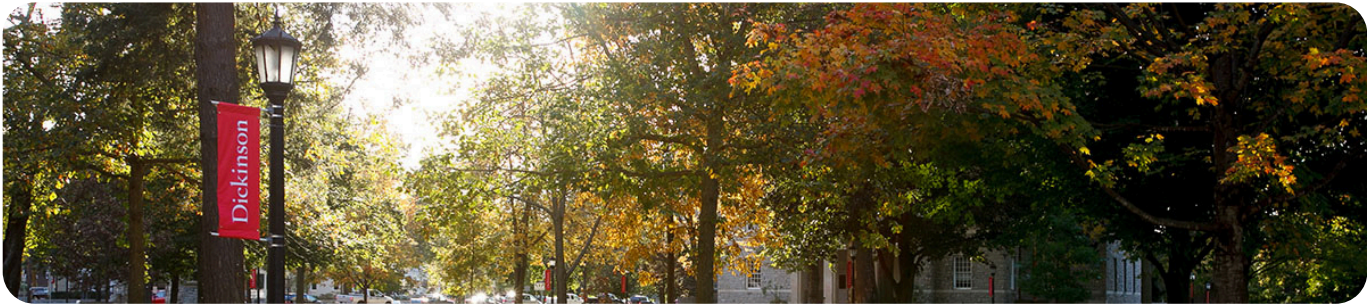




Out on Britton - Morgan Field Edition

**Friday, October 10 | noon-4 p.m.
Morgan Field**

Join the LGBTQ+ Center for this year's annual "Out On Britton," taking place this year on Morgan Field, to honor National Coming Out Day. 30+ campus and local partners will offer food, giveaways, activities, music, and more! Let's come together and celebrate our LGBTQ+ community.



Campus and Community Events

Sign the It's On Us (IOU) pledge and join the Dickinson Chapter in recognizing the harmful norms that contribute to sexual harm. Every signature counts!

Health Advocate - Domestic Violence Awareness Webinar at 10 a.m. and 4 p.m. on Thursday, October 16: Learn how to recognize the signs of an abusive relationship and available resources to help those in need. [Register here.](#)

Thursday, October 16: Wear Purple and stand up against domestic violence!

Safety Isn't Spooky: Join DPS and the Division of Diversity, Equity and Inclusion for their second annual "Safety Isn't Spooky" Resource Fair on **Wednesday, October 22, from 4 to 6 p.m.** on **Morgan Field** Departments interested in participating should contact Ofc. John Von Lumm by Friday, October 17, to reserve a table.

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).

EMPLOYEE ANNOUNCEMENTS



RED DEVIL EMPLOYEE TAILGATE | SATURDAY, NOVEMBER 1

Bring your family and join colleagues to cheer on our Red Devils!

Noon Field Hockey | 3:30 p.m. Football

1:30-3:30 p.m. Employee Tailgate (*Belvedere Field across the street from Biddle*)

Tailgate Highlights: food trucks and beverages will be provided by *Next Level Pizza, Grappling Crab Shack, Italian Job, Mad Dash Artisan Grilled Cheese, Hellenic Kouzina, 717 Tacos, Chef Tony's, Shorty's Funnel Cakes, Back Porch Brewing, and Castlerigg Wine Shop. Food trucks and beverages will be free of charge to employees and their guests.* Students and other visitors may purchase food (excluding alcoholic beverages).



Register by
Tuesday,
October 28



NEW HIRE MEET & GREET

We were thrilled to host our first quarterly "Meet & Greet" on Wednesday, October 8, where new employees joined us for light seasonal refreshments and meaningful conversations with colleagues across departments. It was a wonderful opportunity to build connections and foster community.

Our next event is scheduled for **Wednesday, December 10**. New employees and their supervisors should keep an eye out for a calendar invitation coming soon.

GIFT BASKETS/ITEMS NEEDED

A basket raffle is being organized for the holiday party, 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 15 (*dept./basket theme*) | **Donation Deadline:** November 3



Employee Announcements - *Continued*



COLLEGE PREP FOR PARENTS

Human Resource Services, Admissions and Financial Aid, in conjunction with local area high schools, offer workshops for employees and their families to learn more about the college selection and financial aid process. The program will provide guidelines for starting the college search while attending high school, when to apply for college admission and early tuition grants, what is available through Financial Aid, and a summary of Dickinson's three tuition programs.

We encourage all parents to attend if their child is a junior or senior in high school and planning to attend college. Please RSVP in **EngageD**. Sessions will be held in the McCauley Room of Old West from noon to 1 p.m. as follows:

Part I - High School Counseling and Admissions – Thursday, October 16
Part II - Financial Aid and Tuition Benefits – Thursday, October 30

SUMMARY ANNUAL REPORTS

The **Summary Annual Reports** for the following are available:

- **Retiree Healthcare Summary Annual Report - 2024**
- **Tax Deferred Annuity Retirement Plan - 2024**
- **Defined Contribution Retirement Plan - 2024**

The above reports reflect the financial conditions and transactions for January 1, 2024, to December 31, 2024. Printed copies will also be posted on the Facilities Management and Dining Services bulletin boards. These documents can be found within our **Benefits** webpage under **Compliance**. If you have any questions, please contact **Human Resource Services**.

DRUG FREE WORKPLACE

Substance abuse causes harm to more people than just the abuser. **The Facts About Substance Abuse** course teaches workers what substance abuse is and the effects it has on workers and their employers. It also discusses the costs substance abuse has on the organization. This course provides information on how you can help someone with a substance abuse problem and ways you can reduce the risks of substance abuse. Resources are made available to help you learn more about substance abuse, prevention, and intervention.

ANNUAL NOTICES FOR GROUP HEALTH PLANS

To make sure that you have all the information you need to make informed decisions for you and your family, the law requires Dickinson College to provide you with notice of certain legal rights that 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, 2025, which can be found within our **Summary Plan Documents** webpage. If you have any questions, please contact **Human Resource Services**.

Workday Is Coming Soon



The first phase of Dickinson's Workday rollout will go live on December 15, introducing new systems for Finance, Human Resources, and Payroll. To support a smooth transition, a data freeze began on October 6 to minimize reprocessing between systems. Once Workday is live, it will replace systems in Banner, QUEST, CLIQ, SilkRoad, and Totara. Live and online training will be provided to ensure employees are equipped to navigate the new system, understand updated procedures, and confidently manage their day-to-day responsibilities.

WORKDAY PROJECT UPDATE

This month marks important milestones for the Workday implementation!

- Payroll Parallel Testing (PPT) began in mid-September. PPT allows us to run payroll in Workday alongside our current system to ensure accuracy and confirm that calculations, deductions, and processes are performing as expected.
- User Readiness Review (URR) is underway. Nearly 40 colleagues from offices across campus are participating in URR, a hands-on practice run of Workday functions they will use in their daily work. URR feedback helps us to confirm that processes are working as intended and that instructional guides are clear.
- Customized Workday training materials will be posted to our **Workday Training Resource webpages** later this month, with additional resources posted as they are finalized through go-live and beyond. Training materials include:
 - Job aids – short, step-by-step reference guides that walk users through specific tasks in Workday.
 - Just-in-time videos – quick tutorials designed to provide support when it's needed.

As we move closer to our Go-Live date in early December, we continue to progress through the final stages of our Workday implementation and are grateful for all of the collaboration across campus. Together, we're transforming our technology into a modern system that will support Dickinson well into the future. Stay informed—**subscribe to Workday News** for monthly updates!

WORKDAY TRAINING

Training sessions are planned for early December. Search for 'Workday' in **Engaged** to register.

- December 3:** [Getting Started in Workday Live presentation](#) (option 1)
[Workday Time Tracking for Managers & Time Keepers](#)
- December 5:** [Getting Started in Workday for Managers](#) (option 1)
- December 8:** [Time Tracking in Workday](#) (option 1)
[Recruiting in Workday for Hiring Managers](#)
- December 10:** [Time Tracking in Workday](#) (option 2)
- December 11:** [Getting Started in Workday Financials](#)
- December 12:** [Getting Started in Workday Live presentation](#) (option 2)
[Getting Started in Workday for Managers](#) (option 2)

Watch Dickinson Today and this monthly newsletter for announcements, and check in Engaged using the Workday keyword to search for any other live training options. Remember to check out the dedicated **Workday Training Resource webpage**!

COMMUNITY ENGAGEMENT



United Way of Carlisle
& Cumberland County

2025 United Way of Carlisle & Cumberland County Pacesetter Campaign: Our campus campaign is ongoing and wraps up on December 31. 100% of any donations benefit members of the Carlisle community! Please consider giving in a meaningful way either through the Dickinson online **pledge form** or by making your gift at **uwcarlisle.org/donate**, indicating "Dickinson College" in the employer field.

DAY OF CARING

Friday, October 10

United Way Day of Caring is an opportunity to donate a morning to help local non-profit organizations complete needed work projects in the Carlisle area.

Kick-Off: 8 a.m. Allison Hall

Projects: 8:30 a.m. - noon



2025 AMERICAN HEART ASSOCIATION HEART WALK

On Tuesday, September 30, a small but mighty Team Dickinson walked to support the American Heart Association. Walkers and donors raised \$1,048.98 ~ Thank you!



Walkers: Pam Fogelsanger, Beth Bachman, Carol Shaffer, Jeanette Diamond, Mary Padget, Marian Strait, Nora Kelley '28, Sheri Davis-Cordell



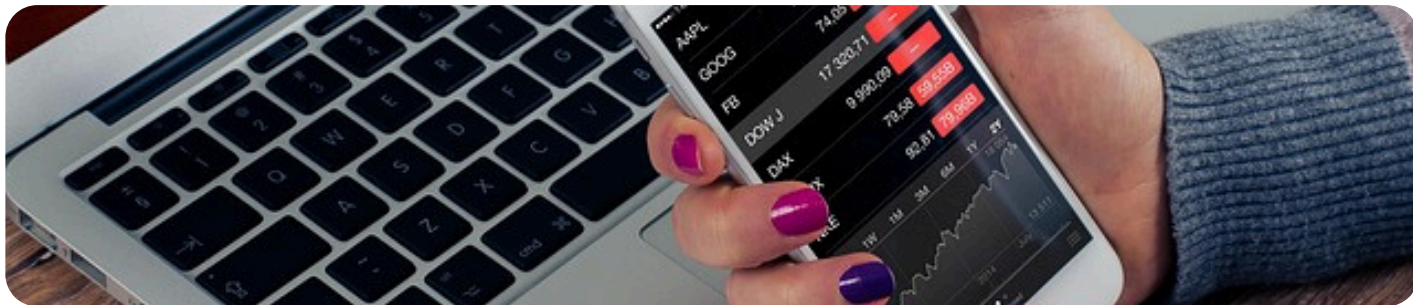
Registration Help: Cara Touey '28, Tullah Hasselberg '28, Georgia Bray '28

AMERICAN RED CROSS BLOOD DRIVE

Friday, November 14 | 10:30 a.m. - 4 p.m. | Allison Hall Community Room

The American Red Cross Biomedical Services is the largest single supplier of blood and blood products in the United States, collecting and processing more than 40 percent of the blood supply and distributing it to some 3,000 hospitals and transfusion centers nationwide. Please consider donating blood to support your local community by participating in this blood drive! For questions or more information about blood donation to the American Red Cross, please visit **redcrossblood.org** or call 1-800-RED Cross (1-800-733-2767). **Sponsored by Apha Phi Omega.**

Financial Wellness



TIAA CONSULTATIONS

From **9 a.m. to 5 p.m.** on **Thursday, November 13**, in HUB Side Room 202, and **Friday, December 19**, in McCauley Room, Old West.

To schedule a personal meeting with financial consultant, Nigel Stearns, please [sign up online](#) or call 800-732-8353 (remember to ask for the Dickinson College schedule). All appointments must be scheduled through TIAA.

ON DEMAND WEBINARS

Click on the links below to access financial education on demand.

Fidelity Webcast HUB

Spotlight: [Fidelity Viewpoints: Market Sense](#) (every Tuesday at 2 p.m.)

TIAA Webinar Schedule

Spotlight: [Myth-busting: Planning and managing healthcare expenses](#) (Tuesday, October 30 at 3 p.m.)

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](#).

EMPLOYEE TOTAL REWARDS STATEMENT

Coming Soon in Workday! Total Rewards Statement (formerly known as the Annual Employee Compensation Statement) will be available in **January** via Workday.

This personalized summary will provide a comprehensive overview of your salary and benefits as an employee of Dickinson College.

Stay tuned and be sure to check Workday in the new year!

Naming Your Beneficiaries: Why it matters

A TIAA WEBINAR



Wednesday, November 5 | Noon - 12:30 p.m.

Join TIAA for this online presentation, which will help you make informed decisions about legal matters, financial goals, and personal wishes.

[Register here.](#)

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 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 - 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:

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!



FLU VACCINE CLINICS

Thurs., Oct. 16: 11 a.m. - 1:30 p.m.

Thurs., Nov. 13: 4 - 6 p.m.

Registration is required in **Totara**. The vaccine participation form must also be completed online or printed and submitted at the time of your appointment.

BIOMETRIC SCREENINGS

Tuesday, October 28 | 7 - 9 a.m.

Schedule your screening appointment **online and complete** the preregistration paperwork with UPMC. This session is limited to the first 35 sign-ups. A breakfast certificate will be provided for the Dining Hall the morning of your screening.



PUMPKIN SPICE SMOOTHIE

Craving a cozy fall treat? Try this pumpkin pie-inspired smoothie—lightly sweet, packed with 11g of protein and 6g of fiber per serving. It's a delicious and nutritious way to start or end your day!

Find the full recipe and instructions from the **American Heart Association here**.

Stop Sitting – Start Moving

FIVE TIPS TO ADD ACTIVITY TO YOUR DAILY WORK SCHEDULE

Feeling stuck at your desk? Sitting for six or more hours a day can raise health risks. Here are five quick ways to stay active at work—plus helpful videos from **YMCA 360**:

- **Stretch anytime, anywhere** – Boost circulation and flexibility with this (less than) 10-minute **Stretching Break**.
- **Walk during meetings** – Movement sparks creativity. Try walking meetings or pacing while on calls.
- **Step away from your desk to eat** – Give your body a break and avoid germs. Choose healthy meals—check out the **Fresh and Ready** video for tips from the YMCA 360 healthy eating director.
- **Elevate your workstation** – Standing for just 15 minutes can benefit your health. Use a counter or tall table where you can stand comfortably.
- **Take mindful breaks** – Rest your eyes and recharge with short meditations like **Mini Meditation: Positivity**.

READ MERITAIN HEALTH'S FULL ARTICLE HERE

A 360-DEGREE DIGITAL EXPERIENCE FOR DICKINSON EMPLOYEES* ON MOBILE, TV, & WEB



*Available for full- and part-time
faculty and staff*

Here's what you will find in YMCA360



For Families & Kids

Engaging videos in youth sports, Fun Fit, martial arts, visual arts, STEM, and culinary arts (with recipes!); Nutrition education and healthy habits



Fitness for ALL Levels

Cardio, strength, dance, cycle, HIIT, core, mobility, and weightlifting; Specialized support for Parkinson's and Cancer recovery (WellnessRx)



Live Classes

Real-time sessions led by YMCA instructors from across the country



Mind & Body Wellness

Classes in Yoga, Pilates, Tai Chi, and Meditation; Mind Matters: Resiliency, gratitude, energy management, and habit development



Active Older Adults

Tailored workouts: cardio, circuit, strength, bootcamp, and stretching

HOW IT WORKS

01

Go to ymca360.org
and select
Employee Wellness

02

Enter your
Dickinson.edu email
address

03

Enter the **verification
code** sent to your
Dickinson.edu email
address

04

Continue to
the application

**MORE
INFORMATION**



*New employees are added regularly and will receive an email notification from Human Resource Services to confirm enrollment.



FREE FITNESS PROGRAMS - REGISTER IN **ENGAGED**

Programs continue through the fall semester. Classes can be found in **Engaged** via the Gateway by searching for key words (cardio, Pilates, Zumba), by selecting the *Group Fitness* category, or click on the images below. Be sure to RSVP for each session you plan to attend.

MONDAYS



Gentle Yoga
Noon - 1 p.m.
HUB Dance Studio
Through November 10



Pilates
3:30 & 4:30 p.m.
HUB Dance Studio

TUESDAYS



Noon - 1 p.m.
HUB Dance Studio



Zumba
5 - 6 p.m.
HUB Dance Studio

WEDNESDAYS



Full Body Circuits
Noon - 1 p.m.
Functional Fitness Cntr.
Through October 29



Pilates
3:30 & 4:30 p.m.
HUB Dance Studio



Sports Yoga
4:45 - 5:45 p.m.
Memorial Hall, Old West
Through October 29

THURSDAYS



Camp Cardio
Noon - 1 p.m.
HUB Dance Studio
Through October 30

FRIDAYS



DEW Power Yoga
Noon - 1 p.m.
HUB Dance Studio
Through November 7



Zumba
5 - 6 p.m.
HUB Dance Studio



Fall Into Wellness Challenge - *Coming Soon!*

Get ready to refresh your routine and embrace healthy habits as we head into the holiday season. Whether you're starting fresh or continuing your wellness journey, this challenge is for you!

Watch for more details and the official announcement.

Let's support each other and make wellness a priority — together!



HUMAN RESOURCE SERVICES

PO Box 1773
Carlisle, PA 17013-2896

Phone: 717-245-1503

Email: devwell@dickinson.edu

CAMPUS RESOURCE QUICK LINKS

[How To Guide](#)
[Dickinson/Biking](#)
[Dickinson/College Farm](#)

[Dickinson/Sustainability](#)
[TechNews](#)
[Trout Gallery](#)

[Theatre & Dance](#)
[Campus Announcements](#)
[Campus Events Calendar](#)

WELLNESS INCENTIVE TAXABILITY NOTIFICATION

We thank you for being an active participant in the wellness programs at Dickinson College. We value all employees and offer a variety of programs throughout the year to encourage wellbeing while offering educational, fun opportunities to engage the mind and body while creating a positive inclusive social environment for the campus community. We hope you enjoy participating in these programs and events throughout the academic/fiscal year.

In recognition and appreciation of your participation in the wellness programs, we offer healthy reward incentives. As a reminder, in accordance with IRS regulations, awards and gifts to employees from the college are considered taxable income and the college is required to withhold taxes.

The value of your incentive(s) will be added to your income through payroll, which could result in a decrease in your net pay because of additional tax withholdings on the value or dollar amount. The tax withholding will coincide with the payroll period closest to the date that you receive your annual incentive reward. Please contact payroll with any questions related to this additional withholding.

PROFESSIONAL DEVELOPMENT & WELLNESS PROGRAM REGISTRATIONS AND ATTENDANCE

The college offers many opportunities for professional development and wellness programs throughout the year, providing enrichment of staff and, when appropriate, their families as well. Registration for the majority of the programs offered is available through the [Gateway](#) 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 policy 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.