Vitality

October 2026

Human Resource Services | Employee Newsletter



Domestic Violence Awareness Month

Domestic Violence Awareness Month reminds us that experiences of relationship violence can affect anyone, and that support, understanding, and resources matter. Each of us plays a role in fostering an environment where individuals feel safe, respected, and empowered to seek help when they need it.

Take the It's On Us Pledge

Join the Dickinson Chapter in signing the **It's On Us (IOU) Pledge** and help build a culture of respect, consent, and accountability. By taking the pledge, you demonstrate your commitment to challenging harmful norms that contribute to sexual and interpersonal violence and to supporting survivors. Every pledge helps strengthen our collective efforts to create a safer campus community.

Learn and Support

Health Advocate Domestic Violence Awareness Webinar Replay
This educational webinar explores the dynamics of abuse, warning signs of unhealthy relationships, and ways to respond with compassion and support. It also highlights resources available to those who may be experiencing violence themselves or supporting someone who is.

Campus Resources

The **Title IX Office** provides support, information, and resources for campus members who have experienced sexual or gender-based harassment or misconduct, including sexual assault, dating and domestic violence, stalking, sexual exploitation, and retaliation. Support is available, and individuals can choose the options that feel right for them.

You are not alone. Whether you are seeking support for yourself or looking for ways to help someone else, resources are available, and Dickinson is committed to creating a campus where everyone feels valued, heard, and supported.







Safety Isn't Spooky

Join Public Safety on

Wednesday, October 28

4 - 6 p.m. | Morgan Field

Employee Announcements



Equity, Inclusivity, and Belonging (EIB) Committee

We are seeking a nomination of a nonexempt staff member to serve on this *All-College Committee*. **EIB** works to advance access, belonging, diversity, equity, and inclusion across the Dickinson community. If you are **interested in serving** or would like to **nominate someone**, please **email Debra Hargrove**.

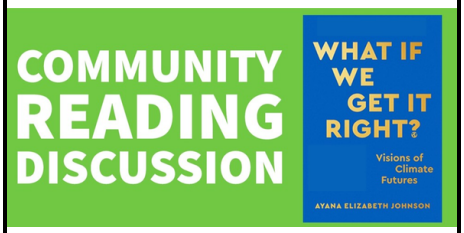


Gift Baskets Needed

A basket raffle is being organized for the holiday party (Dec. 4), and we need your help! All proceeds **benefit** the ***United Way of Carlisle and Cumberland County***. If your department would like to contribute a themed basket or a collection of items, please sign up by emailing **Jennifer Love**.

Sign-up deadline: October 28 *(dept./basket theme)* **Donation Deadline: November 11**

January 26 | 4:30-6:30 p.m. | Waidner Spahr Library



A **limited number of free copies** of *What If We Get It Right?* by Ayana Elizabeth Johnson will be made available to members of the Dickinson community who commit to participating in the January 26 event.

Book requests must be submitted by Wednesday, November 4.

Register and request a copy here.

Annual Notices for Group Health Plans

To ensure you have all the information you need to make informed decisions for yourself and your family, the law requires Dickinson College to provide you with notice of certain legal rights you may have and legal obligations that apply to the Meritain Health Group Health Plan. These rights and obligations are described in more detail in the **Compliance Notices** effective July 1, 2026, which can be found within our **Summary Plan Documents** webpage. Contact Human Resource Services if you have questions.

Community Engagement



Carlisle Parks & Recreation

Open House

Monday, November 9

11:30 a.m. - 1:30 p.m. or

6:00-8:00 p.m.

Stuart Community Center,

415 Franklin Street

Stop by and share your input on the Carlisle Borough Parks and Recreation system. Your feedback on the comprehensive recreation parks and open space plan can help shape their future goals!

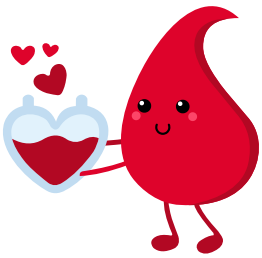
Take the Park Survey.



The **American Red Cross** Blood Drive will take place on **Friday, November 13,** from **10:30 a.m. to 4 p.m.** in the **Allison Hall Community Room**.

Sponsored by Alpha Phi Omega.

Register here, or walk-ins are accepted.



Professional Development

Carlisle Area Chamber of Commerce
Connect. Engage. Thrive.

Development Opportunities for Your Personal Growth

Sessions are $45 per person

Register directly with the Chamber using the links provided

In response to member feedback and a growing interest in leadership and professional development opportunities, two exciting new programs are being introduced this year. The **Talent Development Series** and **Emerging Professionals Series** have been designed to support career goals, strengthen professional skills, and encourage personal growth. Whether participants are looking to build leadership capabilities,

expand their knowledge, or explore new opportunities for advancement, these programs offer valuable learning experiences to help them succeed. The Carlisle Area Chamber of Commerce is excited to offer these new opportunities and looks forward to supporting members on their professional development journey.

- **Talent Development:** This series is designed specifically for middle managers, HR professionals, and others who support and develop their teams. Through expert speakers, interactive workshops, and panel discussions, each session will focus on practical skills you can take back to your workplace.

  Difficult Conversations - *Interactive Workshop led by Kristy Shinn, RETTEW* - This session will focus on practical strategies for approaching sensitive workplace discussions with confidence, clarity, and constructive feedback.

  Thursday, November 5 | 11:30 a.m. - 1:30 p.m. | Carlisle Construction Materials Training & Education Center, 1497 Ritner Highway

  Register here.

  Other sessions in the Talent Development series:

  - **February 12, 2027** — Coaching & Feedback
  - **June 25, 2027** — AI in the Workplace: Risk Management

- **EPIC: *Emerging Professionals in the County:*** EPIC provides opportunities to develop connections with the Carlisle Chamber, including Leadership Cumberland and other emerging talented professionals in our county. EPIC develops skills highlighted by established professionals that support lifelong growth.

  Adaptability & Personal Growth: This series is designed for early-to-mid career professionals looking to sharpen their skills, expand their network, and develop tools for navigating change and personal growth.

  Leading Without a Title - *Panel Discussion with Kristal Markle-Temons* Tuesday, December 15 | 11:30 a.m. - 1 p.m. | Carlisle Masonic Center

  Register here.

  Designing Your Individual Development Plan - *Interactive Workshop* | Friday, March 5 | 11:30 a.m. - 1 p.m. | GIANT Corporate Office, 1149 Harrisburg Pike

  Register here.

Career Development Conference Fund

Nonexempt employees are eligible to participate in the Career Development Conference Fund offered by the college to support attending training seminars or workshops off-campus.



More information can be found in the Employee Handbook:

Supervisors must confirm that the program would enhance particular skills related to the work of the department. ***Funding is limited to $200 per person per year to be used for registration fees. Requests will be funded on a first-come, first-served basis until the budget for the fund has been exhausted.***

The Conference Fund will not be used to pay for certifications that are required by an employee's position (i.e., CPR, blood-borne pathogens, Act 120, teacher certification, etc.). These funds can be provided by individual departments. In addition, the funds are not intended to be used to pay for degree-type programs.

To submit a conference fund request, please complete the form by clicking here.

Financial Wellness

Student Loan Assistance Through TIAA and Savi

Dickinson College has partnered with TIAA and Savi to offer guidance and support for navigating student loan repayment and forgiveness options.

Watch for more information in Dickinson Today!





Beneficiary Designation & Updates

An important part of your plan for the future might be missing...If you're like many retirement plan participants, you probably selected a beneficiary for your accounts when you started your job and never thought about it since.

Keeping your beneficiary information current is one of the most important—and most commonly overlooked—aspects of managing your retirement benefits. More information on updating your beneficiary can be **found here**.

Naming Your Beneficiaries: Why it Matters

Watch this TIAA webcast to help you make informed decisions about legal matters, financial goals, and personal wishes.

Medicare Resources - *Open Enrollment Ends December 7*

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

If you are approaching retirement or if you need to help a friend, family member, or loved one navigate these challenging decisions, use the links below to make informed decisions:

HTA Insurance Services

If retirement or Medicare eligibility is on your horizon, take advantage of resources offered by HTA Insurance Services designed to help you understand your options. Topics include enrollment timelines, coverage choices, Medicare supplements, coordination of benefits, and common questions retirees face when transitioning to Medicare.

Whether you're just starting to explore Medicare or preparing to enroll, these resources can help you navigate the process with greater confidence.

MyRetiree Health



MyRetiree Health offers you choices and options with guidance to help you select the Medicare plan that works best for you. You'll find a variety of medical and prescription drug plan options on the MyRetiree Health exchange, along with educational videos and tools to help you choose a plan that best fits your needs.

MyRetiree Health licensed advisors walk you through the process step by step. They do not promote any plan or insurance carrier. They simply help you find the plan that best meets your health needs and budget, and help you evaluate your plan options. When you're ready to enroll, they can help with that too.

VIA Benefits



Dickinson College retirees have access to Via Benefits Insurance Services, a service that can help you plan, select, enroll, and maintain the retiree medical coverage that fits your needs. These retiree medical plans are not subsidized by Dickinson College.

Via Benefits is a free service that makes it easy to compare and enroll in the nation's top health care plans from the leading regional and national health insurers. As an independent insurance advisor, they provide unbiased, personalized support and make sure you have the information and confidence needed to plan for and choose the benefit coverage that fits your needs.

Fidelity Investments - Medicare Explained Podcast

From Eligibility to Enrollment: What you need to know

Join Fidelity's Medicare Services team as they break down one of the most important aspects of retirement planning: Medicare.



- Understand the key differences between Medicare Part A and Part B
- Learn how to avoid common — and costly — mistakes
- Get expert tips for navigating coverage with confidence

Tune in NOW and take control of your retirement journey!

Wellness @ Dickinson

2026 Fall Into Wellness Challenge

Register now!

Embrace the season while supporting your physical, mental, and emotional health during this four-week wellness journey.



The challenge will ***begin on Sunday, October 25, and run through Saturday, November 21***.



Autumn Quinoa Bowl: Food Demonstration

Join Our Campus Dietitian: Courtney Hager

Tuesday, November 17 | Noon - 1 p.m.

HUB Lower Level Conference Room

Come explore the flavors of the season! Join Courtney Hager, MS, RDN, LDN, for a live demonstration featuring a savory Autumn Quinoa Bowl--a delicious, gluten-free dish made with fresh, in-season produce packed with fiber and nutrients.

- Taste Samples Provided
- Learn Simple, Healthy Prep Tips

RSVP now in EngageD! Nutritious & delicious! Don't miss this opportunity to enjoy and learn!

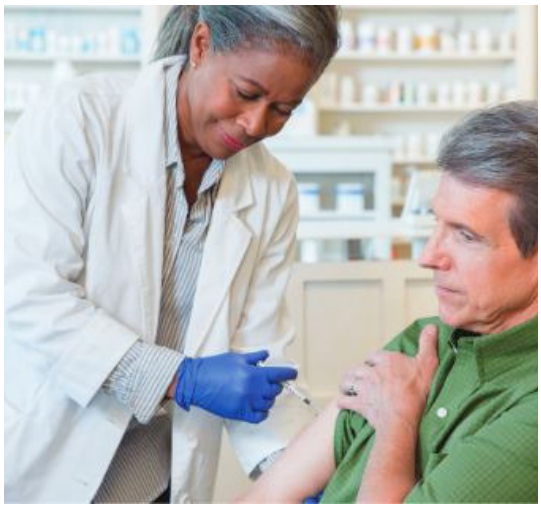
Flu Vaccine Clinic

The last **Flu Vaccine Clinic** for this semester will be available for students, faculty and staff on:

- Tuesday, November 10, from 4-6 p.m.

This clinic will be held in the HUB Social Hall West.

Book your appointment here.





Strategies to Manage Stress and Uncertainty

A Health Advocate Webinar

Thursday, November 19 | 10 a.m. & 4 p.m.

Register Here

News and social media are full of negative, disturbing, and tragic events that can have an impact on our well-being and productivity. Learning how to cope with upsetting events can help us stay grounded, be engaged at work, and reduce the impact of information overload.

Join Health Advocate for a webinar to explore strategies for managing difficult news, navigating sensitive conversations with coworkers, and protecting your well-being in challenging times.





All full- and part-time faculty and staff have access to **YMCA360**, a virtual platform offering a variety of wellness classes to support your health journey. New employees will be notified via email to confirm enrollment in the program. Learn more here.



Black Bean Chilaquiles

Chilaquiles is a Mexican breakfast that combines eggs, cheese, beans and corn tortillas. The American Heart Association's Black Bean Chilaquiles keeps the bold flavor and lets you adjust the spice level.

Source: American Heart Association

Vitality Webpage

Dickinson
HUMAN RESOURCE SERVICES

55 N. West Street | Carlisle, PA 17013

Phone: 717.245.1503 | Email: devwell@dickinson.edu | HR Services website