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Recovery Friendly Workplace

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Ursinus recently became the first Certified Recovery Friendly Workplace that is a college campus in the United States. Katie Bean, Ursinus’s Director of Health Promotion, has been vocal about the benefits of our college being a Recovery Friendly Workplace. You may have seen updates about the college’s certification as a Recovery Friendly Workplace on the Ursinus Health Promotion Instagram. According to the Recovery Friendly Workplace website, this type of work environment strives to create a “healthy and safe environment where employers, employees, and communities can collaborate to create positive change and eliminate barriers for those impacted by addiction.” This focus on creating a safe environment is a top priority at Ursinus, although not a new one. “We support our people in ways to help them thrive and see people with mental health or behavioral health concerns as valuable to our community,” Bean says. “Earning the certification doesn’t change much about our values or the way we support people, but it does help us utilize a common language and framework for prioritizing these issues. And we hope it helps recruit staff who fit into this category, knowing we are loud and

proud about supporting them.”

The wellness of Ursinus employees is at the heart of Ursinus’s efforts to become Recovery Friendly certified. “Ever since President [Hannigan] signed the Okanagan Charter in October 2022, we’ve been on a mission to see how we can enhance well-being for people, places, and the planet,” Bean says. “This includes well-being for our employees.” Efforts to achieve this certification also stemmed from Ursinus’s emphasis on diversity, “Ursinus has always valued its people and says in our Diversity Statement that we derive meaning and purpose through our common bonds and our uniqueness,” she says. “We want to hire and retain diverse staff and this includes those in or seeking recovery.”

Becoming a Recovery Friendly workplace was a group effort made by the entire Ursinus community. “It took a little over a year to move through the entire certification process which involved many people across campus. We started with a survey you might recall, last Recovery Month [September], which asked our students and employees about our recovery-friendliness,” says Bean. “We shared the results back with the organization and they came up with four recommendations for us which we took about a year to accomplish, and we earned our certification this summer in July.”

In addition to our Recovery Friendly Workplace certification, Ursinus has other resources in place that prioritize the well-being of employees. “We have many policies and resources that support our employees: from the work from home policy to half-day Fridays in the summer to our Employee Assistance Program (EAP) to the



Study Tips



Two Gentlemen of Verona



Interview w/ Dietitian Lin



Volleyball

new collaboration with Sanctuary Counseling, a local mental health provider,” Bean says. “Staff can go outside of insurance to Sanctuary Counseling while only paying \$60 per visit - Ursinus pays the rest. Sanctuary Counseling also ensures staff can get in with 1-2 weeks (which is unheard of in our society!)”

While options may look different for different employees, the person-centered focus of these resources helps to promote recovery and wellness. “Colleges are busy places with so much work to do all the time - and while not every office can enjoy all of these benefits, the hope is that everyone can have something that works for them,” says Bean. “We are a complex organization with very different roles we all play on campus - but the variety of policies, all with a human-centered approach, try to allow for people to do what they can to take care of themselves. We also have 5 wellness days (PTO days) that were added to the vacation days that everyone already has so people can take them any day they want.”

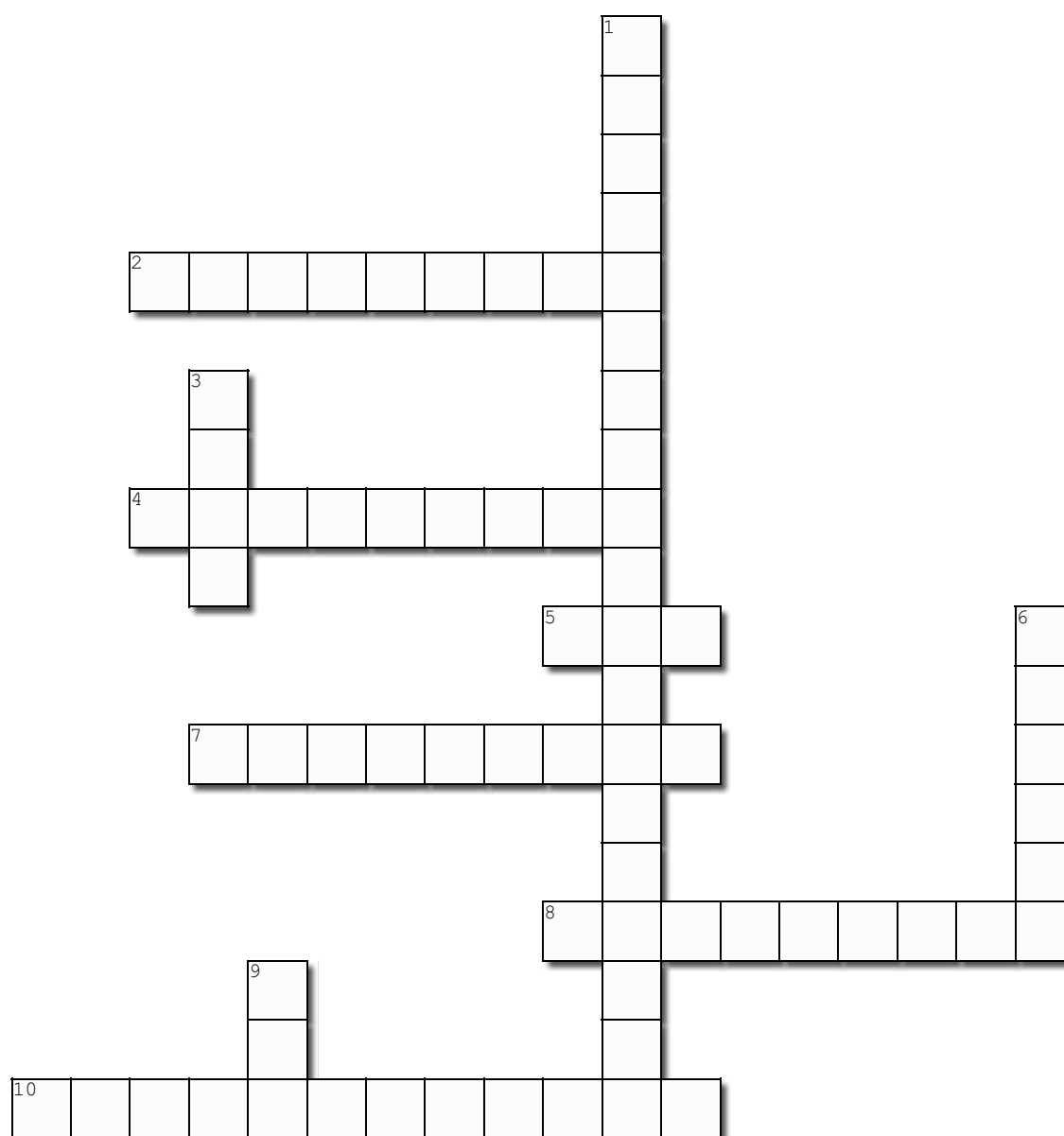
Katie Bean has hosted several information sessions that go in depth about what it means to be a Recovery Friendly workplace. If you are interested in learning more about the Recovery Friendly Workplace, be sure to reach out to Katie Bean at kbean@ursinus.edu or check out @uhealthpromotion on Instagram to learn more about Ursinus’s certification as a Recovery Friendly Workplace.



Recovery Friendly PA Logo



Fall-ing for Ursinus Crossword



Created using the Crossword Maker on TheTeachersCorner.net

Across

2. Greek Life week in September
4. _____ Ursinus, who the school is named after
5. First-year class
7. Month when Fall begins
8. Name of Field
10. Baseball finale

Down

1. Classic fall drink at the Commons
3. Mascot
6. Museum on campus
9. Color of fall leaves (and 1/2 of Ursinus colors)



Study Tips with Coffeestudi

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With workloads increasing and midterms right around the corner, it's easy for homework, extracurriculars, and sports to feel unmanageable.

Dora Zeibekis '24, who is known for sharing study techniques to her more than 150K Instagram followers under the moniker @coffeestudi, shares some of her favorite time management and study tips with The Grizzly:

Time blocking

This is the BEST and ONLY way that I manage my time. This method is just what it sounds like too. You physically block out times and dates on your calendar to give yourself a more structured view of the day. If you use this method, make sure to put in even the tiniest details like when you're going to eat dinner or go to the gym.

The 5 minute method

The principle of this method is, if you can do something within five minutes then you should do it now. I used to procrastinate very small assignments and tasks that could have easily been

completed in less than five minutes (like responding to emails).

This method really breaks down small tasks and mixes them into a way that seems very achievable because you can do them in less than five minutes. If you stick to this rule, you will save a lot more time in the future and allow yourself to be on top of things.

Read it, write it, say it method

When it comes to actual study tips, I think that repeating a topic and going back to studying it in different ways is the perfect recipe for making your long term memory concrete. What I will do is read something once, write it twice, and say it out loud three times. This helps me not only work on remembering the information, but it helps me understand it when I explain it out loud. I think this is one of the best study tips out there, so give it a try.

Modified pomodoro method

A lot of people use the classic Pomodoro method which is 25 minutes of focused studying with a 5 minute break. They then repeat this over and over

again. The way I like to do this method is by taking longer breaks and doing shorter work sessions. For example, I will do about an hour worth of practice problems for chemistry or physics and then take a 50 minute break and watch a TV show on Netflix. Obviously, you should take however long of a break that you need, but I like taking longer ones.

Not giving 100% on every assignment

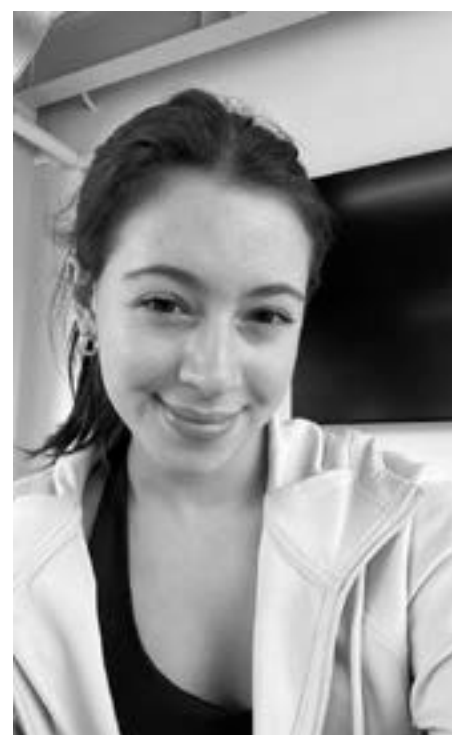
Although this really isn't a method I think this is the most controversial (but helpful) advice that I can give. Maintaining a work-life balance isn't really possible all the time, especially when you have a lot of work. That's why I never put 100% of my effort into assignments. I always prioritize doing well on assignments that are worth more of my grade and ensure that I am not spending too much time on an assignment that isn't worth very much. Just make sure you take things into perspective by remembering that you don't have to be a perfect student all the time. If anything, it's smarter to prioritize your time and energy!

Correction to "Student Responses to Changes in Good Samaritan Policy"

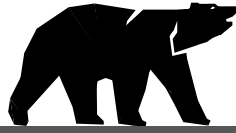
In Issue 2, the Grizzly wrote: "The change is that even if the hosting organization or hosting student calls medical attention to intoxicated guests, they could still be in trouble. An example of this is that a fraternity that is registered for a hosted event could get in trouble if a student at their event becomes intoxicated and needs medical attention."

Katie Bean clarified that "only if they were the cause of the harm" would an organization get in trouble. If specific actions (such as hazing) undergone by the organization/student led to a dangerous situation, then the organization/student could still be held responsible.

In addition to this, the SGA announced there were updates to the Good Samaritan Policy on September 25 specifying the "spoken" clarifications that were made to the Good Samaritan Policy during the first SGA Senate meeting. The new handbook policies specify in "excessive and/or dangerous" situations, the school could "pursue disciplinary action."



Dora Zeibekis



Two Gentlemen of Lenfest

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Journey back in time all the way to Shakespeare...and then jump ahead almost four hundred years to the 1960s to see *The Two Gentlemen of Verona*, a Shakespeare comedy performed live at the Lenfest Theatre, directed by Dominick Scudera, Professor of Theater.

The *Two Gentlemen of Verona* consists of a messy love story between four people: Valentine, Proteus, Julia, and Silvia. It is set in the 1960s but maintains its original Shakespearean language. Evan Chartock '25, Valentine, said that the "words become a challenge" when reading and performing the play, but "the emotions are a lot of times easier to decipher than regular plays. So once you get past the language, it becomes more straightforward than most people would like to believe." Amelia Reaume '27, Outlaw 3, said that she was excited to see it "all come together with the soundtrack and completed set and costumes." Sadie Walker '25, Julia, admits that the Shakespearean language does make this a "completely different kind of show," and that same "dramatized English helps [her] feel more connected to the dramatic" role she plays.

When the cast was asked what their favorite parts of the show were, Chartock answered with their opening to Act II (with Shakespeare's original five acts being divided into a final two), since he thought it was "a good creative divergence" for Valentine. Lauren MacAllister '27, Outlaw 2, also loves the beginning of Act II when the audience first meets the Outlaws, who come on stage playing music with "no real tune... everyone is following their own tune." She added that this has been a "really

fun experience" for her first Ursinus show. Keelyn Fitzgerald '27, the puppeteer of a dog named Crab, said that she may be "biased" but she enjoys her scenes between Crab and his owner, Lance, "because we're the comic relief." Reaume also favored Crab.

Annie Zulick '25, Silvia, said her favorite parts were a series of "little non-speaking bits near the beginning" and "how exaggerated and silly they all are." She also "loved being able to really get into the language" while preparing for the show over the summer. "Every word has a reason and a meaning that I may not have known unless I did this play or looked into it on my own," she told us. Walker said that her favorite part was "all of it" and commented that the audience can truly see Julia "growing up" throughout, and that she is "extremely dramatic and a teenager in love." She did mention that her scenes with Lucetta really allow "Julia [to feel] comfortable and [let] her real personality shine."

The play does come with some challenges of its own. Joey Nolan '24, Proteus, said he enjoyed "getting to be sneaky and mischievous" and that "villains are more fun [and interesting] to play than good guys." He did point out that it was difficult to portray Proteus and finding the balance between "mak[ing] the audience not hate him because he still gets a happy ending at the end... justify[ing] the things he does in his own head to play the character is very hard." He sees Proteus here as not "intentionally evil" though "definitely not a good guy." On Fitzgerald's end, physically portraying her character was difficult as she does portray a dog...

via puppeteering. "I've never done this before," she said about puppeteering.

The ending has been edited for content, something very common for directors with this play. Walker and Zulick commented on what it meant for their characters, the female leads, without revealing the exact ending. Zulick said it was a "good, classic, nice ending" but expressed frustration with a lack of "justice" Silvia sees in the play. "Silvia is wronged by Proteus and she gets no apologies," she commented, though that may have changed since then since the ending edits were not complete at the time of interviews. Walker said Scudera's edits make her "like the ending of Julia and Proteus more" and it "makes more sense." Walker added that "Julia matures throughout the play, and I feel honored to share this journey with the audience."

When actors were asked to share what they wanted the audience to know before the performance, Nolan said to "be ready for Shakespeare. It's very Shakespeare. It's super silly" but not "old dramatic Shakespeare," which MacAllister also told us not to think of. "It's meant to make people laugh," Nolan said. "It has a good story that everyone should come see."

The play will be performed on September 28, 29, and 30th at 7:30pm as well as October 1 at 2pm (which will also offer an ASL-Interpreter). Go check out what will happen with this team of lovesick teenagers, a puppet, outlaws, crew members, and others!



A Tasty Trip to the Trappe Tavern

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Attention students at Ursinus College! Looking to branch out to local eats? Take my food review of the Trappe into consideration. The Trappe Tavern, established in 1989, is about a mile up Main Street and filled with UC spirit, making it a fun time being surrounded by support and love for current Ursinus students. They have pictures of former Ursinus athletes on their walls, Ursinus displays like flags, and other pretty neat knickknacks. The outside of the restaurant has you looking forward to your experience in the Trappe. In addition to the Ursinus decorations, the Trappe has the looks of a house, neon signs of beer ads, string lights, and TVs with sports on all over the inside. With the outside looking good, it's time to see what the food is all about.

My visit began with the "Nachos Supreme," a mound of tortilla chips piled high and topped with crisp lettuce, diced tomatoes, onion, salsa, jalapeños, and cheddar cheese sauce. I took the menu's option to add chili to my advantage. The nachos did not fail to meet their description on the menu, appearing as a giant mountain on a massive plate. The chips were fresh and salted well. The cheesy goodness was unmatched and complimented the other toppings beautifully. The chili was nice, hot, and



Credit: Andrew Perez

flavorful from being well-seasoned. The kick from the jalapeño was on point. I loved munching on what felt like a bottomless pit of nachos before I got to the main event, the "Tavern Meatball."

On the menu, the "Tavern Meatball" is described as "Hearty Meatballs in a zesty marinara sauce smothered with mozzarella cheese, sautéed onion, mushroom and sweet peppers served with chips and a pickle." Based on my experience with the nachos and meat-

ball sandwich, it's clear that the Trappe Tavern does not lie when it comes to big portions because this enormous sandwich was mind blowing! The toasty fresh bread, a healthy amount of melted mozzarella, a nice touch from the mushroom, a sweet tasting marinara sauce, and of course, the giant, soft, delicious meatball had me in awe. The sandwich held together pretty well and I was able to get everything in one bite. The only downside for me was the sweet peppers. It did not match the rest of the flavors and threw things off. I just took them out and kept on going to town on this sandwich, which was a gift from God! I substituted chips for french fries on the side. They were nothing special, pretty standard in my opinion. They weren't salted and lacked some crispness. Also, I thought they came in a small portion.

On the whole, I had a great first experience at the Trappe Tavern. It's very affordable for college kids to get around once in a while! From grubbing on great food, watching sports games on the TVs, taking in the positive atmosphere, and giving love to a local business, how could you go wrong? For current Ursinus students, it's always good to expand your horizons around campus and enjoy yourself with your friends, teammates, and family!



Credit: @loose_change_uc on Instagram

CROSSWORD ANSWERS:

Across

2. Greek Life week in September (Rush week)
4. _____ Ursinus, who the school is named after (Zacharias)
5. First-year class (CIE)
7. Month when Fall begins (September)
8. Name of Field (Patterson)
10. Baseball finale (World Series)

Down

1. Classic fall drink at the Commons (Pumpkin spice latte)
3. Mascot (Bear)
6. Museum on campus (Berman)
9. Color of fall leaves (and 1/2 of Ursinus colors) (Red)



Volleyball Veterans

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Set! Spike! Score! Volleyball season is upon us and the players are ready to give Ursinus a great season! So far they have 6 wins and 16 matches to go. To get more insight into volleyball's season, three seniors from the team were interviewed about their current season. The players interviewed were: Claire Worley, Megan Aube, and Gabby McGinn. Each player was asked a series of questions that corresponded with their season and respective sport.

For the first question, "What is your position in volleyball?" Claire said that she was a setter. Megan explained, "I play as a defensive specialist. A defensive specialist plays in the back row and is responsible for getting a good pass to the setter to be able to run the offense." Gabby replied that she was right-side hitter.

The three were then asked what they were most looking forward to this season, Claire began and stated that, "I am looking forward to the little moments with my teammates. I am looking forward to the bus ride sing alongs and our other shenanigans. I am also looking forward to seeing how we do in conference. Our level of play looks the best that it's been while I've been here

so I'm looking forward to hopefully surprising some teams in the conference." Megan then said that "I am looking forward to a competitive season. Our strength of schedule is the highest it has been in program history. I look forward to competing with my team and working toward our goal of making playoffs."

The seniors were then asked how they all felt about this season being their last. Both Claire and Gabby expressed feeling bittersweet as they are sad that they will be leaving the team after this year but they are also excited to see what progress their team continues to make. Megan detailed her feelings differently. "When being asked how I feel about this being my last season, I experience many emotions. I have been playing volleyball competitively since sixth grade. Volleyball has given me so many opportunities and life lessons I will always cherish. The Ursinus College volleyball team is truly my second family. They have given me unconditional love and support and the best memories that will last a lifetime. I am sad that I will not be playing competitively anymore after this season, but I am grateful for all the opportunities

this sport has given me."

Since all three were seniors, they were also asked if they had noticed any improvements about themselves or their team over the course of their four years. "The biggest improvement is the level of play for the team. Each year we have gotten a little better and this year is no exception to that. I think we shocked some people with our 10-0 start last year, but this year I think we will be competing and even possibly beating teams that we didn't last year," said Claire. Gabby then followed up with, "The team has 100% shaped me into who I am today. From helping me understand the importance of time management to valuing such close relationships and prioritizing them." As a parting question, all were asked if the Ursinus campus had any big volleyball events. They all replied that their Senior day was coming up and they had big conference games against Hopkins on September 30th and Muhlenberg on October 4th.

Be sure to check out the next couple of volleyball games and get the chance to see the seniors in action!



Photo Credit: Holly Stang



A Healthy Lifestyle: The Importance of Food and Nutrition

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The word “healthy” is often associated with a specific set of actions that will aid people in attaining the culture’s definition of an ideal body type. That notion is much too limited in comparison to the real complexity of what is actually an ongoing process that is unique to every person. In actuality, the true goal is to create a lifestyle that allows people to reach their healthiest potential, embracing all aspects of interpersonal wellness. The truth of this goal is demonstrated by the Registered Dietitian for Ursinus, Lin Roberts (MS, RDN, LDN), who prioritizes leading a healthy lifestyle herself and is passionate about supporting students in their process of doing the same. Roberts specifically works to empower people of all ages to reach their healthiest potential through food and nutrition and wants to help individuals become more comfortable in their dining environment.

Roberts’ passion for the field of nutrition was clear when she was a high school student, and her career path was guided by her “love for working directly with people to help them improve health through medical nutrition therapy, education, and dietary counseling.” Roberts worked for many years as an out-patient clinical dietitian for many years, but she decided to shift her career focus. She transitioned into working as a district dietitian in the campus segment of a food management company, leading her to work at Ursinus College. Roberts was “excited for the opportunity to support young adults with emerging interests and questions in making their own dietary choices and

to provide sound nutrition advice and guidance.”

Roberts adds another dimension to the dining program, working with the campus community to encourage healthy lifestyles. A healthy lifestyle “embraces all aspects of interpersonal wellness - nutritional balance, optimal hydration, regular physical activity, managing stress through positive behaviors, and certainly getting enough sleep,” states Roberts, and she practices what she preaches. Leading a healthy lifestyle is a priority for Roberts. She is very active and enjoys daily physical activity along with a plant-focused eating style. Expanding upon this, Roberts states, “I am motivated to keep active as a means for stress management and balanced eating to simply feel good as well as reduce risk of diseases that run in my family.”

Leading a healthy lifestyle is not always easy, and it requires dedication and motivation. Roberts has some tips on developing the drive and motivation that are necessary, and on how to be persistent in prioritizing health. “Some tips that have worked for me in living a healthy lifestyle include keeping a positive mindset, pre-planning meals, and setting an exercise schedule weekly,” says Roberts. In planning her meals, Roberts reads food labels to know what is in the food and uses labels to guide food selections. She finds “health tracking devices and apps to be particularly helpful and motivating in achieving wellness goals.”

Campus dietitians offer many services that are open to students, covering

a wide variety of needs to support every student. According to Roberts, “Campus dietitians can offer individual consultations for students with food allergies and dietary intolerances, weight management, vegan/vegetarian/plant-based eating, general nutrition guidance or any dietary concern, sports specific information, and assistance in the navigation of campus dining.” Small group nutrition talks are also available to student groups. The Campus Dining Amenity at Ursinus also offers various Wellness Wednesday events that highlight the Mindful program, which “incorporates messaging of food, fuel, and fun!”

The Campus Dining Amenity also promotes nutrition resources through the campus dining website and the Everyday app, giving customers access to full menu information, ingredients, and identifiers of allergens. These resources also provide information on food attributes, including plant-based, vegetarian, vegan, and Mindful options. Roberts wants students to know that “the entire campus dining team at Ursinus College tries very hard to make the dining experience fun and unique for all students, faculty, and staff! And yes, filled with healthful and tasty menu offerings!”

Come meet Roberts at one of her regular special Wellness Wednesday events in Wismer or contact her at melinda.roberts@sodexo.com. Also, check out @UrsinusDining on Instagram to see what Roberts and Ursinus Dining are working on around campus!



Photo Credit:
Ursinus College

