Inaugural Diversity Week spurs discussion and celebration

In an effort to foster dialogue and build a more inclusive community at Colgate and beyond, the university held its first Diversity Week in September. Events included lectures by GOP National Chairman Michael Steele and author Ernest Adams, intellectual discussions, workshops, and cultural activities.

“This is our opportunity to examine race and culture in the twenty-first century and to celebrate it together,” said Interim President Lyle Roelofs in opening remarks.

The week kicked off with a talk by Ernest Adams, author of From Ghetto to Ghetto: An African American Journey to Judaism, who spoke about his multicultural life.

That same night, the Diversity Leadership Awards ceremony was held. Two Rebecca S. Chopp Diversity Achievement Awards were given, one to associate professor of educational studies John Palmer, and the other to Naledi Semela ’10, a member of the Brothers. The third award was the Alumni of Color Distinguished Teacher Award, given to Carolyn Hsu, associate professor of sociology and anthropology.

Midweek, Michael Steele spoke in Memorial Chapel, sharing personal and powerful anecdotes about his life growing up in Washington, D.C., and the journey that took him first to the Maryland Statehouse and then to the national stage. The sometimes controversial chairman of the GOP mostly avoided politics in his lecture, focusing primarily on the need for today’s students to confront the mostly subtle forms of racism that exist and to create their own legacies in the civil rights struggle.

Later in the week, students at Hamilton Central School took part in a mural project. Artist Bryan “Bydeeman” Joseph created an outline of a mural, and then students let their imaginations run wild as they took turns painting in colors on the 6’-by-6’ canvas, which will be permanently displayed in the school.

Capping off the week, members of the campus and local communities filled the Hamilton Village Green on a Saturday afternoon for a multicultural festival. The International Blast Festival: Different Rhythms, Same Drum featured a Japanese drumming group, eclectic Latin music, arts and crafts vendors, and ethnic food booths. Dozens of Hamilton-area children helped jumpstart the community celebration by leading a parade around the Village Green.
Symptom Checker: *Is it a Cold or the Flu?*

So you’re starting to feel a little under the weather... How do you know if you’ve caught a cold, or if you’re coming down with the flu? Start by taking your temperature, then check your symptoms below:

<table>
<thead>
<tr>
<th>Symptom</th>
<th>Cold</th>
<th>Seasonal Flu</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fever</td>
<td>Sometimes, usually mild</td>
<td>Usually high (100-102°F; occasionally higher, especially in young children); lasts 3 or 4 days</td>
</tr>
<tr>
<td>Headache</td>
<td>Occasionally</td>
<td>Common</td>
</tr>
<tr>
<td>General Aches, Pains</td>
<td>Slight</td>
<td>Usual; often severe</td>
</tr>
<tr>
<td>Fatigue, Weakness</td>
<td>Sometimes</td>
<td>Usual; can last 2 to 3 weeks</td>
</tr>
<tr>
<td>Extreme Exhaustion</td>
<td>Never</td>
<td>Usual; at the beginning of the illness</td>
</tr>
<tr>
<td>Stuffy nose</td>
<td>Common</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Sneezing</td>
<td>Usual</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Sore throat</td>
<td>Common</td>
<td>Sometimes</td>
</tr>
<tr>
<td>Chest discomfort, Cough</td>
<td>Mild to moderate; hacking cough</td>
<td>Common; can become severe</td>
</tr>
</tbody>
</table>

*Contact your doctor if:* you have persistent fever, painful swallowing, persistent coughing or persistent congestion and headaches.

**FYI:** 2009 H1N1 (“Swine”) Flu symptoms are similar to the symptoms of regular human flu, though some cases have reported associated diarrhea and vomiting. H1N1 is transmitted like any other flu virus – washing your hands frequently and avoiding contact with others who are sick can help prevent the spread of the virus.

*WebMD, “Cold Guide”*

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Paper is important... so let's use it wisely!

by John Pumilio

Last year, the Colgate community used over 12.3 million sheets of copier/printer paper for an average of 3,289 sheets per person. If we stacked this paper up, our paper pile would be 4,113 feet high. That is three times higher than the Empire State Building, 13 times higher than a Madison County wind turbine, and 43 times higher than the Colgate Memorial Chapel! That is a lot of paper.

Paper is an important resource, and at Colgate, we use it for important purposes. Nevertheless, we can all use it more efficiently. If each of us took a few easy steps to reduce our paper consumption, it would make a big difference. Here are a few ways we can reduce our paper consumption and ecological footprint:

- **Print double-sided.** Set your computer settings to default double-sided printing.
- **Change the margins.** Change your margins from the standard 1.00” to 0.75” or even 0.50”. According to a study out of Penn State University, if everyone in America changed their margins to 0.75”, we would save the equivalent of over six million trees!
- **Think before you print.** Sometimes we print out of habit. Sometimes we will print a document or email look at it quickly and dispose of it. Ask yourself, is it necessary to print this?
- **Use old paper as scrap paper.** Before disposing of old paper, consider cutting it up and using it as scrap paper for phone messages or "to do" lists.
- **Purchase and use only recycled paper.** Last year, Colgate community members purchased over 4.4 million sheets of non-recycled (virgin) paper rather than post-consumer/recycled paper. Recycled paper is of equal or better quality than non-recycled paper and 30 percent recycled paper can be purchased at the same cost.
- **Print in black and white rather than color whenever possible.** Color cartridges are more expensive and generally contain more environmentally unfriendly dyes and toxins.
- **Recycle paper.** 80 percent of paper ends up in the landfill rather than being recycled. At Colgate, we can each do our part by putting paper in the paper recycling bin.

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FedEx online program reminder:

Colgate University has a new online program with FedEx for sending and receiving mail and packages. As of November 1 FedEx drivers will not accept packages with the old paper air bills attached to them. Colgate employees will need to use the new online program for all shipping.

FedEx offers a competitive discounted rate, tracking information and accuracy for accounting information.

You can find more information about the new FedEx program on the purchasing website, [http://offices.colgate.edu/purchasing/](http://offices.colgate.edu/purchasing/), or by contacting Connie McGregor at x7838.
7 Ways to Sideline Stress

The source of your stress may be temporary, such as producing a big holiday party, so the pressure ends in a short time. More serious stressors are long-lasting or out of your control, such as what the stock market is doing or a major medical problem.

Yet, often, we take responsibility for solving every detail, every problem, every adversity, whether it's realistic or even sensible to do so. Preventing stress in real life may be virtually impossible, but managing it well is extremely important for both your physical and emotional health.

When stress hits

Stress floods your body with hormones, weakens your immune system, affects brain function and worsens many chronic medical conditions.

While short-term stress might cause worry or a sleepless night, stress that lasts longer can produce or contribute to high blood pressure, digestive difficulties, fatigue, heart problems, neck and back pain, obesity, breathing disorders, headaches, insomnia, anger, depression, lowered sexual desire, and more. Fortunately, there are many good ways to short-circuit the effects of stress (see suggestions below).

People differ in what triggers their stress as well as in which methods successfully manage it. What works to lower your stress might not work for your best friend. The wisest course is to find several effective de-stressing techniques. "You have to have a whole bunch of things in your toolkit," says Dr. Molitor, who is also a psychologist in private practice in Wilmette, Illinois, and a Public Education Coordinator for the American Psychological Association.

To manage stress, she says, you need to develop ways to pace yourself and take time out. Stress relievers are vital, she adds, "like paying yourself first, or putting on your oxygen mask (on an airplane) before taking care of your kids."

Stress-busters that work

Don't worry—you can get good stress relief from exercise without running a marathon. "There's tons of research on this," says Dr. Molitor. "Physical exercise of a very moderate amount, two times a week or more, is the best thing you can do to cope with chronic stress."

- **Understand what you can control:** Stress often comes from trying to control situations or people's actions that are beyond our control. Avoidance also raises stress. Recognize the choices you do have, Dr. Molitor advises. You may not be able to control world financial markets, but you can read your statements, control how you invest and make choices about how to spend your available income.

- **Say good things about yourself:** This one is so simple, but many of us reinforce our stress by piling on with an internal negative voice. Research shows that affirming your personal values keeps production of cortisol, the stress hormone, low. The next time you catch yourself putting yourself down in your thoughts, say or write something good about yourself instead. And make the goals you set for yourself realistic.

- **Encourage the relaxation response:** Try activities that use repetitive motion or sounds while also pushing aside everyday thoughts that might pop up. This helps quiet your mind. Good stress-relieving repetitive activities: knitting, running, prayer, playing a musical instrument, meditating or chanting a word or phrase.

- **Keep meals and sleep healthy:** Eat more veggies, fruits and whole grains. Avoid sugar, caffeine and fatty foods as much as possible. Good fuel promotes emotional resilience and calm. And avoid eating when you're not hungry—another sign of chronic stress that can just lead to more tense feelings. Stress might also cause sleep loss, which makes you feel more stressed. Support healthy sleep by winding down at night, avoiding caffeine or food before bed and leaving enough time for a good night's rest.

- **Find a passion:** Stress can narrow your vision, so it helps to move outside the boundaries of your current situation. Start with a small step—a one-night class in an artistic interest you haven't pursued before or two hours of volunteer effort for a community or charitable project—then see where that first step takes you. Many people find stress relief through a new passion for a career, hobby or cause.

- **Just take a minute:** Think you don't have time for stress control? These three quick and easy stress-busters (below) can help!

**Simple Stress-Busters**

Richard Cotton, MA, chief exercise physiologist with myexerciseplan.com in Carlsbad, CA, and a spokes-person for the American Council on Exercise, suggests the terrific stress-busters below. They take only a minute or two each, can be done almost anywhere and don't need fancy equipment:

**Stress-Buster #1:**
1. Stand up. Put your fists on your lower back at the beltline, with your elbows pointing back.
2. Keep your legs fairly straight and arch your shoulders back.
3. Press your fists lightly into your lower back and your head will go back.
4. Blow out. As you do, imagine you are blowing out the stress of the day. "We tend to hold stress in our lower back," Mr. Cotton says.

—continued on page 4
Volunteers need for VITA program

The Volunteer Income Tax Assistance (VITA) Program needs volunteers as part of the Creating Assets, Savings and Hope (CASH) Coalition of Madison/Chenango Counties. The VITA program has four ways faculty and staff can get involved:

- **Greeters** – meet taxpayers as they come through the door and distribute paperwork.
- **CASH Advisor** – handout pamphlets on financial programs in community. Get paperwork in order for the preparer.
- **Tax Preparer** – complete the tax paperwork for low-income residents. Training and on-site support provided.
- **Supervise Tax Preparation** – oversee student tax preparers.

After completing a thorough training program, volunteers will staff tax preparation sessions during the tax season (January 31 thru April 15). Tax preparation sites are located in Hamilton, Morrisville, Wampsville, and Norwich and are open various times throughout the week, including evenings and weekends.

Last year, we filed income tax returns for more than 1,100 families free-of-charge, and returned $1.85 million to local communities. No tax preparation experience is required.

Contact Nicole Simpson (nsimpson@colgate.edu) or Jason Beck (jbeck@colgate.edu) for more information.

---continued from page 3

Stress-Buster #2:
1. Sit in a chair.
2. Inhale as you push your heels down into the floor. Push your back into the seatback of the chair.
3. Hold that tension for a moment, then relax and exhale.
4. Inhale again and squeeze the thigh muscles tight. Hold, then relax and exhale.
5. Place your palms together in front of you. Inhale as you push them in, then relax and exhale.
6. Breathe in as you tighten your abdominal muscles, pushing your lower back into the chair.
7. Blow out as you release the muscles and relax.
8. If you have time, you can continue this exercise with other muscle groups.

Stress-Buster #3:
1. Place your fingertips on your chin.
2. Inhale as you push your chin in and tilt your head forward.
3. Exhale as you release your chin and relax your muscles. Mr. Cotton recommends this as a good stretch for the neck that helps release tension.


COLGATE DAY IS FRIDAY, NOVEMBER 13!

What is Colgate Day? It is an opportunity for the Colgate community of students, alumni, parents, staff, faculty, and friends to celebrate our love of the number 13 and announce our affiliation by wearing school regalia and/or maroon. So grab your favorite Colgate cap, sweatshirt, tie, or pin, and wear it proudly! Look for alumni events around the country and an email with some great local promotions in the village of Hamilton coming soon.

Stress-Buster #2:
1. Sit in a chair.
2. Inhale as you push your heels down into the floor. Push your back into the seatback of the chair.
3. Hold that tension for a moment, then relax and exhale.
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FOR YOUR BENEFIT

BENEFITS FOR DEPENDENTS
Dependents (unmarried children) can remain on an employee’s health, dental and optional life insurance until the age of 19 or the age of 25 if they are enrolled as a full-time student at an accredited college or university. Please contact the Human Resources Department at ext. 7743 if your child did not return to college this year or does not plan to return at the end of this semester. COBRA continuation of coverage information will be sent to your child.

In the spirit of National Non-Traditional Students Week the Women’s Studies Program is hosting a talk entitled: “Education, Work and Family: how options have changed since our mother’s time”

Presenters are Ulla Grapard, associate professor of economics and women’s studies, and Letta Palmer, administrative assistant and Colgate Class of 20??, on Tuesday, November 3 from 11:30 a.m. - 12:45 p.m. at the Women’s Studies Center. Lunch will be provided by Curtain Call.

**If you’ve thought about going back to school and are considering the work-related course benefit or the Colgate tuition free course benefit, this talk might just inspire you to proceed with your dreams!**

A NOTE TO REMIND YOU...

All requests for reimbursement from your 2009 Flexible Spending Account must be incurred by December 31, 2009 and submitted within 90 days of that date. Protect yourself from losing unclaimed funds by taking the time to look over your eligible expenses and submit them to PayFlex for reimbursement.

If you would like to find out the balance on your account, make an online reimbursement request, download claim forms or view a listing of eligible expenses, visit [www.mypayflex.com](http://www.mypayflex.com). Reimbursement forms can be found on the Services tab on the portal at [https://cu.colgate.edu](https://cu.colgate.edu).

If your PayFlex debit card is denied because of insufficient funds in the account and you still have a balance in your account, you will need to submit claims and receipts online or by mail to expend the remaining funds.

Start thinking about and calculating how much you anticipate your medical and daycare expenses will be for 2010. If you need to see a physician or orthodontist in order to help determine your expected medical expenses, you should schedule an appointment as soon as possible.

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*New Hire Orientation September 25:* Gabby Barrow ’09, Meghann Losee, Bill Ferguson, Kaaren Arrington, John Pumilio, Caroline Sprague, Michael Somple, Scott Habes, Khym Isaac DeBarros
NEW HIRES
Molly Schlotterer accepted the position of annual fund assistant on September 28. She was previously employed as an administrative assistant/family support specialist at Kelberman Center, an affiliate of Upstate Cerebral Palsy. Molly received her associate degree from Berklee College of Music. She enjoys singing, song writing and recording music.

NOVEMBER ANNIVERSARIES

25 Years
Doris Brooks-Guilmette - Facilities Department

15 Years
Tori Carhart - Registrar
Amy Ryan-Human Resources

10 Years
Jen Servedio - ITS

5 Years
Nate Biddle - Bookstore
Brenda Melvin - Facilities Department
Denise Sheeley - ITS

BUS TRIP TO NEW YORK CITY
You’re invited to join the Colgate community on a one day bus trip to New York City!
When: Saturday, November 28
Cost: $40 per person. Sign up by October 30 and receive the Early Bird Special rate of $35 per person.
To register and for more information click here

RETIRED FLU CLINIC SCHEDULED
Maxim Health Systems will be holding a flu clinic for Colgate retirees and their significant others on Friday, November 13 from 8 a.m. to 12 p.m. in the Wooster Room, Huntington Gym.
There is no charge for those on Medicare Part B (please bring your card). Without card the cost is $30.
Recommendation: Wear a short sleeved shirt or blouse.
Note: This will be the only clinic held at Colgate for Medicare Part B recipients.
ALLERGIC TO EGGS, NO FLU SHOT FOR YOU!

We would like to thank everyone for our retirement parties, cards and gifts, they were greatly appreciated.

We will miss all our friends and co-workers.

—Bernie and Nancy Whitacre

BIRTH ANNOUNCEMENTS

Danielle and Domenic Bertoni welcomed son Domenic John (8 lbs. 1 oz., 20" long) on September 10. Domenic is an equipment cage attendant at Reid Athletic Center.

Khym Isaac DeBarros and Eric DeBarros welcomed daughter Cirë Gabrielle (6 lbs. 11 oz., 19” long) on September 29. Khym is a staff psychologist, and Eric is a visiting fellow in English.

Myongsun Kong and William Peck welcomed daughter Julia (7 lbs. 4 oz., 19.5” long) on September 2. Julia joins big brother Henry, 3. Myongsun is a research and teaching support technician, and William is an associate professor of geology.

POSITION VACANCIES
Athletics Event Staff (pt - no benefits)
Boiler Operator
Campus Safety Officer
Campus Safety Officer/Dispatcher (pt - no benefits)
Microscopy Technician (pt - 3 years, no benefits)
Regional Advancement Director
Shipping & Receiving Clerk
Staff Nurse (per diem)

For complete details on how to apply visit: https://careers.colgate.edu

COLGATE UNIVERSITY IS AN EO/AAE
Developing and sustaining a diverse faculty and staff to further the University’s educational mission.

SELL & SWAP

For Sale: Wood stove, extra large capacity wood box w/convenient ash pan. Engineered to heat super big space. Used only five seasons. Pipes with damper included. Asking $300. Call 893-7593 after 6 p.m. and/or leave message.

Colgate University makes no warranty, expressed or implied, about the nature or condition of items advertised and accepts no responsibility for any transaction or item.
The University reserves the right to suspend or terminate the program at any time.

Of interest

Jewish Author Series in conjunction with the Wellness Initiative sponsor

The Peep Diaries
Event type: Lecture/Colloquium
When: November 10
Time: 7 p.m. - 9 p.m.
Location: Love Auditorium

Noted social critic Hal Niedzviecki explores the way we’re moving toward a tell-all-show-all culture that’s more far reaching than most of us realize. The age of “Peep Culture”: a digital phenomenon that is altering notions of privacy, individuality, security, and even humanity. Hal’s new book is titled: The Peep Diaries: How We’re Learning to Love Watching Ourselves and Our Neighbors