Who said summers are quiet????
by Amy Diamond Barnes

Welcome back to a new academic year! I hope that you all had the opportunity to get some well deserved rest and relaxation and are returning refreshed. I know this summer has been particularly difficult and busy for the staff in Case Library who had to relocate to new quarters in James C. Colgate Hall and ATO, the Buildings and Grounds staff who had a number of major projects to complete and the Summer Programs staff whose jobs focus on keeping the campus occupied in the summer. I am sure there are many others I have not mentioned who are hard at work during the summer months - I wonder if there are any departments who are truly quiet in the summer anymore?

The staff in Human Resources have been busy this summer. Aside from our usual summer activities (service awards, 5 & 10 year reception, retirees’ luncheon, spirit day, processing annual salary increases, etc.), we have had an extraordinary number of position vacancies this year primarily due to the early retirement program. This summer we filled a total of 41 staff positions: 19 B&G positions, 16 administrative positions and 6 support staff positions (14 positions still remain to be filled!). In addition, we’ve been working on a number of major projects:

**TIAA-CREF Open Plan Solutions**

During the summer, we were offered the opportunity by TIAA-CREF to be one of the first institutions to take advantage of a new retirement plan platform that incorporates leading edge investment and technological resources. We are making these changes both for more efficient plan management and to improve the choices and flexibility faculty and staff have in planning for retirement. Additional information has been distributed under separate cover about the new investment options and TIAA-CREF representatives will be on campus throughout the fall to conduct group and individual information sessions.

**PeopleAdmin**

Later this fall we will be rolling out our new applicant software system through PeopleAdmin. This system will fully automate the search process by creating a paperless process, will facilitate the review of applications/resumes for hiring supervisors and search committees, will improve communication with applicants, and will help us to collect better data including data used for affirmative action reporting. Throughout the summer we have been working on reviewing Colgate’s recruitment process, developing a workflow analysis, customizing the PeopleAdmin software to best meet our needs, and creating training and implementation documentation. Once we go live (on or around November 1) all staff searches will be conducted using PeopleAdmin. Please watch for more information about on-site training.

**New Hire Orientation**

Currently all new hires complete a benefits and payroll orientation on or about their first day of work. Over the summer, we developed a second piece to the orientation that will bring new hires together so that we can provide information to them about Colgate’s mission, values and culture and introduce them to the support services that are available to them at Colgate. In addition, we will (continued on pg. 2)
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(continued from pg. 1)
include staff members in a panel presentation to discuss what it is like to work at Colgate and to share information about social, cultural and other community resources.

We also developed a new hire checklist that will be sent to hiring supervisors once a hire is made. This checklist is designed to assist departments in ensuring that the transition for the new staff member is as smooth as possible. We have found through surveys and exit interviews that these things can have a major impact on a staff member's experience as s/he transitions to a new position and to Colgate.

The Portal I hope you have all had the opportunity to log on to the new portal at http://cu.colgate.edu. You can also click on MYCOLGATE at the top of the home page of the Colgate web-site to access the portal. The portal is very user-friendly and easy to navigate. As Dean Roelofs explained in his e-mail to the campus community, "you will also find many additional features in the new portal. For example, the Group Studio has many tools for managing group activities such as announcements, calendaring, and easy messaging. Many of the "channels" you will see when you login are designed to provide quick and easy access to information, tools, and resources you need to work and study. The portal also has many opportunities to customize its features, based on individual needs. You may subscribe to channels which are of interest to you, and remove those which you don't need. It's also a simple matter to create your own tabs, and create a personal work environment to support your own requirements."

Jill Burdick, HR assistant, devoted quite a bit of time this summer creating many of the channels that appear on the services tab of the portal. Information sessions are being held this fall to introduce staff to the portal.

While we were busy working on all of these projects inside the office, we had quite a bit of noise outside our windows. As you may know, this summer was our turn to live amidst a construction zone. We had the company of a construction crew with jackhammers outside our windows digging up the old road and other major equipment putting in and paving the new road. I never thought they would be done in time for the students to return, but they did a terrific job and the new road looks great.

We are interested in hearing what’s happening in other departments around campus. Please e-mail us if you would like your department to be included in a future issue of the Open 'Gate.

ITS
Colgate University

TIPS & TRICKS
submitted by Jeanne Kellogg

New employees in ITS

Residential Technology Support Analyst (TSA)
Ahmad Khazaei is the new residential technology support analyst. Among his many duties are supervision and coordination of student residential computing consultants (RCCs) who directly support students in their living areas. Ahmad is originally from San Antonio, Texas and graduated from Colgate in 2005 with a concentration in mathematics. He was a Colgate cheerleader all through his student career, and still helps with the team.

Student Technology Resource Group (STRG) Intern
Samer Shehadeh is the student technologies resource group intern this year, overseeing the SOURCe helpdesk, coordinating the innovative student technologies initiative, and also heads up communications and publications projects. Samer also graduated from Colgate University this year with a major in cellular neuroscience, and is interested in the brain and human cognition. Throughout his student career he was a member of the Muslim Student Association, Brothers, Cheerleading team, Pep Band, and worked for SOURCe.

Business Systems Analyst
Andy Mediratta holds a BS from the Indian Institute of Technology, Kanpur and a MS from the University of Tulsa. Both of his degrees are in chemical engineering. He has over five years experience doing programming, business analysis, working with databases, and working on report writing tools. His office is in J.B. Colgate Hall. Andy enjoys playing chess and watching new movie releases.

Technology Support Analyst (TSA) for the Division of the Humanities
As a student employee and intern working for ITS over the past several years, Josh Snyder has already worked with much of the campus providing desktop computing support. He brings a wealth of Macintosh experience to our support staff. Josh earned his Bachelors of Arts and Sciences in political science from Colgate in May 2005. His original work at Colgate began when he was a high school student. Through a local educational program, he worked with Jubel Caudill in Network Services. Josh's office is in SB10 McC Gregory.

Technology Support Analyst for the Division of Natural Sciences & Mathematics
Rob Gaudreau has experience providing desktop computing support and received high grades when he worked as an intern for ITS several years ago. Not all of our new employees are Colgate grads: Rob's Bachelor of Technology degree is from Morrisville College, and is in information technology. You can find Rob in SB10 McC Gregory.

Technology Support Analyst for the Divisions of Social Sciences & University Studies
Tim Smith, who holds a BS in telecommunications from the SUNY Institute of Technology, has 15 years of experience providing desktop computing support. Rumor has it that he enjoys motorcycling, but we are looking forward to confirming that when he joins us in early October. Tim will also be located in McC Gregory Hall.
Human Resources will be closed the morning of Wednesday, October 5. The staff will be attending PeopleAdmin training. The office will reopen at 1:00 p.m. that day. Thank you.

**ASK AN ADMINISTRATOR**

Q. Can you explain the reason for all the changes in the Fitness Center?

A. These changes have been made to create an up-to-date and more efficient fitness environment. The old equipment that was outdated and no longer serviceable was removed to make room for new equipment which should be delivered by October 1. The new nautilus weight machines will give the fitness center both a new look and make it easier for members of all different training levels to use.

The fitness center is geared toward students/staff who want an aerobic endurance workout (cardio machines) and those who want a strength workout with Nautilus and Hammer Strength machines or for the more serious lifter of free weights. Once the new nautilus machines are in place, the room will be filled to capacity and will have a good mix of all equipment to do the above.

The aerobic machines have been relocated to create a better flow to the entire room. Our goal is to have a fitness center that meets the needs of the entire Colgate Community. We plan to raise money to replace 4-6 aerobic machines/year on a cyclical basis.

All exercises that were done on the old machines can still be performed with the equipment that is presently or will be in the center. If you need assistance with any of the existing or new equipment, please contact Rick Armstrong in the Fitness Center.

Would you like to try a sport where you throw rocks at houses, you need a vice to play, you can say “hurry hard” out loud, in public, and you can get your messy spouse or roommate to use a broom? Come try curling. The Utica Curling Club is having a series of open houses: Oct. 16th at 2:00pm, Oct. 17th-21st at 7:30 pm each night. No experience necessary; people of all abilities welcome. For more information contact Mary Jane Walsh, Roger Rowlett, Julie Chanatry, or Peter Sheridan.

**BCAC and Women's Studies Bring Breast Cancer Awareness Week to Campus**

by: Heather Angstrom

Perhaps you’ve noticed an abundance of pink-and-denim-clad faculty, staff and students walking around campus this week. Or maybe you yourself have taken part in Colgate's Denim Day (today). Traditionally, participants don pink shirts and a pair of jeans on a designated Friday each October and donate $5 as a demonstration of visual and financial support for breast cancer victims, survivors, and researchers. This event is a collaborative effort between the Women’s Studies Program, housed in the basement of East Hall, and the student-run Breast Cancer Awareness Coalition (BCAC).

This year Women’s Studies and the BCAC got a head start on Breast Cancer Awareness Month by presenting a week-long fundraiser for breast cancer research, which began September 26 and ends today, September 30. All week long, BCAC members and Women’s Studies students ran a COOP table to collect money for the Susan G. Komen Foundation and to dispense pink ribbons to contributors. Collection cans and ribbons are available at Human Resources, the Student Health Center, the Women’s Studies Center, and other locations throughout campus. The week culminates with the traditional Denim Day celebration, when contributors and all of those who support the fight against breast cancer were asked to wear pink shirts and denim jeans as a show of solidarity. At the end of the day, Women’s Studies and the BCAC will announce the amount of money collected. This event has previously raised over $1,500 in a single day. Women’s Studies and the BCAC are hoping to exceed that amount this year with their week-long event!

**WEDDING ANNOUNCEMENTS**

Doreen Black and Kevin Hatcher were married on August 27. Kevin is the senior associate director of athletics. Congratulations!

**Backyard Adventures**

Backyard Adventures (BYA’s) are for faculty, staff, students, and community members who are interested in afternoon or day outings to explore the area and meet other members of the outdoor community. You may come to as many or as few backyard adventures as you like. No previous experience is necessary. All events are free and meet at Base Camp. **PLEASE RSVP prior to the event.**

**Weekend Day Hike** - 10:00 a.m.- 6:00 p.m. Sunday, October 2
**Gourmet Cooking** - 4:30 p.m. - 7:00 p.m. Wednesday, October 5
**Little Falls Outdoor Climbing (must be 18 or older)** - 9:00 a.m.- 8:00 p.m. Saturday, October 15
**Kids Day at the Wall** - 12:00 p.m. - 4:00 p.m. Saturday, October 15
**Dutch Oven Cooking** - 4:30 p.m. - 7:00 p.m. Tuesday, October 18

Interested in any activities? **Contact:** Abby Rowe: amrowe@mail.colgate.edu or call 228-7972
NEW HIRES

Larry Crandall has accepted the position of custodian effective August 29. He enjoys art, music and cooking. He and wife, Yvonne, have one daughter, Stephanie.

Jose Figueroa has accepted the position of custodian effective September 13. He was previously employed by Cazenovia College. Jose is an ex-amateur boxer. He and wife, Susan, have four children, Jonathan, Joseua, Isaiah and Siena.

Lisa Hally has accepted the position of administrative assistant in administrative advising, effective September 20. She has been working in off-campus study as a floater. Her husband, Nate is a senior buyer in the Bookstore.

Christine Kim has accepted the position of assistant director of Career Services effective August 22. She was previously employed by Georgetown University as the assistant director of admissions. Christine received her BA from Yale University and her MFP from Georgetown University. Christine is married to husband, Bernard. She enjoys reading, hiking and swimming.

Sarah Liegl has accepted the position of admission counselor effective September 6. She received her MPH degree from Medical College of Ohio. Sarah is married to husband, Josh, who is an assistant coach, women’s ice hockey.

Mark Mann has accepted the position of acting protestant chaplain effective August 9. He was previously employed as director of religious studies at SUNY Oneonta. Mark received his Ph.D. from Boston University. Mark and wife, Melissa have one daughter, Naomi Grace. He enjoys film, sports (especially the Boston Red Sox!), and travel.

Brent Nolan has accepted the position of groundskeeper effective August 29. He received his AAS from SUNY Morrisville and is certified as a NYS pesticide applicator. Brent enjoys hunting, trapping, fishing and camping.

Jason Owen has accepted the position of millwright in B&G effective September 12. He was recently employed in the United States Air Force. He and wife, Sarina, have three children, Hunter, Lincoln and Desirae. Jason enjoys hunting and fishing.

Matthew Rice has accepted the position of shipping/receiving clerk in the Bookstore effective August 29. He enjoys hiking, small engines and wood working. Matt and wife, Kerry, have two children, Alexis Paige and Lucas John.

Adelaide Titus has accepted the position of advancement researcher effective September 12. Van was previously employed as president of Cazenovia College and as an executive director at Stone Quarry Hill Art Park. She received her EdD at Temple University. Van enjoys reading, pets, travel, outdoor activities and is a sports fanatic. Van and partner, Kay, reside in Cazenovia.

Justin Weaver has accepted the position of millwright in B&G effective September 20. He was previously employed as a welder at Brink Manufacturers.

Lisa Wynn has accepted the position of LASR Operator, Case Library, effective August 29. She enjoys gardening, reading and horseback riding. Lisa has two daughters, Rachel and Danielle.

TRANSFERS

Makiko Filler, administrative assistant, has transferred to Career Services effective July 28.

PROMOTIONS

Doug Chiarello, has been promoted to regional advancement director effective October 3.

Caroline Jenkins has been promoted to associate director of media relations effective September 15.

Don Rhodes has been promoted to network and system administrator effective September 15.

John Robinson has been promoted to lead electronic technician effective September 12.

BIRTH ANNOUNCEMENTS

Diane and Harold Comfort welcomed their son, Olin Harold (8 lbs. 3 oz., 21” long), on September 6. Harold is a custodian in Alumni Hall.

Ann Parkhurst, retired in 2003, and her husband, Larry, are the proud first-time grandparents.

OCTOBER ANNIVERSARIES

25 Years
Donna Walker—Financial Aid

15 Years
Dick Beagle—B&G
Kathy Bridge—Communications
Jane Brown—Admission
Brenda Dutcher—Treasurer’s Office
Ann Keabian—Case Library
Todd Lewis—B&G

10 Years
Sue Hodges—Advancement Services

POSITION VACANCIES

Administrative Assistant, Office of Off-Campus Study/International Programs
Assistant Technical Director
Bookkeeper, Buildings and Grounds
Career Counselor, Part-time
Environmental Services Superintendent
Instructional Technology Analyst
Library Automated Storage and Retrieval (LASR) Operator, Part-time
Library Delivery Driver
Office Assistant, Buildings and Grounds
Senior Administrative Assistant, Admission Supervisor, Coffee House (Nights/Weekends)
Temporary Part-time Application Reader, Admission

For complete details on how to apply visit: offices.colgate.edu/hr/

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

SELL & SWAP


For Sale: One single and one double bed. Includes mattress, box springs and frame. $50 each set. Call 824-6456.

For Sale: 2003 Toyota Corolla CE, 11,000 miles, excellent condition, automatic transmission. $12,000 or best offer. Call: 824-9817.

For Sale: Small lot of beautiful lumber at a 30% discount. 208 running feet of hard white maple flooring, 3/4” x 2 3/4” mostly in 10’ lengths, some shorter. 259 1/2 running feet of red cherry flooring, 3/4” x 2 3/4” mostly in 8’ length though some are shorter. Call any time: 824-3493.


Yard Sale: Saturday 9am to 4pm, and Sunday, 11am to 3pm, October 8-9. Two households, 8 and 10 West Kendrick Ave., Hamilton. Household items, some furniture, books, kitchen items, cameras, electronic items, etc.

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.