and decisions as one of our biggest challenges, and are confused or concerned about making the right decisions. So many choices to make - and not necessarily having the tools or answers needed to make the right decision - cause this to be quite stressful.

⁶²<https://shared.tiaa.org/public/publictools/events/meetingatworkplace>

If you are approaching retirement or if you need to help a friend, family member or loved one navigate these challenging decisions, click here⁶³ for more information or call 1-844-936-4205 (Monday through Friday, 9 a.m. - 6 p.m.).



Community | For the Greater Good



⁶³<https://www.medicaretransitionservices.com/>

Car Free Day Challenge



Join Commute PA's Car Free Day challenge all month long!

Employees - have some fun by participating and engaging with Commute PA social media pages and recording your "green" trips.

Three winners will be selected and receive one of three \$100 Tango gift cards.

Learn more here.⁶⁴

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 Drives⁶⁵
- **Franklin County Blood Drives⁶⁶**
- **Perry County Blood Drives⁶⁷**

⁶⁴<https://commutepa.org/carfreemonth2024/>

⁶⁵https://www.dickinson.edu/download/downloads/id/12731/central_pennsylvania_blood_bank_cumberland_county_blood_drives.pdf

⁶⁶https://www.dickinson.edu/download/downloads/id/12735/central_pennsylvania_blood_bank_franklin_county_blood_drives.pdf

⁶⁷https://www.dickinson.edu/download/downloads/id/12734/central_pennsylvania_blood_bank_perry_county_blood_drives.pdf

For more questions or more information about blood donation to the Central Pennsylvania Blood Bank, please visit 717giveblood.org⁶⁸ 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



⁶⁸<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 here⁶⁹ or contact farm@dickinson.edu⁷⁰.

⁶⁹<https://blogs.dickinson.edu/farm/csa/>

⁷⁰<mailto:farm@dickinson.edu>



Farm Works at 169 W. High Street

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

Visit their website⁷¹ to see featured soups and salads.

You can also shop Farm Works online⁷² or visit them at Farmers on the Square each Wednesday from 3-7 p.m.

⁷¹<https://www.dickinson.edu/farmworks>

⁷²<https://dcorganicfarm.square.site/>

Nutrition Corner



Spooky Halloween Recipes

These scrumptious, spooky treats are a fun way to get kids excited about eating something nutritious! Hosting a Halloween costume party? Adults will get a kick out of them too!

Spooky Orange Smoothie

Serving size: 1 cup

Ingredients

- 3 cups frozen papayas cubes
- 2 small ripe bananas peeled, sliced and frozen
- 1/4 cup fresh lime juice (about 2 limes)
- 1 cup carrot juice
- 1 cup light coconut milk

Preparation

1. In a blender, blend all ingredients until creamy and smooth. Chill in the refrigerator until serving. The smoothies will keep for up to 24 hours, chilled.
2. If serving for Halloween, cut 12 black triangles for the “eyes” and “nose” and 4 jack-o'-lantern mouths out of black construction paper. Tape the “faces” on 4 clear glasses. Pour the orange smoothies into the clear glasses and serve.

Nutrition Facts Per Serving: Calories: 125 | Fat 4g | Saturated Fat: 3g | Cholesterol: 0mg | Sodium: 15mg | Carbohydrates: 22gFiber: 3g | Protein: 0g

Source: Penn State PRO Wellness⁷³



Halloween Cheese Balls

Serving size: 1 ball and 2 chips

Ingredients

- 8 oz reduced fat cream cheese, room temperature
- 1 cup shredded part-skim mozzarella cheese

⁷³<https://prowellness.childrens.pennstatehealth.org/family/nutrition/recipes/#recipe/spooky-orange-smoothie>

- 1 finely chopped jalapeño, optional
- 2 Tbsp finely chopped fresh dill
- 1/2 tsp freshly ground black pepper
- 5 pimiento stuffed green olives, sliced
- 20 no-salt-added blue corn tortilla chips
- 1 cup finely crushed no-salt-added blue corn tortilla chips

Preparation

1. Line a large rimmed baking sheet with parchment or waxed paper. Set aside.
2. Slice the olives into rounds for the “eyes.” Break a tip off of each chip for the “ears.” Set the sliced olives and chips aside.
3. In a medium mixing bowl, combine the cream cheese and mozzarella and mix until well combined. Scoop a rounded tablespoon of the cheese mixture into your hands and roll into a ball. Place on the prepared baking sheet and repeat with the remaining mixture.
4. Roll each cheese ball in the crushed chips until completely coated; place on the prepared baking sheet.
5. On each cheese ball, place 2 olive “eyes” and push in 2 chip tips on top as the ears. Push in 2 chips, one on each side, as the “wings.”
6. Refrigerate for at least 1 hour before serving.

Nutrition Facts Per Serving: Calories: 164 | Fat: 1g | Saturated Fat: 4g | Cholesterol: 21mg | Sodium: 188mg | Carbohydrates: 13g | Fiber: 1g | Protein: 5g

Source: Penn State PRO Wellness⁷⁴

⁷⁴<https://prowellness.childrens.pennstatehealth.org/family/nutrition/recipes/#recipe/halloween-cheese-balls>



Monster Pizza

Serving Size: 1/4 Pizza

Ingredients

- 1 lb fresh cauliflower florets
- 1 large egg
- 2 garlic cloves, minced
- 2 Tbsp finely chopped fresh basil
- 1 Tbsp grated Parmesan cheese
- 1/2 tsp ground black pepper, divided
- 1/4 cup shredded part-skim mozzarella cheese
- 1 slice part-skim mozzarella cheese
- 1/4 cup cooked low-sodium bacon, crumbled
- 12 black reduced sodium olives, halved lengthwise
- 1 small red bell pepper, thinly sliced

Preparation

1. In a food processor, process cauliflower until finely chopped.
2. Transfer the cauliflower in a microwave-safe bowl and cook for 5 minutes, or until tender. Place the cauliflower in a towel or cheese cloth and squeeze out excess water so it is completely dry.
3. In a medium mixing bowl, combine the cauliflower, egg, garlic, basil, parmesan cheese and ¼ teaspoon black pepper; stir until well combined.

4. On a parchment-lined baking sheet, spread cauliflower dough out into a pizza round. Lightly spray the cauliflower crust with nonstick cooking spray. Bake for 30 minutes, or until lightly browned.
5. While the crust is baking, prep the toppings. Using a 2-inch and 1-inch circle cookie cutter, cut as many circles out of the slices of mozzarella cheese as possible; set aside. Slice the olives in half lengthwise; set aside. Thinly slice the bell pepper lengthwise into strips.
6. Remove crust from oven. Increase oven temperature to 450°F. Top cauliflower crust with mozzarella cheese and remaining ¼ teaspoon black pepper. In the center of the pizza, sprinkle the crumbled bacon into a circle. Scatter bell pepper strips around the bacon circle to make the “veins”. Bake for 7 minutes, or until the cheese melts.
7. Remove from oven and begin placing the toppings. In the center of the bacon circle, arrange some of the olives in a circle, place a 2-inch mozzarella circle on top of them and place another olive half in the center of the cheese circle to form an “eye.” Lay the remaining cheese circles around the pizza and top each with an olive half to make the rest of the “eyes.” Serve immediately.

Nutrition Facts Per Serving: Calories: 150 | Fat: 9g | Saturated Fat: 4g | Cholesterol: 60mg | Sodium: 251mg | Carbohydrates: 8g | Fiber: 3g | Protein: 9g

Source: Penn State PRO Wellness⁷⁵



⁷⁵<https://prowellness.childrens.pennstatehealth.org/family/nutrition/recipes/#recipe/monster-pizza>



Wellness Bingo Prize Winner

Thank you to all who completed the End of Summer Wellness Bingo!

Congratulations to Katie Landis, *Office of Associate Provost*, who was randomly selected as the gift card winner for her participation!



UPMC Virtual Events

UPMC Virtual Events is your source for Tele-Town Halls, UPMC Podcasts, and the Alive & Well Series. For more information, **click here**⁷⁶. Registration links are available via Totara.

- Wednesday, October 9, at 5:30 p.m. : Boost Your Breast Health | From Prevention to Treatment
- Wednesday, October 16, at 6:30 p.m.: What Do Seizures Mean in a Child?
- Thursday, October 17, at 6:30 p.m.: The Leading Edge of Hand Surgery
- Tuesday, October 22, at 6:30 p.m. : There is Always Hope | The Latest Treatment Options for Breast Cancer
- Thursday, October 24, at noon: TAME the FLAME | Relief for GERD
- Wednesday, October 30, at 6:30 p.m.: Advancements in Osteoarthritis Treatment that Can Improve Your Life

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



Mindful Mondays

Mondays | 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, October 8 | 12:30 - 1:30 p.m. | Facilities Management Conference Room, 5 N. Orange Street

Walk-ins welcome! No appointment necessary!



Nutrition Information Session: Dressings, Dips, & Sauces

Wednesday, October 9 | noon - 1 p.m. | HUB Social Hall West

Want to explore some tasty dips, dressings, and sauces that can take a meal or snack from dull to delightful?! 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 tasty samples and walk away with recipes to try at home!***

Enroll and sign-up in Totara⁷⁷.



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**⁷⁸ for your free flu vaccine today!

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

⁷⁷<https://totara.dickinson.edu/course/view.php?id=94>

⁷⁸<https://totara.dickinson.edu/course/view.php?id=165>

- 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!⁷⁹

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.



CPR, First Aid & AED Blended Training for Employees

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 Totara⁸⁰ to reserve your spot in this program.

To successfully complete this certification, completion of the online materials is mandatory 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

⁷⁹<https://totara.dickinson.edu/course/view.php?id=165>

⁸⁰<https://totara.dickinson.edu/course/view.php?id=93>

plenty of time to complete prior to the live session. Please send an email to diamondj@dickinson.edu⁸¹ with any questions.



Biometric Screenings

Thursday, October 24 | 7:00 - 8:30 a.m. | Facilities Management Breakrom, 5 N. Orange St.

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!

⁸¹<mailto:diamondj@dickinson.edu>

Click to Enroll and sign-up now⁸² 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.

BONUS: Biometric Screening participants will receive a Farm Works Gift Card for being a good steward of their health and wellbeing!



Thoughtful Thursdays

Thursday, November 7 | 7:30-8 a.m. | Memorial Hall, 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 last session for the fall semester will be held on December 5.

⁸²<https://totara.dickinson.edu/course/view.php?id=51>

Enroll and sign-up in Totara.⁸³



Preparing for Life's Transitions

Thursday, November 21 | noon - 1 p.m. | HUB Social Hall West

Presented by MaryAnn Sutton, PhD, UPMC

Life is full of transitions, each bringing its own set of challenges and opportunities. Whether you're grieving a loss, preparing for retirement, navigating the responsibilities of being a sandwich generation caregiver, adjusting to an empty nest, celebrating your child's independence, or welcoming the birth of a new baby, each phase requires thoughtful preparation and emotional resilience. Understanding and embracing these changes can help you navigate them with greater ease and confidence.

Enroll and sign-up in Totara.⁸⁴

BIO: MaryAnn Sutton, PhD, received her bachelor's degree in psychology from Clarion University of Pennsylvania and completed her Master of Education in counseling and human services and doctorate degree in Counseling Psychology from Lehigh University. Dr. Sutton's experience includes individual and family mental health treatment with children, adults and older adults for anxiety, depression, trauma and behavioral disorders. Additionally, Dr. Sutton

⁸³<https://totara.dickinson.edu/course/view.php?id=307>

⁸⁴<https://totara.dickinson.edu/course/view.php?id=64>

has worked in drug and alcohol treatment, risk assessment, crisis intervention, behavioral assessment, and group therapy.



Ceramic Night with Art & Art History

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

Fall Semester:

- **Thursday, November 21 | 7:00-8:00 p.m. (clay making)**
- **Thursday, December 12 | 7:00-8:00 p.m. (glazing work)**

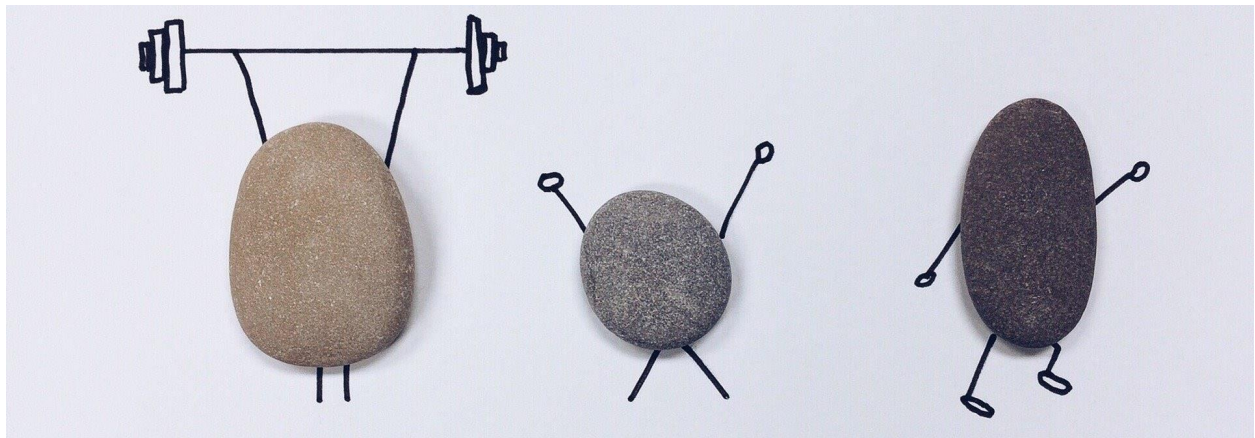
Location: Ceramic Studio behind Goodyear

Enroll and sign-up in Totara.⁸⁵

⁸⁵<https://totara.dickinson.edu/course/view.php?id=450>



Wellness@Dickinson Fitness Programs



Fall Fitness Programs



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

Wellness programs offered for 2024-2025 continue through the month of October, 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.

Unless otherwise informed by the instructor, fitness classes will not be offered during fall pause: October 18-22.

Mondays

Pilates⁸⁶

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 EngageD⁸⁷ by searching *Pilates*.

Instructor: Jennifer Moore



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

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

Tuesdays

Zumba⁸⁸

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 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 EngageD⁸⁹ by *Zumba*.

Instructor: Jeannette Kole



DEW Power Yoga⁹⁰

Tuesdays | 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 Totara⁹¹.

⁸⁸<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁸⁹<https://dickinson.campuslabs.com/engage/events?query=zumba>

⁹⁰<https://totara.dickinson.edu/course/view.php?id=457>

Instructor: Jeanette Diamond



Wednesdays

Camp Cardio⁹²

Wednesdays | 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 Totara⁹³.

Instructor: Tina Salomone

⁹¹<https://totara.dickinson.edu/course/view.php?id=457>

⁹²<https://totara.dickinson.edu/course/view.php?id=379>

⁹³<https://totara.dickinson.edu/course/view.php?id=379>



Sports Yoga⁹⁴

Wednesdays | 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 Totara⁹⁵.

Instructor: Jim Mader



Lunch Crunch⁹⁶

Wednesdays | noon to 1 p.m. | Functional Fitness Room, Kline Center

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

⁹⁴<https://totara.dickinson.edu/course/view.php?id=47>

⁹⁵<https://totara.dickinson.edu/course/view.php?id=47>

⁹⁶<https://totara.dickinson.edu/course/view.php?id=459>

Enroll and sign-up in Totara⁹⁷. *Space is limited to 12 employees.*

Instructor: Padraic Wood



Thursdays

Cardio Fusion⁹⁸

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 Cardio⁹⁹.

Instructor: Jennifer Moore

⁹⁷<https://totara.dickinson.edu/course/view.php?id=459>

⁹⁸<https://dickinson.campuslabs.com/engage/events?query=cardio>

⁹⁹<https://dickinson.campuslabs.com/engage/events?query=cardio>



Zumba¹⁰⁰

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 Zumba¹⁰¹.



¹⁰⁰<https://dickinson.campuslabs.com/engage/events?query=zumba>

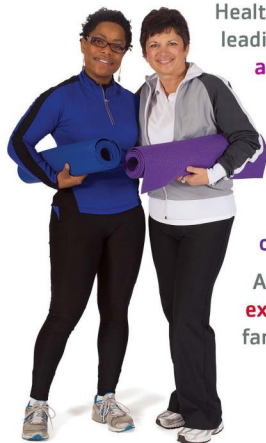
¹⁰¹<https://dickinson.campuslabs.com/engage/events?query=zumba>



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

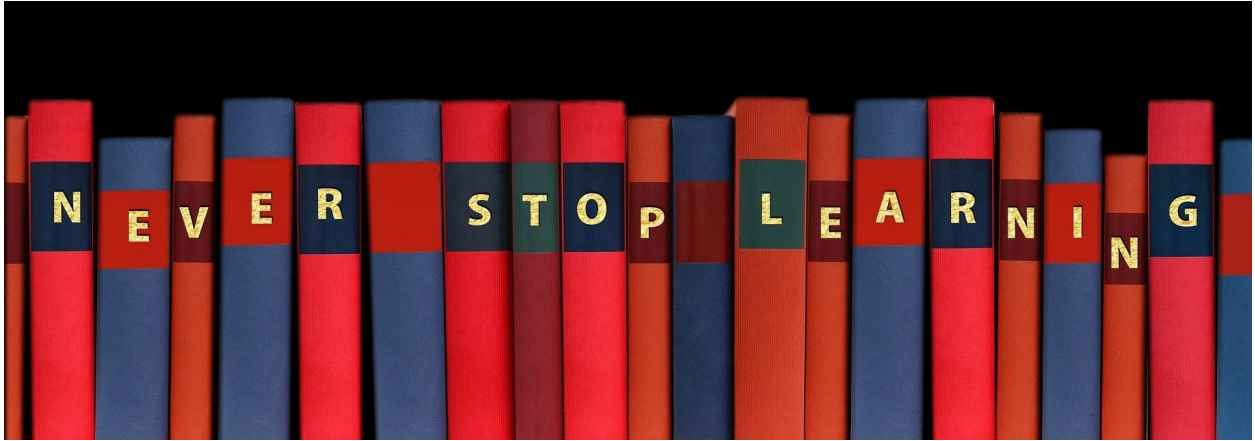
Eligible Categories	Monthly Rate
Young Adult	\$26.40
Adult	\$30.40
Senior Adult	\$28.80
2 Adults [^]	\$46.40
1 Adult with Dependents [^]	\$51.20
2 Adults with Dependents [^]	\$55.20
2 Senior Adults [^]	\$44.80
1 Senior Adult with Dependents [^]	\$47.20
2 Senior Adults with Dependents [^]	\$49.60

[^] 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



Goal Writing



Thursday, November 7 | 9 - 11 a.m. | Stern Center, Room 102

Goals are an important part of attaining success. This workshop will review how to write meaningful goals that become the basis for strong performance. A review of Dickinson's goal management as part of our annual review process will be covered.

Enroll and sign-up in Totara¹⁰².

The Fundamentals of FERPA (online course)



United Educator's Online Training | Enroll in Totara¹⁰³

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.

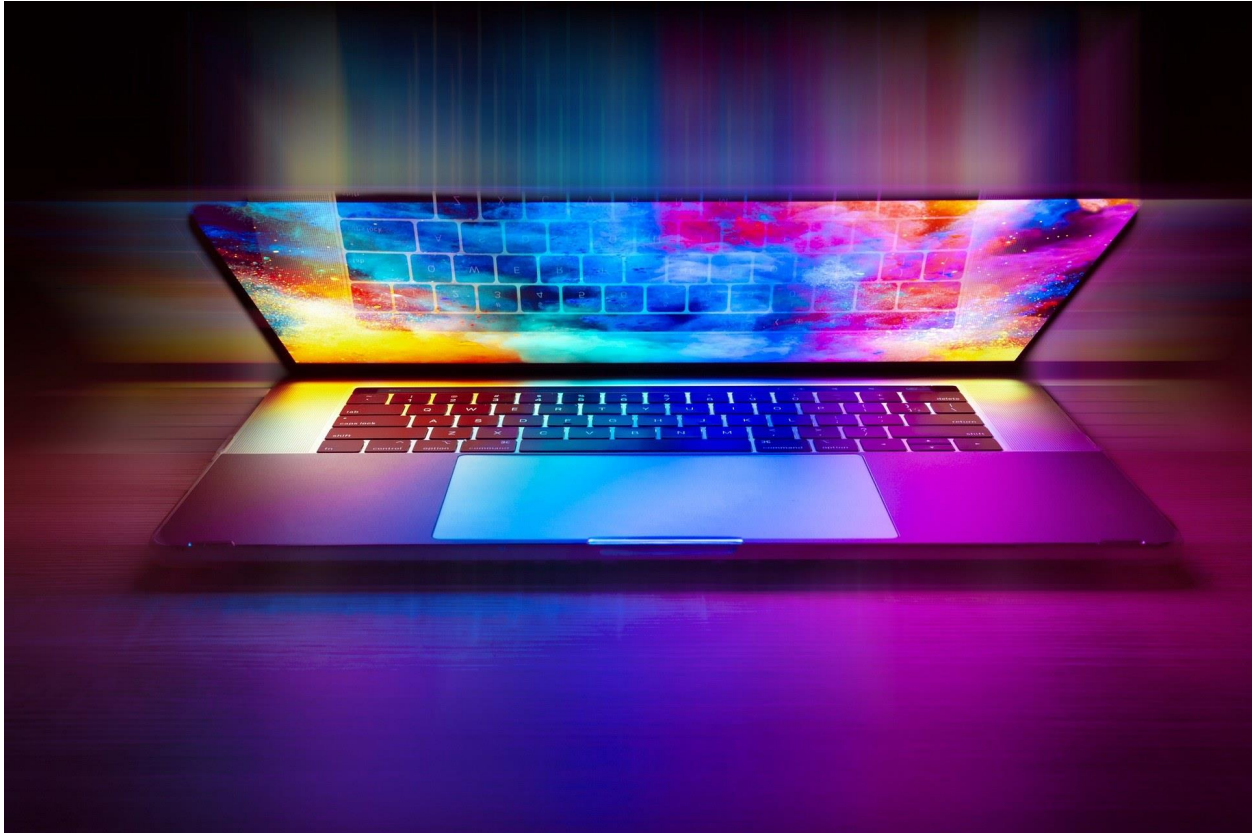
As an employee of the College, you play an important role in keeping records private and ensure the privacy rights of students. In this online session, you will learn how to avoid violations through common situations. You will also learn how to respond, and when you should refer a request to another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

¹⁰²<https://totara.dickinson.edu/course/view.php?id=40>

¹⁰³<https://totara.dickinson.edu/course/view.php?id=125>

For questions or more information, please contact the registrar's office¹⁰⁴.

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

¹⁰⁴<mailto:reg@dickinson.edu>

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 now¹⁰⁵!



Contact Us



¹⁰⁵<https://dickinson0.sharepoint.com/sites/TechNews>

Wellness Program | Monthly Incentive Prize Winners

Congratulations to Marie Helweg-Larsen, Psychology, winner for the month of **September** for *fitness program participation!*

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-Month¹⁰⁶. (*Remember to report your Marathon in a Month walking¹⁰⁷ 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.edu¹⁰⁸ 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.

¹⁰⁶[https://www.dickinson.edu/downloads/file/1239/marathon in a month walking map](https://www.dickinson.edu/downloads/file/1239/marathon%20in%20a%20month%20walking%20map)

¹⁰⁷[https://www.dickinson.edu/downloads/file/1238/marathon in a month tracking your walks](https://www.dickinson.edu/downloads/file/1238/marathon%20in%20a%20month%20tracking%20your%20walks)

¹⁰⁸<mailto:devwell@dickinson.edu>

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 Gateway¹⁰⁹ 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 policy¹¹⁰ 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 Guide¹¹¹

Dickinson/Biking¹¹²

Dickinson/College Farm¹¹³

¹⁰⁹<https://gateway.dickinson.edu/>

¹¹⁰http://www.dickinson.edu/info/20314/professional_development_and_wellness/1502/policies_and_procedures

¹¹¹[http://www.dickinson.edu/info/20043/about/1562/dickinson "how to" guide](http://www.dickinson.edu/info/20043/about/1562/dickinson_how_to_guide)

¹¹²<http://www.dickinson.edu/info/20052/sustainability/2317/biking>

¹¹³<http://www.dickinson.edu/collegefarm>

Dickinson/Sustainability¹¹⁴

TechNews¹¹⁵

Trout Gallery¹¹⁶

Theatre & Dance¹¹⁷

Campus Announcements¹¹⁸

Campus Events Calendar¹¹⁹



HUMAN RESOURCE SERVICES

3 - Professional Development and Wellness

PO Box 1773 | Carlisle PA 17013-2896

717-245-1503 | devwell@dickinson.edu¹²⁰

Human Resource Services Website¹²¹

¹¹⁴<http://www.dickinson.edu/sustainability>

¹¹⁵<https://dickinson0.sharepoint.com/sites/TechNews>

¹¹⁶<http://www.troutgallery.org/>

¹¹⁷<https://www.dickinson.edu/theatreanddance>

¹¹⁸<https://www.dickinson.edu/announcements>

¹¹⁹<http://www.dickinson.edu/events>

¹²⁰<mailto:devwell@dickinson.edu>

¹²¹https://www.dickinson.edu/homepage/122/human_resource_services