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# Wellness Newsletter



THRIVE @ LOYOLA  
Caring for Our Common Home  
Quarterly Wellness Newsletter  
Fall 2025, Volume 2

As autumn settles in, we’re embracing the season of reflection, renewal, and readiness. This quarter’s updates highlight our continued commitment to employee wellbeing, operational clarity, and inclusive engagement. Inside, you’ll find important reminders about wellness incentives, policy updates, and upcoming events designed to support you—professionally and personally.

## WHAT’S NEW?

### Holiday Stress EAP Podcast



The holiday season is often viewed as a time of joy, love, and celebration with friends and family. However, for many people, it can also be a time of stress. This podcast discusses causes of holiday stress and helpful tips on how to manage and cope during the holidays.

Listen Now

IRS Announces 2026 Contribution Limits



- Benefit Eligibility
- Benefits Enrollment
- Health and Wellness
- Retirement
- Summary Plan Descriptions
- Leave
- Lactation Accommodation Policy & The Lactation Room
- Child Care Voucher Program
- Tuition Remission Benefits
- Employee Assistance
- Perks/Discounts
- Workers Compensation

Job Openings

## Work/Life

- Holiday Schedule
- Perks/Discounts

On 11/13/25, the IRS announced higher contribution limits for all tax-deferred retirement plans. To see how much you can contribute in the upcoming year, go to [2026 Annual Contribution Limits](#).

Benefits & Leave Changes

- Expanded Legally Domiciled Adult (LDA) eligibility (eff. 10/15/25)
  - Who is an [LDA](#)?
  - Employees can now take a Leave of Absence for their LDA
  - Eligible family member under the sick leave policy
  - Eligible family member under the bereavement leave policy
- Removed the vacation clause prohibiting leave during the provisional period (eff. 10/15/25)
- Biweekly staff sick leave accruals now mirrors administrators sick leave accrual. Visit [Paid Time Off](#) for details (eff. 7/1/25)
- Community Service Leave may now be used for eligible non-Loyola events (eff. 10/15/25)
- Mission Leave changes (eff. 10/15/25)
  - Name change to Mission/Religious Observance Leave
  - Days changed from five days every five years to two days annually
  - Leave may now be used for religious observance for non-University sponsored religious holidays
- Changed Tuition Remission waiting periods (eff. Fall 2025)
  - Employee: First full semester after hire
  - Spouse: First full semester after employee's hire
  - Dependent Children: First full academic year after employee's hire

October is Breast Cancer Awareness Month

This month we take time to honor survivors, remember those we've lost, and stand together in support of ongoing research and early detection of breast cancer. In the spirit of *cura personalis*, care for the whole person, let's continue to raise awareness, support one another, and promote health and hope across our Loyola community.

OAE Events

10/11/25, 10 am - 3 pm, Sea Kayaking at Rocky Point  
10/21/25, 10 am - 3 pm, Hike & Trash Clean Up

[Scan to Register](#)



Loyola Athletics Tickets

Outdoor Adventure Experience for Employees

Professional Development Calendar

Employee Assistance Program

Employment & Income Verification Service

Loyola Employee Resource Guide

Loyola University Maryland Acronym & Terminology Guide

Policies/Resources

Policy Manual

Ethics Point

Title IX

Harassment and Discrimination Policy and Procedures

Student Respondent Sexual and Gender-Based Misconduct Investigation and Hearing Procedures

## Vaccine Clinic



Get your flu vaccine and updated COVID booster on campus! Bring a copy of your insurance information (medical/prescription) with you to the clinic.

- Where: McGuire hall East
- When: 10:00 am – 2:00 pm on September 23, October 7, October 22, and November 4
- Register online at [www.safeway.com/vaccinations/group-clinic/LoyolaMcGuire2025](https://www.safeway.com/vaccinations/group-clinic/LoyolaMcGuire2025)

## Fall Mass Schedule



## Lessons and Carols



Loyola will celebrate its 36th annual Festival of Lessons and Carols on **Saturday, December 6, 2025 at 5:00 pm in the Alumni Memorial Chapel**. This annual ecumenical service, rooted in the great English choral tradition, combines music and scripture readings of the Advent Christmas Season in a beautiful candle-lit setting. The Loyola University Chapel Choir and guest artists, under the direction of Laura McCormack, Associate Director of Campus Ministry, will perform seasonal music from a broad range of musical styles and traditions. During the service, gifts are presented to representatives from local agencies to be distributed to children in the Baltimore area as part of the "Presents for Christmas" service project co-sponsored by Loyola's Center for Community, Service, and Justice and Campus Ministry.

## York Road Community Day



Come get your hands dirty with neighbors to accomplish projects to beautify and maintain our shared York Road community! Projects include maintaining street trees, planting new trees and flowers, painting, clean up, and more! For more information, contact Jeeda Hennawai at [yricommercial@loyola.edu](mailto:yricommercial@loyola.edu).

Scan the QR code to register online for **October 4, October 25, November 15, or December 6**.



## Fall Fest



Fall Fest will be held on the Humanities Porch on **Wednesday, October 29th from 1-3pm**. (Rain location: Hug Lounge.) Join us for seasonal snacks and pumpkin decorating!

## 2nd Annual Boo Bash and Halloween Costume contest



Show off your creativity and spirit in Loyola's 2nd annual Boo Bash and Halloween Costume contest. Come dress to impress and celebrate the spooky season with your colleagues! Submit individual or team photos to [people-culture@loyola.edu](mailto:people-culture@loyola.edu) and [staffcouncil@loyola.edu](mailto:staffcouncil@loyola.edu) by **October 31, 2025 at noon**. Staff Council will be judging and determining winners in the following categories: funniest, scariest, and most creative. Awards will be announced at 3pm on the Humanities Porch.

**Halloween Costume Guidelines:** The University permits and encourages employees to dress up to celebrate Halloween in acceptable attire. Guidelines are provided below to assist you in costume selection:

- Keep it simple. Be mindful that you might be wearing your costume throughout the workday. Be sure your selection is comfortable and does not impede your ability to perform your duties or complete your work.
- It is imperative that costumes comply with normal workplace attire and safety protocols. Avoid heavy makeup (including more ghoulish make-up such as fake blood) and large accessories (e.g., wings, armor) and instead consider a more casual version of the costume.
- Consistent with Loyola's core values, ensure your costume is respectful to others. Culturally offensive and insensitive costumes (including any costume aimed at being humorous at someone else's expense) are not permitted. This includes controversial costumes (e.g., political figures).

*Sponsored by: Office of People and Culture and Student Development*

## Zombie Walking Challenge ends on October 31st!



Although registration has closed, you can still support your colleagues in the 2nd Annual Zombie Walking Challenge! Be sure to swing by Fall Fest on **October 29 from 1–3 p.m.** for fun and prizes.

## Cybersecurity Awareness Month



TIAA is committed to protecting your data. Watch their overview at <https://www.tiaa.org/public/support/security-center>

## Virtual Wellness Conference



Join us on November 6, 2025 for five engaging virtual session, each crafted to inspire healthy habits in and out of the workplace. Don't miss this opportunity to pause and prioritize your wellness. Register [here](#).



## Loyola Wellness Community

Be healthy, active, and inspired. Loyola's [Recreation and Wellness](#) department offers to support physical fitness, mental wellbeing, and overall lifestyle—through group classes, wellness programs, outdoor adventures, and more.



## Spiritual Wellness

Explore spiritual wellness through reflection, faith, and connection. Loyola's [Campus Ministry](#) offers opportunities for prayer, retreats, service, and community - welcoming all backgrounds and beliefs. Discover resources that support your journey toward meaning, purpose, and belonging.

## Wellness Incentives for Cigna Members



- Don't forget to complete your online Health Assessment before midnight on 10/31/25.
- Make sure you've completed your annual preventative exam (physical or wellness exam) within the last 12 months.
- Click a link below to get started.

[myCigna](#)[Wellness/Non-Wellness Premiums](#)[Loyola Wellness](#)

# Employee Assistance Program



The Employee Assistance Program (EAP) managed by Acentra Health, offers all benefits-eligible employees and their family members free, confidential support, 24/7, 365 days a year at 800-765-0770 or [EAPHelpLink](#). Use company code "LOYOLA".



## EAP Tip Sheets and Webinars

Enjoy themed Tip Sheets and Webinars every month! Get practical insights and strategies for thriving at work and home. Click a month below to get started.

October 2025	November 2025	December 2025	Past Editions	
Authenticity at Work <a href="#">Tip Sheet</a> <a href="#">Webinar</a>				

## EAP Podcast Series

Quick insights, real support. Each episode offers practical tips and guidance to help you navigate life’s challenges—stress, relationships, finances, and more. Tune in and take a moment for your well-being.

Substance Abuse Awareness	
Suicide Prevention Awareness	



## Health Tools and Resources

Take charge of your health with Cigna’s online tools and resources. From finding in-network providers to tracking claims, exploring wellness programs, and accessing virtual

care, Cigna makes it easy to stay informed and supported—anytime, anywhere.

- [myCigna](#): Online portal for enrolled employees and their covered spouse or domestic partner
- [Behavioral Health Programs](#): Dashboard to all behavioral health programs
- [Happify](#): Science-based games and activities that are designed to help defeat negative thoughts, reduce stress and anxiety, increase mindfulness and emotional well-being
- [iPrevail](#): Interactive lessons, 1:1 coaching, support communities and online wellness activities to help overcome anxiety, loneliness, depression, and stress and to build resilience and positivity
- [Knowledge Library](#): Explore this library for education and resources to manage stress, explore wellness webcasts, learn about self-care, and much more

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## Financial Well-Being @ LUMD



Financial wellness is key to your overall well-being. Whether you're budgeting, saving, or planning for retirement, Loyola offers tools and guidance to help you make informed decisions and reduce financial stress. Explore resources designed to support your goals - so you can focus on what matters most.

Free Live and On-Demand Financial Webinars



PersonalSAGE Retirement Workshop

TIAA: Saving for Retirement

EAP: Financial Center

## Educational Benefits



- 2026-27 Tuition Exchange and FACHEX Online Applications now available at [TEP.org](#).

- General Tuition Remission benefits information for employees and spouse? Visit [Tuition Remission](#) page.

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## Wellness Awareness & Activities



### October

World Financial Planning Day (1st)  
National Diversity Day (first Friday)  
World Teacher Day (5th)  
World Mental Health Day (10th)  
Metastatic Breast Cancer Awareness Day (13th)  
National Pregnancy and Infant Loss Awareness Day (15th)  
National First Responders Day (28th)  
Emergency Nurses Week (5-11)  
National Fire Prevention Week (first full week)  
Customer Service Week (first week M-F)  
**Bone and Joint Decade National Awareness Week (12-20)**  
**Spiritual Care Week (19-25)**  
AIDs Awareness Month  
Attention Deficit Hyperactivity Disorder Month  
Bullying Prevention Month  
Dyslexia Awareness Month  
Eczema Awareness Month  
Emotional Wellness Month  
Financial Planning Month  
Halloween Safety Month (US)  
National Chiropractic Health Month  
National Domestic Violence Awareness Month  
National Pregnancy and Infant Loss Awareness Month  
National Retirement Security Month  
National Substance Abuse Awareness Month

### November

World Vegan Day (1st)  
National Family Caregiver Day (1st)  
International Stress Awareness Day (first Wednesday)  
Guinness World Record Day (second Thursday)  
World Kindness Day (13th)  
International Day of Tolerance (16th)  
Women's Entrepreneurship Day (19th)  
Humane Society Day (22nd)  
National Adoption Day (Saturday of Weekend Before Thanksgiving)  
Thanksgiving Day - US (23rd)  
Anti Bullying Week (9-15)  
National Hunger and Homeless Awareness Week (16-22)  
National Game & Puzzle Week (20-26)



GERD Gastroesophageal Reflux Disease Week - US (23-29)

## December

Cyber Monday (Monday after US Thanksgiving)  
World AIDS Day (1st)  
Rosa Parks Day (1st)  
World Wildlife Conservation Day (4th)  
International Volunteer Day (5th)  
Human Rights Day (10th)  
National Sobriety Day (11th)  
Yoga Day (14th)  
National Ugly Christmas Sweater Day (19th)  
Christmas Eve (24th)  
Christmas Day (25th)  
New Years Eve (31st)  
World Healing Day (31st)  
Cookie Cutter Week (1-7)  
Stress-Free Holiday Preparation Week (1-7)  
Older Driver Safety Awareness Week (1-7)  
Human Rights Week (7-13)  
Gluten-free Baking Week (14-20)  
Give The Gift of Sight Month  
Identity Theft Prevention and Awareness Month  
Make a New Year's Resolution to Stop Smoking Month  
National Drunk and Drugged Driving Prevention Month (US)  
Safe Toys and Gifts Month (US)  
Spiritual Literacy Month  
Universal Human Rights Month

For a list of all Wellness awareness dates, visit the [Wellness Calendar](#).

## Wellness Newsletter Past Editions

Summer 2025

*Disclaimer: Content in this newsletter is for informational purposes only and does not replace official policies or plan documents. For accurate benefits details, refer to the appropriate HR materials. Loyola is not responsible for the content or services of external websites or vendors mentioned.*

Let’s stay in touch!

Join our mailing list to learn more about Loyola

Request information

Connect with an admission counselor



4501 N. Charles Street  
Baltimore, MD 21210  
[410-617-2000](tel:410-617-2000) or [1-800-221-9107](tel:1-800-221-9107)

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