Calendar of Events

March 12 - All Staff Meeting
April 23 - Administrative Professionals Reception

Retirement Individual Counseling Sessions

TIAA-CREF
March 6 - JC Colgate, Donovan’s Lounge
March 26 - McGregor Hall, Room 201D
www.tiaa-cref.org/events

Fidelity
March 19 - JC Colgate, Donovan’s Lounge
www.fidelity.com/atwork/reservations

CU WELL

www.myviverae.com
Member Health Assessments
Healthy Coaching
Nutrition Information

March is National Nutrition Month
Building a Better Breakfast
Dinner Planning and Prep
Healthy Lunch Ideas

Wellness Resources:
Shaw Wellness Institute
Trudy Fitness Center

Next Issue: April 5, 2013
Deadline for articles and ads: March 22, 2013
Submit articles and items of interest to: humres@colgate.edu
Past Issues: www.colgate.edu/opengate
Published by the Human Resources Department. www.colgate.edu/hr

Staff Climate Survey Update

In 2010, Colgate engaged the services of Baird Consulting and McKnight Associates to help develop and administer faculty and staff climate surveys. On March 28, 2011, surveys were distributed to all employees and responses went directly to Baird Consulting in order to maintain anonymity. Keeping the responses in the anonymous format, results were compiled and shared with the president’s staff in the fall of 2011.

A Staff Climate Response Group was created to analyze survey results with an eye to building upon the success of the many positive findings and addressing issues that needed improvement. Bob Tyburski, Vice President, Senior Advisor, and Secretary to the Board, chaired the committee. Members represented a diverse cross-section of university operations and perspectives. Click here to see the full membership.

Beginning in early 2012, the group met on a regular basis, focusing on themes that arose from both the survey and their discussions. They included: greater accountability and acknowledgement of achievements, staff communications, community and campus connections, “on-boarding” of new employees, professional development/training opportunities, and wellness.

In July 2012, the Staff Climate Response Group presented a detailed report of findings and recommendations to President Herbst. While the report acknowledged many positive aspects of working at Colgate, it also was very candid about areas of concern that it had identified, and made specific suggestions for improvement. The report also acknowledged that since the survey was completed, a number of programs and actions had already been implemented that were viewed as positive steps.

The group has been extremely encouraged by the institutional commitment made by President Herbst and the senior administration to the campus survey and their report. Throughout the fall, the group met twice with the president, followed by several discussions among president’s staff members about the report’s recommendations. After much thought and consideration, President Herbst responded to committee members with an outline of actions already underway and plans for the future. Click here to read President Herbst’s response.

As the group concluded its work last fall, it recommended, and saw the formation of, a new Staff Affairs Committee (SAC). Click here to see the committee makeup. More information on the SAC can be found by clicking here. The SAC held its first meeting on February 1 and has made plans to begin reviewing the Staff Climate Response Group report and President Herbst’s response with the goal of fostering and maintaining a positive and productive work environment at Colgate.
Solar energy is not only possible in Central New York, but it is already happening right here in Madison County. The Solarize Madison project is a grassroots, community-led effort that streamlines the entire process of installing solar energy for the average homeowner in Madison County. Besides walking residents through the solar installation process, the cost of solar is significantly lowered through group purchasing. The goal of Solarize Madison is to bring at least 15 solar photovoltaic and 20 solar thermal (hot water) installations to the county. Early adopters are taking advantage of the opportunity and many of the installations have already been put in place and have received strong positive feedback.

Bruce Moseley, Associate Director of Corporate, Foundation, and Government Relations, is one of those early adopters. Bruce researched different types of alternative energy sources, including wind, but decided that they were not right for his home. However, when he heard about Solarize Madison he thought “Let’s do it!”

In addition to incentives from New York State, Bruce received a grant for $2,000 from Solarize Madison for being one of the first 15 participants and will also receive additional tax credits. He estimates there is about a 6-7 year payback period, but he can already see the savings happening.

Bruce clarifies that getting solar panels for most households does not make them independent of the energy grid. Instead, the solar power supplements the energy they need to pull from the grid. Bruce’s panels generate about 3,000 kWhs that his house uses, effectively cutting his electric bill in half. During daylight hours the meter can often be seen running backwards, even when high-energy use appliances, like the clothes dryer, are running. Bruce explains that all the information from the panels is displayed clearly by the panels operating software. Everything from number of trees saved to the efficiency and use of each panel can be displayed. Bruce recently told his story to sustainability interns Amanda Griffiths ’13 and Jayne Tamboia ’13 and is now a part of the Sustainability Spotlight.

In 2013 Solarize Madison will add solar thermal hot water systems to their program. If you want to learn more, check out the Solarize Madison website at www.solarizemadison.com.

Thad Mantaro, committed to CU Well!

Thad Mantaro recently attended the National Wellness Institute “NWI” Certified Worksite Wellness Specialist (CWWS) and Program Manager (CWWPM) certification programs, which focused on the importance of changing organizational culture to ensure long-term results. These programs use the most current information and research in the field. The CWWS certification program is the first step in NWI’s worksite wellness certification programming and delivers the tools required to carry out a successful worksite wellness program. The CWWPM certification program is geared toward professionals who are currently in a worksite wellness manager/supervisor role or who are working toward a manager/supervisor role and is the “next step” in NWI's worksite wellness certification following completion of the CWWS program.

Thad will be applying for the Certified Wellness Practitioner (CWP) designation for which he is now eligible after completing this program.

Our thanks to Thad for his commitment to seeing our employees well!

‘Gate Fitness Announcements
March 2013

Flexibility Training Workshop
March 19th, 5:00 - 6:00 p.m.
Location: Cutten Suite
A one hour flexibility training workshop with emphasis on learning a great routine that will increase flexibility, relieve stress on joints and rejuvenate the muscles. Sign up here: http://www.colgate.edu/campus-life/sports-and-recreation/trudy-fitness-center/wellness-workshops

Introducing the Smart Start Fitness Package
NEW personal training package to jump-start your fitness journey!

This package includes one fitness assessment and one personal training session. Combine two great offerings and get the information needed to plan a quality workout that you can stick with on your own. One Fitness Assessment (30 mins) + one Training Session (60 mins) = $60. For more info on PT at the Trudy Fitness Center click here:
http://www.colgate.edu/campus-life/sports-and-recreation/trudy-fitness-center/training

Get fit with a group!

Try out Focus on Fitness or ‘Gate Fitness classes for a good workout and a social experience! Schedules online: http://www.colgate.edu/campus-life/sports-and-recreation/trudy-fitness-center/open-fitness-classes

Thanks for the Memories!

I have been overwhelmed by the Colgate Community’s reaction to the news of my retirement, and want to thank you so much for all of your kind words, support, and gifts. It has been a pleasure to work with you, and I will always cherish the friendships I found here.

All the best to you,
Jeanne Kellogg
Wellness Spotlight
March is National Nutrition Month
submitted by Thad Mantaro

With spring right around the corner, it’s a good time to be reminded that March is National Nutrition Month®. We can all hope warmer weather will provide more opportunity to get outside and be active, but it’s also good to remember that nutrition is an equally vital component of total wellness.

National Nutrition Month® is a nutrition education and information campaign created annually in March by the Academy of Nutrition and Dietetics, formerly the American Dietetic Association. The campaign focuses attention on the importance of making informed food choices and developing sound eating and physical activity habits. The National Nutrition Month® 2013 theme, “Eat Right, Your Way, Every Day,” recognizes that lifestyles, cultural and ethnic traditions and health concerns influence what we like to eat.

With so many choices, and different fad diets, it can be hard to know how to eat right. At the Wellness Institute, we like to say “moderation is key” but frankly, this can be difficult to understand, and difficult for many of us to create in our busy lives. A great starting point is the “My Plate” framework. This template and the accompanying website provide an amazing wealth of resources for healthy menus, eating healthy on a budget and information for families. For a fun option, explore the various games on the National Nutrition Month website and play along with your family. Games like “Rate My Plate” and “Fact or Fiction” help you understand healthy choices, and assess your meals.

Some simple solutions from the MyPlate website on starting to improve your food choices include:

- Enjoy your food, but eat less.
- Avoid oversized portions.
- Make half your plate fruits and vegetables.
- Switch to fat-free or low-fat (1%) milk.
- Compare sodium in foods like soup, bread, and frozen meals – and choose the foods with lower numbers.
- Drink water instead of sugary drinks.

For more information on how to learn to balance healthy choices see this link from the American Academy of Nutrition and Dietetics. There’s good information on healthy snacking for children, teens and adults, how to get more healthy foods into your meals, ways to enjoy fruits and vegetables (believe it or not!), and how to eat right for a healthy weight.

The new Colgate Employee Wellness program, CU Well, includes as a benefit the opportunity to participate in and receive assistance from Viverae. On the Viverae website, you can access these online educational programs: “Healthy Eating: What is a Healthy Diet?” and “Healthy Eating: Mindful & Portion Control.” These programs are accompanied by worksheets like the Healthy Eating Summary sheet, and Triggers for Unhealthy Eating, and many others. There is also the opportunity to connect via email or phone with a health coach that can assist in planning healthy meals, balancing your calorie intake or other health and wellness related concerns.

Finally, don’t forget there are many resources right here at Colgate. Only about 1 in 4 employers offer the type of comprehensive wellness program that Colgate provides and with best in class exercise programs at Trudy Fitness Center and employee wellness lunches. Please feel free to contact us--Christina Amato (camato@colgate.edu) or Thad Mantaro (tmantaro@colgate.edu)--with any questions.

Transcendental Meditation Workshop

On Thursday March 7, from noon to 1 p.m., the Shaw Wellness Institute will offer a Transcendental Meditation Workshop for staff and students. Transcendental Meditation (TM) is an easily learned mental technique practiced sitting comfortably for 15-20 minutes twice daily. Over 600 scientific studies, including many published in leading peer-reviewed journals, have verified the many benefits of the practice.

During the TM technique, the mind settles down effortlessly, experiencing quieter and quieter levels of thought. As you continue to meditate the qualities of that state—serenity, steadiness, harmony— permeate your life. Research indicates that the practice of the TM technique increases calmness and decreases stress.

TM was introduced by Maharishi Mahesh Yogi over 50 years ago and has been learned by over 5 million people of all ages and backgrounds. The guest speaker for the presentation will be Bill Schaeffer. Schaeffer trained with Maharishi in Vittel, France in the 1970’s and is the designated TM instructor for the Central New York area.

Lunch will be provided; please register in advance here.

Wellness Tip For March:
National Colorectal Awareness Month

Screening tests can find or prevent many cases of Colon and Rectal cancer. They look for a certain disease or condition before any symptoms appear. Experts recommend routine Colon cancer testing for everyone age 50 and older who has a normal risk for Colon cancer. Your doctor may recommend earlier or more frequent testing if you have a higher risk for Colorectal cancer.

Talk to your doctor about when you should be tested. To learn more about Colon cancer and 6,000+ other health topics, visit excellusbcbs.com/health.
**NEW HIRES**

Joe Alfonso accepted the position of Senior Business Systems Analyst effective February 18, 2013. Joe received his B.S. in mathematics from the University of California, Davis. He and his wife, Jenna Reinbold, Assistant Professor in Religion, have a son, Isaac.

Jessica Bender accepted the position of Instructional Design & Web Librarian effective February 11, 2013. Jessica received her M.L.I.S. from Pratt Institute in 2011. She enjoys art, poetry and books.

Frank Kuan accepted the position of Senior Associate Director for the Office of Undergraduate Studies effective February 13, 2013. Frank received his M.S. in Counseling/Career Development. He enjoys creative arts, fashion, film, food, household projects, interior design, TV and travel. Frank’s partner, Michael Sciola, is the Associate Vice President for Advancement and Director of Career Services.

**TRANSFER**

Christine Dunleavy-Lopez, will transfer to Serials Paraprofessional in the Library effective March 4, 2013.

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**SAVE THE DATE!**

Staff Bus Trip to Boston

When: Saturday, April 13, 2013
Cost: $40 per person

For more information regarding this trip, please contact one of our trip coordinators.

Makiko Filler mfiller@colgate.edu or X6016
Colleen Nassimos cnassimos@colgate.edu or X6880
Kelly Snyder ksnyder@colgate.edu or X7220

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**ANNIVERSARIES**

**January 2013 Correction**

**25 Years**

Art McKinnon - Athletics - Track & Field

**15 Years**

Gretchen Herringer - Registrar
Karen Austin - SOAN
Floyd Symonds Facilities

**5 Years**

Emilio Spadola - SOAN
Scott Brown-Dean of the College
Patti Furner - Mail Services

**March Anniversaries**

**25 Years**

Mike Bonsie - Facilities

**10 Years**

Chris Young - Athletics - Football
Leta Wiley - Accounting & Control

**5 Years**

Bill LaRuffa - Advancement
Shelley Robertson - Bookstore

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**BIRTH ANNOUNCEMENTS**

Greg Fargo, Head Women’s Ice Hockey Coach, and his wife, Katie, welcomed daughter Harper Lynn on January 25. Harper weighed 7 lbs. 11 ozs.

Dave Herringshaw, Online Community Manager for Communications, and his wife, Katie, welcomed daughter Mae Vivian on January 20. Mae weighed 7 lbs. 14 ozs. and was 21” long.

Michael Hay, Assistant Professor, Computer Science, and his wife, Carey, welcomed son Peter on January 31. Peter weighed 9 lbs. 4 ozs. He joins two brothers, Nicholas and Owen.

Michelle Jacobsen, and her husband, Matt, welcomed son Kevin James on February 23. Kevin weighed 6 lbs. 4 ozs. and was 20” long. He joins brother, Tyler.

Jill and Matt McDougall welcomed daughter Lainey Ingrid on February 7. She weighed 7 lbs. 4 ozs. and was 19.5” long. Bob and Barb Cook, Custodian are the proud grandparents.

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**POSITION VACANCIES**

**Regular positions**

Assistant Dean for Fellowship Advising
Assistant Dean for Undergraduate Scholars Programs
Campus Safety Dispatcher
Campus Safety Officer
Human Resources Consultant
Project Manager - Facilities
Senior Associate Director, Off Campus Study
Senior Director of Compliance and Inclusivity
Staff Nurse, Health Services, 11 months
Staff Psychologist
Technology Support Analyst (2 positions)

**Temporary/Casual (No Benefits)**

Administrative Support - various
Campus Safety Officer/Dispatcher (p/t)
Community Vegetable Garden Consultant 2013
Staff Nurse (per diem)
Summer - Communications Intern
Summer - Summer Health Assistant
Summer - Summer Health Director
Summer-Summer Programs-Student Workers
Summer-Summer Programs-Student Ambassadors
Temporary - Athletic Event Staff, (p/t)
Temporary - Barge Customer - Associate/Cashier
Temporary - Maintenance Laborers
Temporary - Office

For complete information on position vacancies and to submit an application visit our website at: https://careers.colgate.edu

**COLGATE UNIVERSITY IS AN EO-AAE**

Developing and sustaining a diverse faculty, staff, and student body further the university’s educational mission.

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**In Memoriam**