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Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

A For the 2008 calendar year, or tax year beginning 07-01-2008 and ending 06-30-2009

B Check if applicable
☐ Address change
☐ Name change
☐ Initial return
☐ Termination
☐ Amended return
☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization
DICKINSON COLLEGE

Doing Business As

Number and street (or P O box if mail is not delivered to street address) Room/suite
PO BOX 1773

City or town, state or country, and ZIP + 4
CARLISLE, PA 170132896

D Employer identification number
23-1365954

E Telephone number
(717) 245-1010

G Gross receipts $ 206,992,962

F Name and address of Principal Officer
ANNETTE S PARKER
PO BOX 1773
CARLISLE, PA 170132896

H(a) Is this a group return for affiliates? ☐ Yes ☑ No

H(b) **Are all affiliates included?** ☐ Yes ☐ No
(If "No," attach a list See instructions)

H(c) Group Exemption Number ▶

I Tax-exempt status ☑ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J **Web site:** ▶ WWW DICKINSON EDU

K Type of organization ☑ Corporation ☐ trust ☐ association ☐ other ▶

L Year of Formation 1783 | M State of legal domicile PA

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities
See Additional Data Table

2 Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	39
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	38
5	Total number of employees (Part V, line 2a)	5	2,876
6	Total number of volunteers (estimate if necessary)	6	1,850
7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a	244,701
b	Net unrelated business taxable income from Form 990-T, line 34	7b	-41,647

			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)	28,332,354	10,976,479
	9	Program service revenue (Part VIII, line 2g)	111,550,846	118,451,222
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	14,468,068	-4,482,920
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	1,037,333	1,458,475
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	155,388,601	126,403,256
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3)	25,516,464	28,720,020
	14	Benefits paid to or for members (Part IX, column (A), line 4)		0
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10)	57,112,118	61,855,042
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		0
	b	(Total fundraising expenses, Part IX, column (D), line 25 3,461,151)		
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24f)	46,482,916	47,579,454
	18	Total expenses—add lines 13–17 (must equal Part IX, line 25, column (A))	129,111,498	138,154,516
	19	Revenue less expenses Subtract line 18 from line 12	26,277,103	-11,751,260

			Beginning of Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	527,206,431	462,440,339
	21	Total liabilities (Part X, line 26)	132,783,574	137,063,102
	22	Net assets or fund balances Subtract line 21 from line 20	394,422,857	325,377,237

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Please Sign Here

▶ Signature of officer | 2010-04-07 Date

▶ ANNETTE S PARKER VICE PRESIDENT AND TREASURER
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶	Date	Check if self-empolyed ▶ ☐	Preparer's PTIN (See Gen Inst)
Firm's name (or yours if self-employed), address, and ZIP + 4 ▶			EIN ▶
			Phone no ▶

May the IRS discuss this return with the preparer shown above? (See instructions) ☐ Yes ☐ No

Part III Statement of Program Service Accomplishments (See the instructions.)

1 Briefly describe the organization's mission

TO PREPARE YOUNG PEOPLE, BY MEANS OF A USEFUL EDUCATION IN THE LIBERAL ARTS AND SCIENCES, FOR ENGAGED LIVES OF CITIZENSHIP AND LEADERSHIP IN THE SERVICE OF SOCIETY

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting or make significant changes in how it conducts any program services? . . . . ☐ **Yes** ☑ **No**

If "Yes," describe these changes on Schedule O

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses Section 501(c)(3) and (4) organizations and 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses $ 100,773,677 including grants of $ 28,720,020) (Revenue $ 88,532,741)

EDUCATING STUDENTS - DICKINSON COLLEGE IS COMMITTED TO MAKING A TOP-TIER EDUCATION IN THE LIBERAL ARTS AND SCIENCES ACCESSIBLE REGARDLESS OF FAMILIES' ECONOMIC MEANS IN 2008-09, DICKINSON STUDENTS RECEIVED AN ESTIMATED $47,050,229 IN FINANCIAL AID, OF WHICH $29,682,917 WAS PROVIDED FROM THE COLLEGE'S FUNDS STATE AND FEDERAL AID PROGRAMS, PARENT LOANS AND OTHER OUTSIDE SOURCES PROVIDED THE REMAINING FUNDS CONTINUED ON SCHEDULE O IN FALL 2008, THE COLLEGE EMPLOYED 214 FULL-TIME EQUIVALENT FACULTY 95% OF THE FULL-TIME FACULTY HOLDS A DOCTORATE OR OTHER TERMINAL DEGREE OF THIS GROUP, FULL PROFESSORS COMPRISED 18%, ASSOCIATE PROFESSORS 41%, ASSISTANT PROFESSORS 34%, AND INSTRUCTORS 7% THE STUDENT-TO-FACULTY RATIO FOR FALL 2008 WAS 10 1 TO SUPPORT ITS ACADEMIC, STUDENT LIFE AND AUXILIARY PROGRAMS, THE COLLEGE ALSO EMPLOYS 231 PROFESSIONAL ADMINISTRATIVE STAFF PERSONNEL (216 FT, 15 PT) AND 364 (298 FT, 66 PT) SERVICE PERSONNEL APPROXIMATELY 2,350 STUDENTS WERE ENROLLED FOR FALL 2008 (OF WHOM APPROXIMATELY 180 STUDIED AT THE COLLEGE'S CENTERS ABROAD) THE OFFICE OF ADMISSIONS ADMITTED APPROXIMATELY 44% OF THE MOST HIGHLY QUALIFIED AND THIRD LARGEST APPLICANT POOL (5,282) IN THE COLLEGE'S HISTORY THE MOST RECENT DATA AVAILABLE INDICATE THAT ONE YEAR AFTER GRADUATION, 93% OF THE COLLEGE'S GRADUATES ARE WORKING FULL-TIME AND/OR ARE IN GRADUATE OR PROFESSIONAL PROGRAMS WITHIN FIVE YEARS AFTER GRADUATION, 98% OF DICKINSON ALUMNI ARE WORKING FULL-TIME AND/OR ARE CURRENTLY ENROLLED OR HAVE COMPLETED GRADUATE OR PROFESSIONAL SCHOOL PROGRAMS DICKINSON STUDENTS MAY ELECT EITHER OF TWO BROAD DEGREE ORIENTATIONS WITHIN THE CURRICULUM THE BACHELOR OF ARTS OR THE BACHELOR OF SCIENCE DEGREE GENERAL EDUCATION REQUIREMENTS ARE THE SAME IN EITHER CASE, ONLY STUDENTS WITH A CONCENTRATION IN ONE OF THE NATURAL OR MATHEMATICAL SCIENCES MAY BE CANDIDATES FOR THE BACHELOR OF SCIENCE DEGREE COURSES ARE OFFERED IN TWO SEMESTERS, EACH COMPRISING 14 WEEKS OF CLASSES FOLLOWED BY FINAL EXAMINATIONS THE FALL SEMESTER BEGINS IN EARLY SEPTEMBER AND CONCLUDES IN DECEMBER STUDENTS HAVE A READING PERIOD OF A FEW DAYS AT THE END OF CLASSES IN WHICH TO PREPARE FOR THE FINAL EXAMINATIONS AND PAPERS WHICH ARE SCHEDULED DURING THE SUBSEQUENT WEEK SPRING SEMESTER BEGINS NEAR THE END OF JANUARY AND RUNS THROUGH MID-MAY, FOLLOWING THE SAME PATTERN OF CLASSES AND EXAMINATIONS AS THE FALL SEMESTER ONE FIVE-WEEK SUMMER SESSION IS ALSO OFFERED FOR THOSE WHO PREFER THE SMALLER CLASSES AND FOCUSED LEARNING THEY PROVIDE SEEKING A BALANCE BETWEEN THE FULL BREADTH OF LIBERAL LEARNING AND DEPTH REPRESENTED BY ONE DISCIPLINED APPROACH TO KNOWLEDGE, EACH DICKINSON STUDENT IS REQUIRED TO TAKE A MINIMUM OF 32 COURSES, COMPLETE A SERIES OF ALL-COLLEGE REQUIREMENTS, AND DO A MAJOR CONCENTRATION REQUIREMENTS INCLUDE AT LEAST TWO COURSES EACH IN THE ARTS AND HUMANITIES, THE SOCIAL SCIENCES, AND LABORATORY SCIENCE STUDENTS ARE ALSO EXPECTED TO COMPLETE A SET OF CROSS-CULTURAL REQUIREMENTS INCLUDING FOREIGN LANGUAGE, COMPARATIVE CIVILIZATIONS ("NON-WESTERN"), AND U S DIVERSITY COURSES ADDITIONALLY, EVERY STUDENT MUST TAKE ONE "WRITING INTENSIVE" AND ONE "QUANTITATIVE REASONING" COURSE DICKINSON'S FACULTY TEACH FIVE COURSES ANNUALLY, AS IS THE NORM FOR HIGHLY SELECTIVE NATIONAL LIBERAL ARTS COLLEGES WHERE EXPECTATIONS FOR FACULTY RESEARCH AND STUDENT-FACULTY INTERACTION ARE HIGH INTRODUCTION OF A FIVE-COURSE LOAD IN 2007 IN PLACE OF THE PREVIOUS EXPECTATION THAT SIX COURSES WOULD BE TAUGHT EACH YEAR IS DESIGNED TO SUSTAIN AND ENRICH THE HIGH QUALITY AND VITALITY OF THE COLLEGE'S ACADEMIC PROGRAM THE NEW TEACHING LOAD HAS ENABLED THE COLLEGE TO * MAINTAIN EXCELLENCE IN TEACHING, INCLUDING INNOVATION THROUGH NEW, OFTEN LABOR-INTENSIVE PEDAGOGIES * OFFER A RICH CURRICULUM, INCLUDING THE EXPLORATION OF NEW FIELDS OF STUDY (RECENT INTRODUCTION OF MAJORS IN ARCHAEOLOGY AND NEUROSCIENCE ARE EXAMPLES) * SUSTAIN THE FACULTY'S IMPRESSIVE RECORD OF SCHOLARSHIP AND ARTISTIC CREATIVITY BY MEETING PROFESSORS' CURRENT CONCERNS FOR MORE TIME FOR THEIR RESEARCH ACTIVITY * MAINTAIN THE VITAL ROLE OF THE FACULTY IN THE COLLEGE'S COLLEGIAL GOVERNANCE SYSTEM * ENHANCE DICKINSON'S COMPETITIVE POSITION IN THE RECRUITMENT OF OUTSTANDING NEW FACULTY * CONTINUE THE COLLEGE'S RECORD OF STRONG FACULTY RETENTION FOURTEEN NEW FACULTY POSITIONS HAVE ALREADY BEEN CREATED TO HELP MEET THIS GOAL IN ADDITION, ACADEMIC DEPARTMENTS HAVE DEVELOPED THEIR OWN PLANS TO MEET THE GOAL WITHOUT NECESSITATING ADDITIONAL STAFFING

4b (Code) (Expenses $ 23,610,418 including grants of $) (Revenue $ 26,894,036)

AUXILIARY SERVICES - AUXILIARY SERVICES PROVIDED BY THE COLLEGE INCLUDE HOUSING AND DINING SERVICES (FOR APPROXIMATELY 2,190 ON-CAMPUS STUDENTS), CAMPUS STORES, AND OTHER SERVICES PROVIDED TO SUPPORT STUDENTS AND EMPLOYEES

4c (Code) (Expenses $ including grants of $) (Revenue $)

4d Other program services (Describe in Schedule O)

(Expenses $ including grants of $) (Revenue $)

4e Total program service expenses $ 124,384,095 *Must equal Part IX, Line 25, column (B).*

Part IV Checklist of Required Schedules

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1	Yes	
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2	Yes	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		No
4	Section 501(c)(3) organizations Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4	Yes	
5	Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5		
6	Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		No
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas or historic structures? *If "Yes," complete Schedule D, Part II*	7		No
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8	Yes	
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9	Yes	
10	Did the organization hold assets in term, permanent,or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10	Yes	
11	Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? *If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	Yes	
12	Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? *If "Yes," complete Schedule D, Parts XI, XII, and XIII*	12	Yes	
13	Is the organization a school as described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13	Yes	
14a	Did the organization maintain an office, employees, or agents outside of the U S ?	14a	Yes	
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the U S ? *If "Yes," complete Schedule F, Part I*	14b	Yes	
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II*	15		No
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		No
17	Did the organization report more than $15,000 on Part IX, column (A), line 11e? *If "Yes," complete Schedule G, Part I*	17		No
18	Did the organization report more than $15,000 total on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		No
19	Did the organization report more than $15,000 on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		No
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		No
21	Did the organization report more than $5,000 on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21	Yes	
22	Did the organization report more than $5,000 on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22	Yes	
23	Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? *If "Yes," complete Schedule J*	23	Yes	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer questions 24b–24d and complete Schedule K. If "No," go to question 25*	24a	Yes	
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		No
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		No
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		No
25a	Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		No
b	Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? *If "Yes," complete Schedule L, Part I*	25b		No
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26	Yes	
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		No

Part IV Checklist of Required Schedules *(Continued)*

		Line	Yes	No
28	During the tax year, did any person who is a current or former officer, director, trustee, or key employee			
a	Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? *If "Yes," complete Schedule L, Part IV*	**28a**	Yes	
b	Have a family member who had a direct or indirect business relationship with the organization? *If "Yes," complete Schedule L, Part IV*	**28b**	Yes	
c	Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? *If "Yes," complete Schedule L, Part IV*	**28c**	Yes	
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	**29**	Yes	
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	**30**		No
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	**31**		No
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	**32**		No
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations section 301 7701-2 and 301 7701-3? *If "Yes," complete Schedule R, Part I*	**33**		No
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	**34**		No
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	**35**		No
36	501(c)(3) organizations Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	**36**		No
37	Did the organization conduct more than 5 percent of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	**37**		No

Part V Statements Regarding Other IRS Filings and Tax Compliance

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, *Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable*	1a	3,253			
b	Enter the number of Forms W-2G included in line 1a *Enter -0-* if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	Yes	
2a	Enter the number of employees reported on Form W-3, *Transmittal of Wage and Tax Statements* filed for the calendar year ending with or within the year covered by this return	2a	2,876			
b	If at least one is reported in 2a, did the organization file all required federal employment tax returns? **Note:** *If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return.*			2b	Yes	
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b	Yes	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a	Yes	
b	If "Yes," enter the name of the foreign country GM , IT , SP , XE , FR , CM See the instructions for exceptions and filing requirements for **Form TD F 90-22.1,** *Report of Foreign Bank and Financial Accounts.*					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		No
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		No
c	If "Yes," to 5a or 5b, did the organization file Form 8886-T, *Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?*			5c		
6a	Did the organization solicit any contributions that were not tax deductible?			6a		No
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	*Organizations that may receive deductible contributions under section 170(c).*					
a	Did the organization provide goods or services in exchange for any quid pro quo contribution of $75 or more?			7a		No
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		No
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		No
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		No
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
8	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.* Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	*Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.*					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	*Section 501(c)(7) organizations.* Enter					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations Enter					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b				
12a	*Section 4947(a)(1) non-exempt charitable trusts.* Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				

Part VI **Governance, Management, and Disclosure** *(Sections A, B, and C request information about policies not required by the Internal Revenue Code.)*

Section A. Governing Body and Management

For each "Yes" response to lines 2-7 below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

			Yes	No
1a	Enter the number of voting members of the governing body . .	1a 39		
b	Enter the number of voting members that are independent . .	1b 38		
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		No
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		No
6	Does the organization have members or stockholders?	6		No
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a		No
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		No
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following			
a	the governing body?	8a	Yes	
b	each committee with authority to act on behalf of the governing body?	8b	Yes	
9a	Does the organization have local chapters, branches, or affiliates?	9a		No
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	9b		
10	Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	10	Yes	
11	Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	11		No

Section B. Policies

			Yes	No
12a	Does the organization have a written conflict of interest policy? *If "No", go to line 13*	12a	Yes	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	Yes	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	12c	Yes	
13	Does the organization have a written whistleblower policy?	13	Yes	
14	Does the organization have a written document retention and destruction policy?	14		No
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision			
a	The organization's CEO, Executive Director, or top management official?	15a	Yes	
b	Other officers or key employees of the organization?	15b		No
	Describe the process in Schedule O			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		No
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable Federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the States with which a copy of this Form 990 is required to be filed PA

18 Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection Indicate how you make these available Check all that apply

☐ own website ☐ another's website ☑ upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public See Additional Data Table

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization

ANNETTE S PARKER
PO BOX 1773
CARLISLE, PA 170132896
(717) 245-1010

Part VII **Compensation of Officers, Directors,Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Section A Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Use Schedule J-2 if additional space is needed
* List all of the organization's **current** officers, directors, trustees (whether individuals or organizations) and key employees regardless of amount of compensation, and current key employees Enter -0- in columns (D), (E), and (F) if no compensation was paid

* List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations

* List all of the organization's **former** officers, key employees, or highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations

* List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees, officers, key employees, highest compensated employees, and former such persons

☐ Check this box if the organization did not compensate any officer, director, trustee or key employee

(A) Name and Title	**(B)** Average hours per week	**(C)** Position (check all that apply): Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	**(D)** Reportable compensation from the organization (W-2/1099MISC)	**(E)** Reportable compensation from related organizations (W- 2/1099-MISC)	**(F)** Estimated amount of other compensation from the organization and related organizations

Part VII Continued

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Total . . . . ▶								3,440,589	0	777,641

2 Total number of individuals (including those in 1a) who received more than $100,000 in reportable compensation from the organization ▶43

			Yes	No
3	Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	**3**		No
4	For any individual listed online 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	**4**	Yes	
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	**5**		No

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
BURTON F CLARK INC PO BOX 427 DELHI, NY 13753	CONSTRUCTION	1,793,467
TUCKEY MECHANICAL SERVICES INC 140 STOVER DRIVE PO BOX 9 CARLISLE, PA 17015	MECHANICAL	1,295,658
JEM GROUP LLC 509 NORTH 2ND STREET HARRISBURG, PA 17101	CONSTRUCTION	1,048,335
THOMA INC 201 COMMERCE DRIVE UNIT 1 MOORESTOWN, NJ 08857	CONSTRUCTION	843,668
BBEC INC 507 NORTH YORK STREET MECHANICSBURG, PA 17055	ELECTRICAL	836,173
2 Total number of independent contractors (including those in 1) who received more than $100,000 in compensation from the organization . . . . ▶		34

Part VIII Statement of Revenue

				(A) Total Revenue	(B) Related or Exempt Function Revenue	(C) Unrelated Business Revenue	(D) Revenue Excluded from Tax under IRC 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1a	Federated campaigns . . 1a	74,212				
	b	Membership dues 1b					
	c	Fundraising events 1c					
	d	Related organizations . . . 1d					
	e	Government grants (contributions) 1e	2,041,459				
	f	All other contributions, gifts, grants, and similar amounts not included above 1f	8,860,808				
	g	Noncash contributions included in lines 1a-1f $ 1,103,646					
	h	**Total (Add lines 1a-1f)** . . . . ▶		10,976,479			
Program Service Revenue			Business Code				
	2a	TUITION AND FEES	900,099	91,443,532	91,443,532		
	b	ROOM AND BOARD	721,310	18,869,637	18,869,637		
	c	OTHER AUXILIARY SERVIC	721,000	8,024,399	7,750,034	274,365	
	d	PROGRAM-RELATED INVEST	523,000	113,654	113,654		
	e						
	f	All other program service revenue					
	g	**Total. Add lines 2a-2f** . . . . ▶ $ 118,451,222					
Other Revenue	3	Investment income (including dividends, interest other similar amounts) . . . . ▶		2,111,360			2,111,360
	4	Income from investment of tax-exempt bond proceeds . . ▶		242,637			242,637
	5	Royalties					
			(i) Real / (ii) Personal				
	6a	Gross Rents					
	b	Less rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss) . . . . ▶					
			(i) Securities / (ii) Other				
	7a	Gross amount from sales of assets other than inventory	73,749,019 / 3,770				
	b	Less cost or other basis and sales expenses	80,297,995 / 291,711				
	c	Gain or (loss)	-6,548,976 / -287,941				
	d	Net gain or (loss) . . . . ▶		-6,836,917			-6,836,917
	8a	Gross income from fundraising events (not including $ ____ of contributions reported on line 1c) See Part IV, line 18 *Attach Schedule G if total exceeds $15,000* . . . . a					
	b	Less direct expenses . . . b					
	c	Net income or (loss) from fundraising events . . ▶					
	9a	Gross income from gaming activities See part IV, line 19 *Complete Schedule G if total exceeds $15,000* a					
	b	Less direct expenses . . . b					
	c	Net income or (loss) from gaming activities . . . ▶					
	10a	Gross sales of inventory, less returns and allowances . a					
	b	Less cost of goods sold . . b					
	c	Net income or (loss) from sales of inventory . . ▶					
		Miscellaneous Revenue	Business Code				
	11a	OTHER REVENUES	523,000	1,458,475	1,488,139	-29,664	
	b						
	c						
	d	All other revenue					
	e	**Total. Add lines 11a-11d** . . . . $ 1,458,475					
	12	**Total Revenue.** Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e . . . . ▶		126,403,256	119,664,996	244,701	-4,482,920

Part IX **Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

	Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1	Grants and other assistance to governments and organizations in the U S See Part IV, line 21	87,400	87,400		
2	Grants and other assistance to individuals in the U S See Part IV, line 22	28,632,620	28,632,620		
3	Grants and other assistance to governments, organizations and individuals outside the U S See Part IV, lines 15 and 16				
4	Benefits paid to or for members				
5	Compensation of current officers, directors, trustees, and key employees	3,035,561		2,763,889	271,672
6	Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)	57,434	12,916	44,518	
7	Other salaries and wages	44,196,684	39,797,782	44,518	1,737,206
8	Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	2,529,812	2,246,847	165,987	116,978
9	Other employee benefits	8,776,382	7,536,399	958,277	281,706
10	Payroll taxes	3,259,169	2,826,086	294,285	138,798
11	Fees for services (non-employees)				
a	Management				
b	Legal	235,044		235,044	
c	Accounting	121,280		121,280	
d	Lobbying	7,500		7,500	
e	Professional fundraising *See Part IV, line 17* . .				
f	Investment management fees	946,023		946,023	
g	Other	1,784,783	1,403,310	259,957	121,516
12	Advertising and promotion	78,357	42,368	35,989	
13	Office expenses	4,978,430	4,178,604	504,586	295,240
14	Information technology	1,701,382	1,644,046	32,286	25,050
15	Royalties . .	4,947	4,947		
16	Occupancy	7,848,864	7,738,839	62,570	47,455
17	Travel	1,978,915	1,620,531	276,820	81,564
18	Payments of travel or entertainment expenses for any Federal, state or local public officials				
19	Conferences, conventions and meetings	503,381	452,371	41,053	9,957
20	Interest	4,909,708	4,909,708		
21	Payments to affiliates				
22	Depreciation, depletion, and amortization	9,587,642	9,264,542	181,936	141,164
23	Insurance	952,334	920,240	18,072	14,022
24	Other expenses—Itemize expenses not covered above (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below)				
a	FOOD AND ENTERTAINMENT	4,154,635	3,950,526	108,260	95,849
b	MISCELLANEOUS EXPENSES	3,344,233	2,673,164	588,095	82,974
c	TUITION EXPENSE	1,934,794	1,934,294	500	
d	BOOKSTORE PURCHASES	1,346,366	1,346,366		
e	REPAIRS AND MAINTENANCE	1,160,836	1,160,189	647	
f	All other expenses				
25	**Total functional expenses.** Add lines 1 through 24f	138,154,516	124,384,095	10,309,270	3,461,151
26	**Joint Costs.** Check ☐ if following SOP 98-2 Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X Balance Sheet

			(A) Beginning of year		(B) End of year
Assets	1	Cash—non-interest-bearing	218,143	1	123,063
	2	Savings and temporary cash investments	591,562	2	3,624,303
	3	Pledges and grants receivable, net	32,948,241	3	28,041,203
	4	Accounts receivable, net	2,561,187	4	2,004,314
	5	Receivables from current and former officers, directors, trustees, key employees or other related parties *Complete Part II of Schedule L*	25,000	5	25,000
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) *Complete Part II of Schedule L*		6	
	7	Notes and loans receivable, net	185,440	7	175,538
	8	Inventories for sale or use	651,565	8	525,036
	9	Prepaid expenses and deferred charges	3,069,590	9	3,224,194
	10a	Land, buildings, and equipment cost basis — 10a: 268,164,942			
	b	Less accumulated depreciation *Complete Part VI of Schedule D* — 10b: 101,817,678	164,891,906	10c	166,347,264
	11	Investments—publicly traded securities	122,199,719	11	120,262,250
	12	Investments—other securities See Part IV, line 11 *Complete Part VII of Schedule D*	187,774,421	12	126,047,988
	13	Investments—program-related See Part IV, line 11 *Complete Part VIII of Schedule D*	6,426,487	13	6,558,965
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11 *Complete Part IX of Schedule D*	5,663,170	15	5,481,221
	16	**Total assets.** *Add lines 1 through 15 (must equal line 34)*	527,206,431	16	462,440,339
Liabilities	17	Accounts payable and accrued expenses	7,475,101	17	6,238,846
	18	Grants payable		18	
	19	Deferred revenue	6,173,805	19	6,205,667
	20	Tax-exempt bond liabilities	103,064,221	20	100,964,068
	21	Escrow account liability *Complete Part IV of Schedule D*	872,764	21	941,555
	22	Payable to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons *Complete Part II of Schedule L*		22	
	23	Secured mortgages and notes payable to unrelated third parties		23	
	24	Unsecured notes and loans payable		24	7,000,000
	25	Other liabilities *Complete Part X of Schedule D*	15,197,683	25	15,712,966
	26	**Total liabilities.** *Add lines 17 through 25*	132,783,574	26	137,063,102
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ ☑ and complete lines 27 through 29, and lines 33 and 34.**			
	27	Unrestricted net assets	231,985,726	27	201,424,085
	28	Temporarily restricted net assets	53,515,505	28	29,149,042
	29	Permanently restricted net assets	108,921,626	29	94,804,110
		Organizations that do not follow SFAS 117, check here ▶ ☐ and complete lines 30 through 34.			
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
	33	Total net assets or fund balances	394,422,857	33	325,377,237
	34	Total liabilities and net assets/fund balances	527,206,431	34	462,440,339

Part XI Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 ☐ cash ☑ accrual ☐ other			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		No
b	Were the organization's financial statements audited by an independent accountant?	2b	Yes	
c	If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	Yes	
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	Yes	
b	If "Yes," did the organization undergo the required audit or audits?	3b	Yes	

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SCHEDULE A (Form 990 or 990EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

To be completed by all section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts.
Attach to Form 990 or Form 990-EZ. See separate instructions.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I Reason for Public Charity Status (to be completed by all organizations) (See Instructions)

The organization is not a private foundation because it is (Please check only **one** organization)

1 ☐ A church, convention of churches, or association of churches described in **Section 170(b)(1)(A)(i).**

2 ☑ A school described in **Section 170(b)(1)(A)(ii).** (Attach Schedule E)

3 ☐ A hospital or a cooperative hospital service organization described in **Section 170(b)(1)(A)(iii).** (Attach Schedule H)

4 ☐ A medical research organization operated in conjunction with a hospital described in **Section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state

5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **Section 170(b)(1)(A)(iv).** (Complete Part II)

6 ☐ A federal, state, or local government or governmental unit described in **Section 170(b)(1)(A)(v).**

7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **Section 170(b)(1)(A)(vi)** (Complete Part II)

8 ☐ A community trust described in **Section 170(b)(1)(A)(vi)** (Complete Part II)

9 ☐ An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **Section 509(a)(2).** (Complete Part III)

10 ☐ An organization organized and operated exclusively to test for public safety See **Section 509(a)(4).** (See instructions)

11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2) See **Section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h

a ☐ Type I **b** ☐ Type II **c** ☐ Type III - Functionally Integrated **d** ☐ Type III - Other

e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2)

f If the organization received a written determination from the IRS that it is a Type I, Type II or Type III supporting organization, check this box ☐

g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?

		Yes	No
(i) a person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the the supported organization?	**11g(i)**		
(ii) a family member of a person described in (i) above?	**11g(ii)**		
(iii) a 35% controlled entity of a person described in (i) or (ii) above?	**11g(iii)**		

h Provide the following information about the organizations the organization supports

(i) Name of Supported Organization	**(ii)** EIN	**(iii)** Type of organization (described on lines 1- 9 above or IRC section **(See Instructions)**)	**(iv)** Is the organization in col **(i)** listed in your governing document? Yes	No	**(v)** Did you notify the organization in col **(i)** of your support? Yes	No	**(vi)** Is the organization in col **(i)** organized in the U S ? Yes	No	**(vii)** Amount of support?
Total									

Part II **Support Schedule for Organizations Described in IRC 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 **Total.** Add line 1-3						
5 The portion of total contribution by each person (other than a government unit or publicly supported organization) included on line 1 that exceed 2% of the amount shown on line 11, column (f)						
6 **Public Support** subtract line 5 from line 4						

Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 **Total Support** (Add lines 7 through 10)						

12 Gross receipts from related activities, etc (See instructions) **12**

13 **First Five Years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶

Computation of Public Support Percentage

14 Public Support Percentage for 2008 (line 6 column (f) divided by line 11 column (f)) **14**

15 Public Support Percentage for 2007 Schedule A, Part IV-A, line 26f **15**

16a **33 1/3% Test - 2008.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

b **33 1/3% Test - 2007.** If the organization did not check the box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

17a **10% Facts and Circumstances Test - 2008.** If the organization did not check a box on line 13, 16a, or 16b and line 14 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶

b **10% Facts and Circumstances Test - 2007.** If the organization did not check a box on line 13, 16a, 16b, or 17a and line 15 is 10% or more, and if the organization meets the "facts and circumstances" test, check this box and **stop here.** Explain in Part IV how the organization meets the "facts and circumstances" test The organization qualifies as a publicly supported organization ▶

18 **Private Foundation.** If the organization did not check the box on line 13, 16a, 16b, 17a or 17b, check this box and see instructions ▶

Part III **Support Schedule for Organizations Described in IRC 509(a)(2)**
(Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants ")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 **Total** Add lines 1-5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or $5,000						
c Total of lines 7a and 7b						
8 **Public Support** (Substract line 7c from line 6)						

Total Support

Calendar year (or fiscal year beginning in)	**(a)** 2004	**(b)** 2005	**(c)** 2006	**(d)** 2007	**(e)** 2008	**(f)** Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after 30 June, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 **Total Support** (Add lines 9, 10c, 11 and 12)						

14 **First Five Years** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a 501(c)(3) organization, check this box and **stop here** ▶☐

Computation of Public Support Percentage

15 Public Support Percentage for 2008 (line 8 column (f) divided by line 13 column (f))	**15**	
16 Public Support Percentage for 2007 Schedule A, Part IV-A, line 27g	**16**	

Computation of Investment Income Percentage

17 Investment Income Percentage for **2008** (line 10c column (f) divided by line 13 column (f))	**17**	
18 Investment Income Percentage from **2007** Schedule A, Part IV-A, line 27h	**18**	

19a **33 1/3% Tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

b **33 1/3% Tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶☐

20 **Private Foundation** If the organization did not check a box on line 14, 19a or 19b, check this box and see instructions ▶☐

Part IV **Supplemental Information.** Complete this part to provide the information required by Part II, line 10; Part II, line 17a or 17b, or Part III, line 12. Provide and any other additional information. (see instructions)

Facts and Circumstances Test

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SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

To be completed by organizations described below. Attach to Form 990 or Form 990-EZ

OMB No 1545-0047

2008

Open to Public Inspection

If the organization answered "Yes," to Form 990, Part IV, Line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities)
- Section 501(c)(3) organizations complete Parts I-A and B Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations complete Parts I-A and C below Do not complete Part I-B
- Section 527 organizations complete Part I-A only

If the organization answered "Yes," to Form 990, Part IV, Line 4, or Form 990EZ, Part VI, line 47 (Lobbying Activities)
- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) complete Part II-A Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)) Complete Part II-B Do not complete Part II-A

If the organization answered "Yes," to Form 990, Part IV, Line 5 (Proxy Tax)
- Section 501(c)(4), (5), or (6) organizations complete Part III

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations. (See the instructions for Schedule C for details.)

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV

2 Political expenditures $

3 Volunteer hours

Part I-B To be completed by all organizations exempt under section 501(c)(3). (See the instructions for Schedule C for details.)

1 Enter the amount of any excise tax incurred by the organization under section 4955 $

2 Enter the amount of any excise tax incurred by organization managers under section 4955 $

3 If the organization incurred in a section 4955 tax, did it file Form 4720 for this year? ☐ **Yes** ☐ **No**

4a Was a correction made? ☐ **Yes** ☐ **No**

b If "Yes," describe in Part IV

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3). (See the instructions for Schedule C for details.)

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities $

2 Enter the amount of the filing organization's internal funds contributed to other organizations for section 527 exempt funtion activities $

3 Total of direct and indirect exempt function expenditures Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b $

4 Did the filing organization file **Form 1120-POL** for this year? ☐ **Yes** ☐ **No**

5 State the names, addresses and Employer Identification Number (EIN) of all section 527 political organizations to which payments were made Enter the amount paid and indicate if the amount was paid from the filing organization's own internal funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC) If additional space is needed, provide information in Part IV

(a) Name	**(b)** Address	**(c)** EIN	**(d)** Amount paid from filing organization's internal funds If none, enter -0-	**(e)** Amount of political contributions received and promptly and directly delivered to a separate political organization If none, enter -0-

Part II-A **To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)).** (See the instructions for Schedule C for details.)

A Check ☐ if the filing organization belongs to an affiliated group

B Check ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures— (The term "expenditures" means amounts paid or incurred.)	**(a)** Filing Organization's Totals	**(b)** Affiliated Group Totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount Enter the amount from the following table in both columns—		

If the amount on line 1e, column (a) or (b) is:	**The lobbying nontaxable amount is:**
Not over $500,000	20% of the amount on line 1e
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000
Over $17,000,000	$1,000,000

	(a)	**(b)**
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a Enter -0- if line g is more than line a		
i Subtract line 1f from line 1c Enter -0- if line f is more than line c		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ **Yes** ☐ **No**

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 1a through 1f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	**(a)** 2005	**(b)** 2006	**(c)** 2007	**(d)** 2008	**(e)** Total
2a Lobbying non-taxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots non-taxable amount					
e Grassroots ceiling amount (150% of line d, column (e))					
f Grassroots lobbying expenditures					

Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)). (See the instructions for Schedule C for details.)

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a	Volunteers?		No	
b	Paid staff or management (include compensation in expenses reported on lines c through i)?		No	
c	Media advertisements?		No	
d	Mailings to members, legislators, or the public?		No	
e	Publications, or published or broadcast statements?		No	
f	Grants to other organizations for lobbying purposes?		No	
g	Direct contact with legislators, their staffs, government officials, or a legislative body?		No	
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?		No	
i	Other activities If "Yes," describe in Part IV	Yes		7,500
j	Total lines 1c through 1i			7,500
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?		No	
b	If "Yes" enter the amount of any tax incurred under section 4912			
c	If "Yes" enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). (See the instructions for Schedule C for details.)

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		

Part III-B To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes." (See the instructions for Schedule C for details.)

1	Dues, assessments and similar amounts from members	1 $
2	Section 162(e) non-deductible lobbying and political expenditures ***(do not include amounts of political expenses for which the section 527(f) tax was paid).***	
a	Current Year	2a $
b	Carryover from last year	2b $
c	Total	2c $
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3 $
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4 $
5	Taxable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5 $

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1, Part I-B, line 4, Part I-C, line 5, and Part II-B, line 1i
Also, complete this part for any additional information

Identifier	Return Reference	Explanation
Part II-B, Line 1i	Explanation of Other Lobbying Activities	THE COLLEGE ENGAGED MARY W WESTON OF WEBBER ASSOCIATES, TO PROVIDE CONSULTING SERVICES FOCUSED ON THE RELEASE OF REDEVELOPMENT ASSISTANCE CAPITAL PROGRAM FUNDS IN PENNSYLVANIA THESE SERVICES INCLUDED MONITORING AND TRACKING ISSUES RELATED TO ENERGY INITIATIVES RELEVANT TO THE CONSTRUCTION OF THE COLLEGE'S NEW SCIENCE COMPLEX

Part IV Supplemental Information

Identifier	Return Reference	Explanation

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate Contributions to (during year)		
3	Aggregate Grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)
- ☐ Preservation of land for public use (e g , recreation or pleasure)
- ☐ Preservation of an historically importantly land area
- ☐ Protection of natural habitat
- ☐ Preservation of certified historic structure
- ☐ Preservation of open space

2 Complete lines 2a–2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting and enforcing easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ $

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $

(ii) Assets included in Form 990, Part X ▶ $ 2,021,397

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $

b Assets included in Form 990, Part X ▶ $

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☑ Public exhibition
b ☑ Scholarly research
c ☑ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☑ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☑ No

b If "Yes," explain why in Part XIV and complete the following table

			Amount
c	Beginning balance	1c	
d	Additions during the year	1d	
e	Distributions during the year	1e	
f	Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☑ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

		(a) Current Year	(b) Prior Year	(c) Two Years Back	(d) Three Years Back	(e) Four Years Back
1a	Beginning of year balance	345,626,580				
b	Contributions	4,881,773				
c	Investment earnings or losses	-60,500,257				
d	Grants or scholarships	4,433,733				
e	Other expenditures for facilities and programs	6,935,918				
f	Administrative expenses	2,618,822				
g	End of year balance	276,019,623				

2 Provide the estimated percentage of the year end balance held as

a Board designated or quasi-endowment ▶ 56 640 %

b Permanent endowment ▶ 34 360 %

c Term endowment ▶ 9 000 %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

			Yes	No
	(i) unrelated organizations	3a(i)	Yes	
	(ii) related organizations	3a(ii)	Yes	
b	If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds

Part VI Investments—Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land	5,736,373	12,403,210		18,139,583
b Buildings		202,195,703	73,937,113	128,258,590
c Leasehold improvements		3,265,998	684,306	2,581,692
d Equipment		20,653,358	15,477,498	5,175,860
e Other		23,910,300	11,718,761	12,191,539
Total. Add lines 1a-1e *(Column (d) should equal Form 990, Part X, column (B), line 10(c).)* ▶				166,347,264

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or cateory (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives and other financial products	301,195	F
Closely-held equity interests		
Other ALTERNATIVE INVESTMENTS	58,855,672	F
Other PRIVATE MARKETS	42,316,783	F
Other OTHER	271,581	F
Other FUNDS HELD IN TRUST BY OTHERS	24,302,757	F
Total. *(Column (b) should equal Form 990, Part X, col (B) line 12)* ▶	126,047,988	

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. *(Column (b) should equal Form 990, Part X, col (B) line 13)* ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
Total. *(Column (b) should equal Form 990, Part X, col.(B) line 15.)* . . . . ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

(a) Description of Liability	(b) Amount
Federal Income Taxes	
ANNUITIES PAYABLE	4,045,080
U S GOVERNMENT ADVANCES REFUNDABLE	2,234,181
OBLIGATIONS UNDER CAPITAL LEASES	2,293,599
POSTRETIREMENT BENEFITS	7,140,106
Total. *(Column (b) should equal Form 990, Part X, col (B) line 25)* ▶	15,712,966

In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	126,403,256
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	138,154,516
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	-11,751,260
4	Net unrealized gains (losses) on investments	4	-57,294,360
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net) Add lines 4 - 8	9	-57,294,360
10	Excess or (deficit) for the year per financial statements Combine lines 3 and 9	10	-69,045,620

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	39,591,930
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	-57,294,360		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	-28,570,943		
e	Add lines **2a** through **2d**			2e	-85,865,303
3	Subtract line **2e** from line **1**			3	125,457,233
4	Amounts included on Form 990, Part VIII, line 12, but not on line **1**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	946,023		
b	Other (Describe in Part XIV)	4b			
c	Add lines **4a** and **4b**			4c	946,023
5	Total Revenue Add lines **3** and **4c.** (This should equal Form 990, Part I, line 12)			5	126,403,256

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	108,637,550
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Losses reported on Form 990, Part IX, line 25	2c			
d	Other (Describe in Part XIV)	2d			
e	Add lines **2a** through **2d**			2e	0
3	Subtract line **2e** from line **1**			3	108,637,550
4	Amounts included on Form 990, Part IX, line 25, but not on line **1:**				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a			
b	Other (Describe in Part XIV)	4b	29,516,966		
c	Add lines **4a** and **4b**			4c	29,516,966
5	Total expenses Add lines **3** and **4c.** (This should equal Form 990, Part I, line 18)			5	138,154,516

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part XIV, lines 1b and 2b, Part V, line 4, Part X, Part XI, line 8, Part XII, lines 2d and 4b, and Part XIII, lines 2d and 4b

Identifier	Return Reference	Explanation
Part III, Line 4		THE EMIL R WEISS CENTER FOR THE ARTS HOUSES THE TROUT GALLERY, WHICH IS USED FOR A VARIETY OF EXHIBITIONS, LECTURES, AND DEMONSTRATIONS RELATING TO THE COLLEGE'S FINE ARTS COLLECTION THE TROUT GALLERY SERVES AS A CONTINUOUS DISPLAY OF ART EXHIBITS AND IS LOCATED IN SUCH AN AREA OF THE CAMPUS SO AS TO STIMULATE GENERAL STUDENT INTEREST AND BE A SERVICE TO THE HUMANITIES
Part IV, Line 2b		FUNDS HELD IN CUSTODY FOR OTHERS INCLUDE FUNDS RECEIVED FROM OFFICIALLY RECOGNIZED STUDENT ORGANIZATIONS AND OTHER ORGANIZATIONS SPECIFICALLY APPROVED BY THE VICE PRESIDENT AND TREASURER RELATED ASSETS ARE REPORTED ON FORM 990, PART X AND ARE ACCOUNTED FOR IN A MANNER CONSISTENT WITH THE COLLEGE'S REPORTING SYSTEM
Part V, Line 4	Description of Intended Use of Endowment Funds	THE COLLEGE'S ENDOWMENT CONSISTS OF APPROXIMATELY 830 INDIVIDUAL FUNDS ESTABLISHED FOR A VARIETY OF PURPOSES, INCLUDING FINANCIAL AID, FACULTY SALARIES AND BENEFITS, LIBRARY RESOURCES, BUILDING MAINTENANCE, STUDENT LOANS, AND OTHER SUPPORT NET ASSETS ASSOCIATED WITH ENDOWMENT FUNDS, INCLUDING FUNDS DESIGNATED BY THE BOARD OF TRUSTEES TO FUNCTION AS ENDOWMENTS, ARE CLASSIFIED AND REPORTED BASED ON THE EXISTENCE OR ABSENCE OF DONOR-IMPOSED RESTRICTIONS THE COLLEGE HAS ADOPTED INVESTMENT AND SPENDING POLICIES FOR ENDOWMENT ASSETS THAT ATTEMPT TO PROVIDE A PREDICTABLE STREAM OF FUNDING TO PROGRAMS SUPPORTED BY ITS ENDOWMENT WHILE SEEKING TO MAINTAIN THE PURCHASING POWER OF THE ENDOWMENT ASSETS UNDER THIS POLICY, AS APPROVED BY THE BOARD OF TRUSTEES, THE ENDOWMENT ASSETS ARE INVESTED IN A MANNER THAT IS INTENDED TO PRODUCE RESULTS THAT EXCEED THE ENDOWMENT SPENDING RATE PLUS INFLATION, DEFINED AS THE CONSUMER PRICE INDEX PLUS 1%, WHILE ASSUMING A MODERATE LEVEL OF INVESTMENT RISK SPENDING FROM THE ENDOWMENT PROVIDES APPROXIMATELY 10 PERCENT OF DICKINSON'S OPERATING BUDGET REVENUES, OR ABOUT $10 MILLION PER YEAR INVESTMENT MARKETS SINCE DECEMBER 2007 HAVE BEEN EXTRAORDINARILY VOLATILE, BUT DICKINSON'S BROADLY DIVERSIFIED APPROACH TO INVESTING AND ITS FOCUS ON PROTECTING THE ENDOWMENT DURING DOWN MARKETS HAS PERFORMED WELL ON A RELATIVE BASIS ACCORDING TO THE NACUBO - COMMONFUND STUDY OF ENDOWMENTS (NCSE) FOR 2009, DICKINSON'S ENDOWMENT DECLINED 20 5 PERCENT COMPARED TO AN AVERAGE DECLINE OF 23 0 PERCENT FOR ALL 863 SCHOOLS PARTICIPATING IN THE SURVEY
Part X	Description of Uncertain Tax Positions Under FIN 48	THE COLLEGE ADOPTED THE PROVISIONS OF FASB INTERPRETATION NO 48, ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES (FIN 48), DURING THE YEAR ENDED JUNE 30, 2008 FIN 48 PRESCRIBES A THRESHOLD OF MORE LIKELY THAN NOT FOR RECOGNITION AND DERECOGNITION OF TAX PROVISIONS TAKEN OR EXPECTED TO BE TAKEN IN A TAX RETURN FIN 48 ALSO RECOGNIZES RELATED GUIDANCE ON MEASUREMENT, CLASSIFICATION, INTEREST AND PENALTIES, AND DISCLOSURE THE IMPLEMENTATION OF FIN 48 HAD NO IMPACT ON THE COLLEGE'S STATEMENT OF FINANCIAL POSITION OR STATEMENT OF ACTIVITIES THE COLLEGE DOES NOT BELIEVE THAT THERE ARE ANY UNRECOGNIZED TAX BENEFITS OR COSTS THAT SHOULD BE RECORDED

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SCHEDULE E (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Schools

Attach to Form 990 or Form 990-EZ. To be completed by organizations that answer "Yes" to Form 990, Part IV, line 13, or Form 990-EZ, Part VI, line 48.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

			YES	NO
1	Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	1	Yes	
2	Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	2	Yes	
3	Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe If "No," please explain	3	Yes	
	THE COLLEGE'S POLICY OF NONDISCRIMINATION IS INCLUDED IN ALL PRINTED SOLICITATION MATERIALS AND IS MAINTAINED FOR PUBLIC ACCESS VIA THE COLLEGE WEB SITE			
4	Does the organization maintain the following?			
a	Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	Yes	
b	Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b	Yes	
c	Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c	Yes	
d	Copies of all material used by the organization or on its behalf to solicit contributions?	4d	Yes	
	If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement)			
5	Does the organization discriminate by race in any way with respect to			
a	Students' rights or privileges?	5a		No
b	Admissions policies?	5b		No
c	Employment of faculty or administrative staff?	5c		No
d	Scholarships or other financial assistance?	5d		No
e	Educational policies?	5e		No
f	Use of facilities?	5f		No
g	Athletic programs?	5g		No
h	Other extracurricular activities?	5h		No
	If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement)			
6a	Does the organization receive any financial aid or assistance from a governmental agency?	6a	Yes	
b	Has the organization's right to such aid ever been revoked or suspended?	6b		No
	If you answered "Yes" to either 6a or b, please explain using an attached statement			
7	Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," attach an explanation	7	Yes	

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SCHEDULE F (Form 990)

Department of the Treasury
Internal Revenue Service

Statement of Activities Outside the United States

▶ Attach to Form 990. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I **General Information on Activities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

1 **For grantmakers.** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance . . . . ☐ Yes ☐ No

2 **For grantmakers.** Describe in Part IV the organization's procedures for monitoring the use of grant funds outside the United States

3 Activites per Region (Use Schedule F-1 (Form 990) if additional space is needed)

(a) Region	(b) Number of offices in the region	(c) Number of employees or agents in region	(d) Activities conducted in region (by type) (i e , fundraising, program services, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures in region
EAST ASIA AND THE PACIFIC	0	5	PROGRAM SERVICES	GLOBAL STUDY ABROAD PROGRAMS	1,600,124
EUROPE	6	13	PROGRAM SERVICES	GLOBAL STUDY ABROAD PROGRAMS	5,156,736
NORTH AMERICA	0	1	PROGRAM SERVICES	GLOBAL STUDY ABROAD PROGRAMS	120,377
RUSSIA AND THE NEWLY INDEPENDENT STATES	0	1	PROGRAM SERVICES	GLOBAL STUDY ABROAD PROGRAMS	64,319
SOUTH AMERICA	0	1	PROGRAM SERVICES	GLOBAL STUDY ABROAD PROGRAMS	28,900
SUB-SAHARAN AFRICA	0	3	PROGRAM SERVICES	GLOBAL STUDY ABROAD PROGRAMS	278,796
CENTRAL AMERICA AND THE CARIBBEAN			INVESTMENTS		
Totals . . . . . ▶	6	24			7,249,252

Part II **Grants and Other Assistance to Organizations or Entities Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 15, for any recipient who received more than $5,000. Check this box if no one recipient received more than $5,000 . . . . ▶ ☐
Use Schedule F-1 if additional space is needed.

1 (a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)

2 Enter total number of organizations that are recognized as charities by the foreign country or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter . . . . ▶ ________

3 Enter total number of other organizations or entities . . . . ▶

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16. Use Schedule F-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	**(b)** Region	**(c)** Number of recipients	**(d)** Amount of cash grant	**(e)** Manner of cash disbursement	**(f)** Amount of non-cash assistance	**(g)** Description of non-cash assistance	**(h)** Method of valuation (book, FMV, appraisal, other)

Part IV Supplemental Information

Complete this part to provide the information required in Part I, line 2, and any other additional information.

Identifier	ReturnReference	Explanation

Additional Data

Return to Form

Software ID:
Software Version:
EIN: 23-1365954
Name: DICKINSON COLLEGE

Form 990 Schedule F Part II - Grants and Other Assistance to Organizations or Entities Outside The United States

(a) Name of organization	(b) IRS code section and EIN(if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)

Schedule I (Form 990)

Department of the Treasury
Internal Revenue Service

Grants and Other Assistance to Organizations, Governments and Individuals in the U.S.

Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22. Attach to Form 990.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I General Information on Grants and Assistance

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? . . . ☑ Yes ☐ No

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Governments and Organizations in the United States.

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 for any recipient that received more than $5,000. Check this box if no one recipient received more than $5,000. Use Part IV and Schedule I-1 if additional space is needed . . . ▶ ☐

1(a) Name and address of organization or government	**(b)** EIN	**(c)** IRC section if applicable	**(d)** Amount of cash grant	**(e)** Amount of non-cash assistance	**(f)** Method of valuation (book, FMV, appraisal, other)	**(g)** Description of non-cash assistance	**(h)** Purpose of grant or assistance
BOROUGH OF CARLISLE53 W SOUTH STREET CARLISLE,PA 17013	23-6002842	GOVERNMENT	50,000		FMV		PAYMENT IN LIEU OF TAXES
CUMBERLAND COUNTY HISTORICAL SOCIETY21 N PITT STREET CARLISLE,PA 17013	23-1522656	501(C)(3)		11,850	FMV	SOFTWARE	DOWNTOWN REVITALIZATION

2 Enter total number of section 501(c)(3) and government organizations . . . ▶ 2

3 Enter total number of other organizations . . . ▶ 0

Part III **Grants and Other Assistance to Individuals in the United States.** Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
INSTITUTIONAL SCHOLARSHIPS FOR STUDENTS	1250		28,578,560	OTHER	NON-CASH CREDIT TO STUDENT ACCOUNTS
ACADEMIC PRIZES AND FELLOWSHIPS FOR STUDENTS	100	54,060			

Part IV **Supplemental Information.** Complete this part to provide the information required in Part I, line 2, and any other additional information.

See Additional Data Table

Identifier	Return Reference	Explanation
Procedure for Monitoring Grants in the U S	Part I, Line 2	Schedule I, Part I, Line 2 DURING 2008-09, 53% OF THE TOTAL DICKINSON STUDENT BODY RECEIVED FINANCIAL AID FROM THE COLLEGE SINCE MOST OF THE COLLEGE'S GRANT AWARDS ARE MADE TO STUDENTS WITH DEMONSTRATED FINANCIAL NEED, THE MAJORITY OF THESE FUNDS SUPPLEMENTED THE CONTRIBUTION THAT ELIGIBLE FAMILIES MADE TOWARD TUITION, FEES AND ROOM AND BOARD CHARGES ONLY 16 1% OF STUDENTS WHO RECEIVED INSTITUTIONAL AID LAST YEAR DID NOT HAVE FINANCIAL NEED (ABOUT 15 4% OF FIRST-YEARS) WITH 8 7% OF AID DOLLARS AWARDED TO NON-NEED STUDENTS (8 9% OF FIRST-YEAR AID DOLLARS) THE COLLEGE'S INSTITUTIONAL METHODOLOGY USED TO DETERMINE ELIGIBILITY FOR GRANT FUNDS CONSIDERS ADDITIONAL FACTORS BEYOND THE DATA ITEMS REQUESTED ON THE FAFSA THESE INCLUDE (BUT ARE NOT LIMITED TO) HOME EQUITY, A CONTRIBUTION FROM THE NONCUSTODIAL PARENT, AND IN THE CASE OF A FAMILY WITH MORE THAN ONE IN COLLEGE, AN EVALUATION OF THE ACTUAL COSTS INVOLVED IN SUPPORTING THE OTHER STUDENT(S) PARENTS IN COLLEGE AND SIBLINGS IN GRADUATE SCHOOL ARE NOT NORMALLY COUNTED AS OTHER FAMILY MEMBERS IN COLLEGE DICKINSON EXPECTS EACH FINANCIAL AID RECIPIENT TO WORK DURING THE SUMMER AND CONTRIBUTE A MINIMUM OF $1,550 TOWARD COLLEGE COSTS STUDENTS ARE ALSO EXPECTED TO CONTRIBUTE A PORTION OF THEIR ASSETS EACH YEAR FOR EDUCATIONAL EXPENSES SOME STUDENTS RECEIVE EDUCATIONAL BENEFITS FROM GOVERNMENTAL AGENCIES SUCH AS THE VETERANS' ADMINISTRATION AND STATE BUREAUS OF VOCATIONAL REHABILITATION OR FROM PARENTS' EMPLOYERS IN THE FORM OF TUITION REMISSION SUCH BENEFITS MUST BE TAKEN INTO CONSIDERATION WHEN DETERMINING THE FINANCIAL AID PACKAGE THE FINANCIAL AID AWARD NOTICE WILL LIST ALL THE FINANCIAL AID PROGRAMS FOR WHICH THE STUDENT IS ELIGIBLE THE AMOUNT OF FINANCIAL AID THAT THE STUDENT RECEIVES FROM THESE PROGRAMS DEPENDS ON THE STUDENT'S COMPUTED NEED THE AMOUNT OF DICKINSON GRANT AND SCHOLARSHIP AID MAY ALSO BE INFLUENCED BY THE ACADEMIC ACHIEVEMENT AND PROMISE OF THE APPLICANT STUDENTS' FINANCIAL NEED IS RECALCULATED FOR EACH YEAR OF ATTENDANCE, AS A RESULT, AWARDED AMOUNTS OF NEED-BASED AID MAY VARY AS NEED CHANGES THE COLLEGE ATTEMPTS TO MAINTAIN APPROXIMATELY THE SAME AMOUNT OF DICKINSON GRANT FUNDS FROM YEAR TO YEAR UNLESS NEED CHANGES SIGNIFICANTLY THE STUDENT IS REQUIRED TO SUBMIT A PROFILE APPLICATION IF, AS A RESULT OF A SIGNIFICANT CHANGE IN FAMILY CIRCUMSTANCES, ADDITIONAL ASSISTANCE IS BEING REQUESTED

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Schedule J (Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ Attach to Form 990. To be completed by organizations that answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I Questions Regarding Compensation

			Yes	No
1a	Check the appropiate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a Complete Part III to provide any relevant information regarding these items ☐ First class or charter travel ☑ Housing allowance or residence for personal use ☑ Travel for companions ☐ Payments for business use of personal residence ☐ Tax idemnification and gross-up payments ☐ Health or social club dues or initiation fees ☐ Discretionary spending account ☑ Personal services (e g , maid, chauffeur, chef)			
b	If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all the expenses described above? If "No," complete Part III to explain	**1b**	Yes	
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	**2**	Yes	
3	Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director Check all that apply ☑ Compensation committee ☐ Written employment contract ☐ Independent compensation consultant ☑ Compensation survey or study ☐ Form 990 of other organizations ☑ Approval by the board or compensation committee			
4	During the year, did any person listed in Form 990, Part VII, Section A, line 1a			
a	Receive a severance payment or change of control payment?	**4a**		No
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	**4b**		No
c	Participate in, or receive payment from, an equity-based compensation arrangement? If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III	**4c**		No
	501(c)(3) and 501(c)(4) organizations only must complete lines 5-8.			
5	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of			
a	The organization?	**5a**		No
b	Any related organization? If "Yes," to line 5a or 5b, describe in Part III	**5b**		No
6	For persons listed in form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of			
a	The organization?	**6a**		No
b	Any related organization? If "Yes," to line 6a or 6b, describe in Part III	**6b**		No
7	For persons listed in form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III	**7**		No
8	Were any amounts reported in Form 990, Part VII, paid or accured pursuant to a contract that was subject to the initial contract exception described in Regs section 53 4958-4(a)(3)? If "Yes," describe in Part III	**8**		No

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations described in the instructions on row (ii) Do not list any individuals that are not listed on Form 990, Part VII

Note. The sum of columns (B)(i)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
WILLIAM G DURDEN	(i)	515,000	15,500	21,871	105,912	29,057	687,340	
	(ii)							
ANNETTE S PARKER	(i)	210,095	15,500	112,679	49,135	9,669	397,078	
	(ii)							
DAVID S WALKER	(i)	131,910		435	9,861	11,460	153,666	
	(ii)							
NEIL B WEISSMAN	(i)	263,467	15,500	7,182	47,735	9,795	343,679	
	(ii)							
ROBERT J MASSA	(i)	258,305	15,500	5,075	66,980	20,136	365,996	
	(ii)							
DONALD A HASSELTINE	(i)	196,513	15,500	12,217	34,686	12,521	271,437	
	(ii)							
NICKOLAS G STAMOS	(i)	209,215	15,500	4,625	39,704	9,504	278,548	
	(ii)							
JOHN A WEIS	(i)	191,429	23,250	4,348	31,648	14,351	265,026	7,750
	(ii)							
ROBERT E RENAUD	(i)	158,253	15,500	2,229	32,048	9,492	217,522	
	(ii)							
DANA E SCADUTO	(i)	206,713	15,500	24,721	37,730	14,062	298,726	
	(ii)							
KENNETH E SHULTES	(i)	144,191		475	10,557	11,587	166,810	
	(ii)							
BRIAN J WHALEN	(i)	142,281		690	10,333	39,854	193,158	
	(ii)							
MARK J RUHL	(i)	134,177		2,705	7,214	47,236	191,332	
	(ii)							
DOUGLAS T STUART	(i)	127,138		2,582	18,309	8,173	156,202	
	(ii)							
	(i)							
	(ii)							

Part III Supplemental Information

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 4c, 5a, 5b, 6a, 6b, 7, and 8 Also complete this part for any additional information

Identifier	Return Reference	Explanation
	Part I, Line 1a	THE PRESIDENT AND HIS SPOUSE SERVE AS AMBASSADORS FOR THE COLLEGE AND FULFILL A KEY ADMINISTRATIVE ROLE IN COLLEGE ADVANCEMENT AND FUNDRAISING EFFORTS TRAVEL RELATED TO THIS FUNCTION IS REIMBURSED IN ACCORDANCE WITH THE COLLEGE'S WRITTEN PROCUREMENT GUIDELINES COLLEGE-OWNED HOUSING IS PROVIDED TO THE PRESIDENT AS A CONDITION OF EMPLOYMENT THE HOUSEHOLD MANAGER OF THE PRESIDENT'S HOUSE IS RESPONSIBLE FOR KEEPING THE HOUSE SECURE, WELL-MAINTAINED, AND PHYSICALLY AND AESTHETICALLY COMFORTABLE FOR THE RESIDENTS AND VISITORS THIS FULL-TIME POSITION IS ALSO RESPONSIBLE FOR SUPERVISING HOUSEKEEPERS, PROJECT CREWS, CATERING CREWS, OUTSIDE VENDORS PERFORMING WORK ON THE PROPERTY AND IN THE HOUSE, AND HOME REPAIR AND IMPROVEMENT CREWS THE FAIR VALUE OF HOUSING AND SPOUSAL TRAVEL IS REPORTED IN TOTAL COMPENSATION IN PART II
Supplemental Information	Part III	Part II OTHER COMPENSATION FOR ANNETTE S PARKER REPORTED UNDER COLUMN (B)(III) INCLUDES $109,650 PAID IN THE CURRENT YEAR THAT WAS EARNED IN PRIOR YEARS

Additional Data

Return to Form

Software ID:
Software Version:
EIN: 23-1365954
Name: DICKINSON COLLEGE

Form 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation reported in prior Form 990 or Form 990-EZ
		(i) Base Compensation	(ii) Bonus & incentive compensation	(iii) Other compensation				
WILLIAM G DURDEN	(i) (ii)	515,000	15,500	21,871	105,912	29,057	687,340	
ANNETTE S PARKER	(i) (ii)	210,095	15,500	112,679	49,135	9,669	397,078	
DAVID S WALKER	(i) (ii)	131,910		435	9,861	11,460	153,666	
NEIL B WEISSMAN	(i) (ii)	263,467	15,500	7,182	47,735	9,795	343,679	
ROBERT J MASSA	(i) (ii)	258,305	15,500	5,075	66,980	20,136	365,996	
DONALD A HASSELTINE	(i) (ii)	196,513	15,500	12,217	34,686	12,521	271,437	
NICKOLAS G STAMOS	(i) (ii)	209,215	15,500	4,625	39,704	9,504	278,548	
JOHN A WEIS	(i) (ii)	191,429	23,250	4,348	31,648	14,351	265,026	7,750
ROBERT E RENAUD	(i) (ii)	158,253	15,500	2,229	32,048	9,492	217,522	
DANA E SCADUTO	(i) (ii)	206,713	15,500	24,721	37,730	14,062	298,726	
KENNETH E SHULTES	(i) (ii)	144,191		475	10,557	11,587	166,810	
BRIAN J WHALEN	(i) (ii)	142,281		690	10,333	39,854	193,158	
MARK J RUHL	(i) (ii)	134,177		2,705	7,214	47,236	191,332	
DOUGLAS T STUART	(i) (ii)	127,138		2,582	18,309	8,173	156,202	

Schedule K (Form 990)

Supplemental Information on Tax Exempt Bonds

OMB No 1545-0047

2008

Open to Public Inspection

To be completed by organizations that answered "Yes" to Form 990, Part IV, line 24a.
Provide descriptions, explanations, and any additional information in Schedule O.

Department of the Treasury
Internal Revenue Service

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I Bond Issues *(Required for 2008)*

	(a) Issuer Name	(b) Issuer EIN	(c) CUSIP #	(d) Date Issued	(e) Issue Price	(f) Description of Purpose	(g) Defeased Yes	(g) Defeased No	(h) On Behalf of Issuer Yes	(h) On Behalf of Issuer No
A	PENNSYLVANIA HIGHER EDUCATIONAL FACILITIES AUTHORITY	23-2243852	70917NYH1	10-23-2003	13,585,595	REFINANCING		X		X
B	MONTGOMERY COUNTY HIGHER EDUCATION AND HEALTH AUTHORITY	23-2447147	613603RZ4	05-18-2006	44,091,361	REFINANCING AND CONSTRUCTION		X		X
C	CUMBERLAND COUNTY MUNICIPAL AUTHORITY	23-6003119	23061NBX4	06-01-2007	23,675,635	SCIENCE COMPLEX CONSTRUCTION		X		X
D	CUMBERLAND COUNTY MUNICIPAL AUTHORITY	23-6003119	23061NCP0	03-31-2008	18,277,445	REFINANCING		X		X

Part II Proceeds *(Optional for 2008)*

		A	B	C	D	E
1	Total Proceeds of Issue					
2	Gross Proceeds in Reserve Funds					
3	Proceeds in Refunding or Defeasance Escrows					
4	Other Unspent Proceeds					
5	Issuance Costs from Proceeds					
6	Working Capital Expenditures from Proceeds					
7	Capital Expenditures from Proceeds					
8	Year of Substantial Completion					

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No	E Yes	E No
9	Were the bonds issued as part of a current refunding issue?										
10	Were the bonds issued as part of an advance refunding issue?										
11	Has the final allocation of proceeds been made?										
12	Does the organization maintain adequate books and records to support the final allocation of proceeds?										

Part III Private Business Use *(Optional for 2008)*

		A Yes	A No	B Yes	B No	C Yes	C No	D Yes	D No	E Yes	E No
1	Was the organization a partner in a partnership, or a member of an LLC, which owned property financed by tax-exempt bonds?										
2	Are there any lease arrangements with respect to the financed property which may result in private business use?										

Part III Private Business Use *(Continued)*

		A		B		C		D		E	
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
3a	Are there any management or service contracts with respect to the financed property which may result in private business use?										
3b	Are there any research agreements with respect to the financed property which may result in private business use?										
3c	Does the organization routinely engage bond counsel or other outside counsel to review any management or service contracts or research agreements relating to the financed property?										
4	Enter the percentage of financed property used in a private business use by entities other than a 501(c)(3) organization or a state or local government										
5	Enter the percentage of financed property used in a private business use as a result of unrelated trade or business activity carried on by your organization, another 501(c)(3) organization, or a state or local government										
6	Total of lines 4 and 5										
7	Has the organization adopted management practices and procedures to ensure the post-issuance compliance of its tax-exempt bond liabilities?										

Part IV Arbitrage *(Optional for 2008)*

		A		B		C		D		E	
		Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
1	Has a Form 8038-T been filed wth respect to the bond issue?										
2	Is the bond issue a variable rate issue?										
3a	Has the organization or the government issuer identified a hedge with respect to the bond issue on its books and records?										
b	Name of provider										
c	Term of hedge										
4a	Were gross proceeds invested in a GIC?										
b	Name of provider										
c	Term of GIC										
d	Was the regulatory safe harbor for establishing the fair market value of the GIC satisfied?										
5	Were any gross proceeds invested beyond an available temporary period?										
6	Did the bond issue qualify for an exception to rebate?										

Schedule L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions with Interested Persons

▶ Attach to Form 990 or Form 990-EZ.
▶ To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 25a, 25b, 26, 27, 28a, 28b, or 28c, or Form 990-EZ, Part V lines 38b or 40b.

OMB No 1545-0047
2008
Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I Excess Benefit Transactions (section 501(c)(3) and section 501 (c)(4) organizations only).

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b

1 (a) Name of disqualified person	(b) Description of transaction	(c) Corrected? Yes	No

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958 . . . ▶ $

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization . . . ▶ $

Part II Loans to and/or From Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a

(a) Name of interested person and purpose	(b) Loan to or from the organization? To	From	(c) Original principal amount	(d) Balance due	(e) In default? Yes	No	(f) Approved by board or committee? Yes	No	(g) Written agreement? Yes	No
DONALD A HASSELTINE BRIDGE LOAN FOR HOME PURCHASE		X	25,000	25,000		No		No	Yes	
Total . . . ▶ $				25,000						

Part III Grants or Assistance Benefitting Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of grant or type of assistance

Part IV Business Transactions Involving Interested Persons

To be completed by organizations that answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues? Yes	No
FRANK M SANDS	BUSINESS	1,662,771	INVESTMENT - DIVIDENDS AND INTEREST (26,631), REALIZED LOSSES (-1,584,714), AND MANAGEMENT FEES (51,426) FROM ENTITY MANAGED BY FRANK M SANDS, TRUSTEE		No
DR ELKE DURDEN	FAMILY	12,916	EMPLOYMENT OF FAMILY MEMBER OF WILLIAM G DURDEN, OFFICER		No
REBECCA T BLISS	FAMILY	44,518	EMPLOYMENT OF FAMILY MEMBER OF DONALD A HASSELTINE, KEY EMPLOYEEEMPLOYMENT		No

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SCHEDULE M (Form 990)

Department of the Treasury
Internal Revenue Service

Non-Cash Contributions

To be completed by organizations that answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Part I Types of Property

	(a) Check if applicable	(b) Number of Contributions	(c) Revenues reported on Form 990, Part VIII, line 1g	(d) Method of determining revenues
1 Art—Works of art				
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications	X		2,897	COST
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded	X	56	983,660	FAIR MARKET VALUE
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution (historic structures)				
14 Qualified conservation contribution (other)				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory	X	14	5,748	COST
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other (describe COMPUTERS AND EQUIPMENT)	X	15	111,340	COMPARABLE SALES
26 Other (describe ____________)				
27 Other (describe ____________)				
28 Other (describe ____________)				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, *Part IV, Donee Acknowledgement* . . . . | 29 |

		Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1-28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?	30a		No
b If "Yes", describe the arrangement in Part II			
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	31	Yes	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell non-cash contributions?	32a	Yes	
b If "Yes", describe in Part II			
33 If the organization did not report revenues in Column (c) for a type of property for which Column (a) is checked, describe in Part II			

Part II **Supplemental Information.** Complete this part to provide the information required by Part I, lines 30b, 32b, and 33. Also complete this part for any additional information.

Identifier	ReturnReference	Explanation
Method for Determining Number of Contributors	Part I, Column (b)	THE NUMBER OF CONTRIBUTIONS REPORTED IN PART I COLUMN (B) IS BASED ON THE NUMBER OF DONATIONS TO THE COLLEGE, AS OPPOSED TO THE NUMBER OF ITEMS DONATED
Third Party Use	Part I, Line 32b	MORGAN STANLEY'S BROKERAGE FIRM PROCESSES AND SELLS STOCK GIFTS RECEIVED BY THE COLLEGE

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008

Open to Public Inspection

Name of the organization
DICKINSON COLLEGE

Employer identification number
23-1365954

Identifier	Return Reference	Explanation
Form 990, Part VI, Section A, line 10		THE FORM 990 IS PREPARED BY THE CONTROLLER IN CONSULTATION WITH VARIOUS DEPARTMENTS ON CAMPUS THE DRAFT 990 IS PRESENTED TO THE VICE PRESIDENT AND TREASURER AND ASSOCIATE VICE PRESIDENT AND ASSOCIATE TREASURER, ALONG WITH THE COLLEGE'S TAX AUDITORS AT KPMG LLP UPON COMPLETION OF THE REVIEW AND ASSOCIATED REVISIONS, THE DRAFT 990 IS REVIEWED WITH THE COMMITTEE ON FINANCE, BUDGET AND AUDIT VIA CONFERENCE CALL (AN ELECTRONIC COPY OF THE DRAFT IS PROVIDED TO EACH COMMITTEE MEMBER PRIOR TO THE CALL) THE FINAL DRAFT 990 IS THEN PROVIDED TO ALL VOTING MEMBERS OF THE BOARD VIA THE TRUSTEE WEBSITE, BEFORE FILING

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 12c		EACH TRUSTEE, OFFICER, OR DESIGNATED PERSON IS EXPECTED TO REPORT PROMPTLY TO THE PRESIDENT OF THE COLLEGE OR TO THE CHAIRMAN OF THE BOARD OF TRUSTEES THE EXISTENCE OF ANY BUSINESS RELATIONSHIP OR INTEREST, AS IT ARISES, WHICH ACTUALLY OR POTENTIALLY INVOLVES OR MAY APPEAR TO INVOLVE A CONFLICT OF INTEREST EACH TRUSTEE, OFFICER AND DESIGNATED PERSON IS ASKED TO SIGN A STATEMENT OF DISCLOSURE REFLECTING HIS OR HER AWARENESS AND UNDERSTANDING OF THE COLLEGE'S STATEMENT OF POLICY ON CONFLICTS OF INTEREST, AND COMPLIANCE WITH IT, ON AN ANNUAL BASIS DESIGNATED PERSONS INCLUDE, BUT ARE NOT LIMITED TO, KEY EMPLOYEES OF THE COLLEGE AS REPORTED ON FORM 990 EACH ACTUAL OR POTENTIAL CONFLICT SHALL BE ADDRESSED ON A CASE-BY-CASE BASIS IN CONTEXT OF THE PERTINENT FACTS NO CONTRACT OR TRANSACTION BETWEEN THE COLLEGE AND ONE OR MORE OF ITS TRUSTEES, OFFICERS OR DESIGNATED PERSONS SHALL BE VOID OR VOIDABLE SOLELY FOR SUCH REASON AS LONG AS ONE OF THE FOLLOWING CONDITIONS EXISTS 1 WHERE THE NATURE OF THE CONFLICT IS SUCH THAT THE INDIVIDUAL INVOLVED IS NOT ABLE TO DISCLOSE THE DETAILS THEREOF WITHOUT BREACHING OTHER CONFIDENCES, HE MUST, UPON NOTICE TO THE PRESIDENT OF THE COLLEGE OR THE CHAIRMAN OF THE BOARD OF TRUSTEES, REMOVE HIMSELF FROM ALL MEETINGS, DISCUSSIONS, DELIBERATIONS AND ACTIONS AT WHICH THE MATTER IS CONSIDERED 2 THE MATERIAL FACTS AS TO SUCH RELATIONSHIP OR INTEREST, AND AS TO THE CONTRACT OR TRANSACTION, ARE DISCLOSED OR ARE KNOWN TO THE BOARD AND THE BOARD IN GOOD FAITH AUTHORIZES THE CONTRACT OR TRANSACTION BY THE AFFIRMATIVE VOTES OF A MAJORITY OF THE DISINTERESTED TRUSTEES, EVEN THOUGH THE DISINTERESTED TRUSTEES ARE LESS THAN A QUORUM, OR 3 THE CONTRACT OR TRANSACTION IS FAIR AS TO THE COLLEGE AS OF THE TIME IT IS AUTHORIZED, APPROVED OR RATIFIED BY THE BOARD COMMON OR INTERESTED TRUSTEES MAY BE COUNTED IN DETERMINING THE PRESENCE OF A QUORUM AT A MEETING OF THE BOARD OF TRUSTEES WHICH AUTHORIZES A CONTRACT OR TRANSACTION WHEN IT IS CONCLUDED THAT A CONFLICT ACTUALLY OR POTENTIALLY EXISTS, AND THE ABOVE PROCESS TO ADDRESS THE CONFLICT HAS NOT BEEN FOLLOWED, ACTION MAY INCLUDE SUSPENSION IN WHOLE OR IN PART OF THE INDIVIDUAL'S DUTIES WITH THE COLLEGE FOR SUCH PERIOD OF TIME AND/OR AS TO SUCH MATTERS AS MAY BE DEEMED APPROPRIATE BY THE BOARD OF TRUSTEES, OR REQUESTING THE RESIGNATION OF THE INDIVIDUAL FROM THE BOARD OR FROM THE OFFICE OR EXCLUDING THE INDIVIDUAL WITH THE CONFLICT FROM ALL MEETINGS, DISCUSSIONS, DELIBERATIONS, ACTIONS OR VOTES RELATED TO THE SUBJECT OF THE CONFLICT

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, line 15		THE SUBCOMMITTEE ON EXECUTIVE COMPENSATION MEETS ON AN ANNUAL BASIS TO DETERMINE THE PRESIDENT'S SALARY PRIOR TO THAT MEETING, THE VICE PRESIDENT FOR HUMAN RESOURCE SERVICES PROVIDES THE SUBCOMMITTEE WITH A LIST OF COMPARABLE SALARIES FOR THE PRESIDENT AND SENIOR OFFICERS FROM PEER INSTITUTIONS ONCE THE SUBCOMMITTEE HAS MET AND AGREED UPON THE PRESIDENT'S SALARY, THE CHAIR OF THE BOARD WILL SEND A LETTER TO THE VICE PRESIDENT OF HUMAN RESOURCES, WHO IS RESPONSIBLE FOR EXECUTING THE AGREED-UPON SALARY AND BENEFITS PACKAGE AND MAINTAINING A COPY OF THE LETTER AND ALL SUPPORTING DOCUMENTATION IN THE OFFICE OF HUMAN RESOURCE SERVICES THE VICE PRESIDENT OF HUMAN RESOURCE SERVICES ALSO RETAINS A COPY OF ALL INFORMATION SHARED WITH SUBCOMMITTEE MEMBERS REGARDING SALARIES AND COMPARABLES FOR SENIOR OFFICERS, WHICH ARE APPROVED BY THE PRESIDENT

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 18		FORM 1023, 990 AND 990-T ARE MADE AVAILABLE UPON REQUEST FORM 990 IS ALSO AVAILABLE ON WWW GUIDESTAR ORG

Identifier	Return Reference	Explanation
Form 990, Part VI, Section C, line 19		THE COLLEGE'S GOVERNING DOCUMENTS, CONFLICT OF INTEREST POLICY, AND FINANCIAL STATEMENTS ARE MADE AVAILABLE UPON REQUEST IN ADDITION, THE COLLEGE'S AUDITED FINANCIAL STATEMENTS ARE POSTED ON THE DICKINSON COLLEGE WEBSITE

Identifier	Return Reference	Explanation
Form 990, Part V, Line 1a		THE TOTAL NUMBER OF FORMS SUBMITTED INCLUDES 1098-T (2,623), 1099-MISC (590), AND 1099-R (40)

Identifier	Return Reference	Explanation
Form 990, Part VI, Section B, Line 14		DOCUMENT RETENTION AND DESTRUCTION POLICIES EXIST AT THE DIVISIONAL LEVEL THE COLLEGE IS IN THE PROCESS OF DEVELOPING A WRITTEN ORGANIZATION-WIDE POLICY THAT WILL ADDRESS REGULATORY AND REPORTING REQUIREMENTS

Identifier	Return Reference	Explanation
Form 990, Part I, Line 6		APPROXIMATELY 1,850 INDIVIDUALS PROVIDED VOLUNTEER SERVICES FOR THE COLLEGE ON A PART-TIME BASIS DURING FISCAL YEAR 2008-09 IN ADDITION TO MEMBERS OF THE BOARD OF TRUSTEES AND CAMPAIGN STEERING COMMITTEE, THE DICKINSON VOLUNTEER NETWORK INCLUDES OPPORTUNITIES IN ADMISSIONS, DEVELOPMENT, COLLEGE RELATIONS AND THE CAREER CENTER

Additional Data

Software ID:
Software Version:
EIN: 23-1365954
Name: DICKINSON COLLEGE

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
FRANK E JAMES III , TRUSTEE	1 00	X						0	0	0
THOMAS L KALARIS , TRUSTEE/VICE CHAIR	1 00	X		X				0	0	0
WILLIAM P LINCKE , TRUSTEE	1 00	X						0	0	0
KELLIE L NEWTON , TRUSTEE	1 00	X						0	0	0
STUART M ROSEN , TRUSTEE	1 00	X						0	0	0
FRANK M SANDS , TRUSTEE	1 00	X						0	0	0
RF SHANGRAW JR , TRUSTEE	1 00	X						0	0	0
CRAIG C WEEKS , TRUSTEE	1 00	X						0	0	0
WYNNE STUART AMICK , TRUSTEE	1 00	X						0	0	0
ERIC DENKER , TRUSTEE	1 00	X						0	0	0
RUTH A FERGUSON , TRUSTEE	1 00	X						0	0	0
JOHN C GOODCHILD JR , TRUSTEE	1 00	X						0	0	0
DAVID C MEADE , TRUSTEE	1 00	X						0	0	0
WILLIAM L MUELLER , TRUSTEE	1 00	X						0	0	0
I DAVID PALEY , TRUSTEE	1 00	X						0	0	0
MICHAEL A BLOOM , TRUSTEE	1 00	X						0	0	0
JAMES D CHAMBERS , TRUSTEE	1 00	X						0	0	0
JOHN F CREGAN , TRUSTEE	1 00	X						0	0	0
CAROL CAMPBELL HAISLIP , TRUSTEE	1 00	X						0	0	0
MARGARET STEWART LINDSAY , TRUSTEE	1 00	X						0	0	0
SUSAN WYCKOFF POHL , TRUSTEE	1 00	X						0	0	0
MICHELE M RICHARDSON , TRUSTEE	1 00	X						0	0	0
CAROL JONES SAUNDERS , TRUSTEE	1 00	X						0	0	0
SYLVIA J SMITH , TRUSTEE	1 00	X						0	0	0
C STEWART W SPAHR , TRUSTEE	1 00	X						0	0	0
CAROLYN WHERLY CLEVELAND , TRUSTEE	1 00	X						0	0	0
JOHN J CURLEY , TRUSTEE	1 00	X						0	0	0
SHERWOOD D GOLDBERG , TRUSTEE	1 00	X						0	0	0
JULIE I JOHNSON , TRUSTEE	1 00	X						0	0	0
JOHN E JONES III , TRUSTEE	1 00	X						0	0	0

Form 990, Part VII - Section Aaa

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply) Individual Trustee or Director	Institutional Trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099MISC)	(E) Reportable compensation from related organizations (W- 2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
HOWARD J LALLI , TRUSTEE	1 00	X						0	0	0
MARK I LEHMAN , TRUSTEE	1 00	X						0	0	0
AMY L NAUIOKAS , TRUSTEE	1 00	X						0	0	0
DOUGLAS J PAULS , TRUSTEE	1 00	X						0	0	0
JENNIFER WARD REYNOLDS , TRUSTEE/CHAIR	1 00	X		X				0	0	0
MARC I STERN , TRUSTEE	1 00	X						0	0	0
R DAVID WECHSLER , TRUSTEE	1 00	X						0	0	0
BRIAN C KAMOIE , TRUSTEE	1 00	X						0	0	0
PETER H REILLY , TRUSTEE	1 00	X						0	0	0
WILLIAM G DURDEN , PRESIDENT	40 00			X				552,371	0	134,969
ANNETTE S PARKER , VP AND TREASURER	40 00			X				338,274	0	58,804
DAVID S WALKER , ASSOC VP AND ASSOC TREAS	40 00			X				132,345	0	21,321
ANN M DYKSTRA , CHIEF OF STAFF AND SECRE	40 00			X				124,101	0	17,765
NORM J JONES , ASST TO THE PRESIDENT	40 00			X				78,717	0	11,127
NEIL B WEISSMAN , PROVOST AND DEAN	40 00				X			286,149	0	57,530
ROBERT J MASSA , VP ENROLL MGT AND COLLEG	40 00				X			278,880	0	87,116
DONALD A HASSELTINE , VP DEVELOPMENT	40 00				X			224,230	0	47,207
NICKOLAS G STAMOS , VP CAMPUS OPERATIONS	40 00				X			229,340	0	49,208
JOHN A WEIS , VP HUMAN RESOURCE SERVIC	40 00				X			219,027	0	45,999
ROBERT E RENAUD , VP AND CHIEF INFORMATION	40 00				X			175,982	0	41,540
DANA E SCADUTO , GENERAL COUNSEL	40 00					X		246,934	0	51,792
KENNETH E SHULTES , ASSOC VP CAMPUS OPERATIO	40 00					X		144,666	0	22,144
BRIAN J WHALEN , ASSOC DEAN AND EXEC DIR	40 00					X		142,971	0	50,187
MARK J RUHL , PROFESSOR	40 00					X		136,882	0	54,450
DOUGLAS T STUART , PROFESSOR	40 00					X		129,720	0	26,482

Form 990, Part I, Line 1 - Briefly describe the Organization's mission or most significant activities:

DICKINSON COLLEGE IS A HIGHLY SELECTIVE, PRIVATE RESIDENTIAL LIBERAL-ARTS COLLEGE (CONTINUED) KNOWN FOR ITS INNOVATIVE CURRICULUM. ITS MISSION IS TO OFFER STUDENTS A USEFUL EDUCATION IN THE LIBERAL ARTS AND SCIENCES THAT WILL PREPARE THEM FOR LIVES AS ENGAGED CITIZENS AND LEADERS. THE COLLEGE OFFERS 41 MAJORS WITH AN EMPHASIS ON INTERNATIONAL STUDIES, HAS MORE THAN 40 STUDY-ABROAD PROGRAMS IN 24 COUNTRIES ON SIX CONTINENTS AND OFFERS 13 MODERN LANGUAGES.