Don't let the pictures fool you, while it may look like there was nothing but fun and games going on at the most recent professional development offering from the Human Resource Department, there was a great deal of learning occurring as well. Tracy Knofla, of High Impact Training, recently conducted two professional development workshops on campus. Tracy presented a morning session engineered to help participants appreciate the contribution made by every member of their “team” and an afternoon session designed to shed light on the difficulty many of us feel adjusting to change.

Those of you who have attended workshops hosted by Tracy in the past may remember she inspires a high degree of participation from those in attendance and this visit proved to be no different. Before long, Tracy had the morning session participants divided into two groups and had initiated a game of arm chair volleyball, that while certainly entertaining to watch, also provided plenty of learning opportunities and insight into one another and to the value and contribution of each individual.

The afternoon session took a more scientific approach, with attendees participating in a science experiment to view change in a slightly different manner than they might normally be used to, encouraging all to view change with less fear and more openness and see the value that change can bring.

While distinctly different, both professional development sessions provided moments for learning, reflection, growth, and of course, fun! We look forward to inviting Tracy back to campus in the future and encourage all of you to participate in future sessions.
Sustainability Spotlight
Colgate’s Climate Action Plan
By Jack Eiel ’15 and John Pumilio, Director of Sustainability

In January of 2009, Colgate University committed to carbon neutrality by signing the American College and University Presidents’ Climate Commitment (ACUPCC). In 2011, President Herbst and our Senior Administration approved Colgate’s Sustainability and Climate Action Plan with a 2019 carbon neutrality (net carbon footprint of zero) date. This aggressive date firmly establishes Colgate as a national leader in higher education.

As of 2013, nearly 700 colleges and universities have committed to carbon neutrality. While four colleges have already achieved carbon neutrality, most are hoping to achieve carbon neutrality by 2025, 2030, or even as far off as 2050. As a result, when Colgate achieves carbon neutrality in 2019, we will be among the first in the country to achieve this important goal.

In order to reach our goal, the Sustainability Office – working with numerous faculty, staff and students from across the university – has identified 27 projects that will advance sustainability while reducing our carbon footprint. Projects range from a multi-million dollar heating plant upgrade to low-cost, high-impact behavior change initiatives such as the Green Raider and Green Office Programs.

Currently, about half of the projects have been implemented (or are in the process of being implemented) and the results are impressive. We have already reduced our campus carbon emissions by over 20% from 17,353 tons of emissions in 2009 to 13,817 tons of emissions in 2012. This is a result of reductions in fuel oil consumption, electricity use, water use, paper use, and landfill and food waste. Altogether, these savings have trimmed about $500,000 off of our annual operating budget. The plan is not only good for the environment and our educational mission, but is also good for our bottom line.

Along the way we have learned that small changes can have huge impacts. For example, print release stations, double-sided printing, and printing only when necessary has cut our paper use in half since 2009 (saving over 2.4 million sheets of paper annually). We have also installed over 500 low-flow showerheads on campus saving an estimated 5 million gallons of water per year!

In order to achieve carbon neutrality, Colgate also needs to invest in carbon offsets. Carbon offsets are off-campus projects that can help us neutralize emissions we cannot immediately eliminate. For example, air travel and commuting emissions represent more than one-third of our campus carbon footprint that cannot be eliminated without major impact to our operations or academic mission. Instead, we have the option of investing in off-campus renewable energy or reforestation projects that sequester or eliminate carbon in the atmosphere on our behalf.

In 2010, Colgate partnered with Patagonia Sur in an innovative forestry-based carbon offset program. Each year, roughly 10,000 native trees are planted in the “Colgate Forest” in Patagonia, Chile sequestering about 5,000 tons of carbon annually. Investing in this offset project not only restores native habitat in an ecologically sensitive region of the world, but also helps to create local jobs while ultimately neutralizing our emissions associated with air travel.

As a result of implementing on-campus projects coupled with investing in carbon offsets, our overall campus carbon footprint in 2012 has been reduced to 8,817 tons of emissions (13,817 tons of gross emissions minus 5,000 tons of forestry-based offsets).

In the coming years, we will be looking to eliminate our final 8,817 tons of emissions by implementing a new suite of on-campus projects while also looking to further invest in additional carbon offsets.

Interested in learning more about Colgate’s Climate Action Plan? Visit our website or contact us directly at sustainability@colgate.edu.

National Payroll Week is September 2-6, 2013 and recognizes the efforts of professionals in the payroll industry. It also serves to educate workers about their paychecks, the payroll withholding system and payroll related benefits. Please join us as we extend our appreciation to the payroll team for all that you do for us here at Colgate.

Direct deposit is one of the many benefits offered by our Payroll Department. Advantages include the ability to deposit into multiple accounts, elimination of lost or stolen checks, and it saves time. Please click here to obtain an online enrollment form. Sign up today!
“You Rock” Spotlight Award goes to the Seven Oaks Crew!

The crew battled ten inches of water, six displaced bridges, four eroded culverts and two fallen willow trees. In most places, this would spell disaster, but thanks to the outstanding efforts of these individuals, the course was back in shape in no time. Thank you and way to go!

Dana Merkt          Doug Marcellus
Mike Fidler          Mike Andryshak
Bill Penoyer         Joe Santoro
Mike Donovan         Mike Jones
Greg Meahl           Adam Strait
Josh Losee           Ron Kulpa
Caden Izard          Steve Moran

To nominate an individual or team for a “You Rock” spotlight award, send nominations with written entry via email to: humres@colgate.edu

August Anniversaries

30 Years
Robert Tyburski, President’s Office

25 Years
Gerry Gall, Communications

20 Years
Cynthia Albertina, Facilities
Nancy Ries, Sociology & Anthropology
Burth Wootton, Facilities

15 Years
Christine LaFave, Biology
Randy Head, Facilities
Mike Murray, Facilities

10 Years
Dave Gantt, Campus Safety
Kim Taylor, Dean of the College
Abby Rowe, Outdoor Education
Ruth Bridge, Health Services

5 Years
Julie Dudrick, Upstate Institute
John Adams, Center for Leadership and Student Involvement
Jason Lefevre, Athletics - Hockey
Sara Groh, Advancement - Annual Fund
Work Hard, Play Hard & Be Well!

Don’t forget, as a Colgate Employee you have the benefit of accessing great facilities, services and programs through Colgate Recreation, Fitness & Outdoor Education.

FREE recreation facilities memberships for CU Employees – includes fitness center, pool, sports courts (i.e. basketball, racquetball, squash, tennis, etc), boat house, field house and indoor climbing wall.

Locker and Laundry services available through Huntington Equipment Cage for $25.00/year. Reserve a locker and get your workout gear cleaned each day, making it easier for you to get a workout in!

FREE group fitness classes, workshops, trainings and more!
Work with a Certified Personal Trainer through the Trudy Fitness Center. Affordable training options and high quality.

Enjoy discounted memberships to all recreation facilities for immediate family members.
Visit the Outdoor Education Base Camp to sign-up for outings or rent equipment.

Get in the game with Intramural Sports Leagues during the semester.

Visit colgate.edu/recreation for more information on all of the great programs, facilities and services offered to the Colgate Community!

Get moving....crawl, walk or run!

In need of a break or just need some motivation? Not into strenuous exercise but just need to get moving?

Join the newly formed noon time **CU Walk for Wellness**, as part of the CU Well program! The CU Walking Group will meet at the track at Dunlap Stands Monday thru Friday. Bring a friend, come make new friends or enjoy some solitude with your iPod.

Crawl, walk or run-it doesn’t matter how you move, just get moving. Feeling brave? Climb the stadium steps! Come at noon. Running late or have limited time? Just come when you can and walk as long as your schedule permits. No more excuses!

The first 25 participants will receive a **FREE** t-shirt! Sponsored by the Human Resources Department.

Wellness Spotlight

Back pain or injury can have a major impact on your quality of life.
The following tips will ensure a healthy back during both day-to-day activities and exercise.

**5 Exercises for a Healthier Back**

1. **Pelvic Tilt:** Lie on your back with knees bent, arms on your chest, and feet flat on the floor. Press your lower back into the floor by tightening your abdominals and slightly lifting your buttocks off the floor. Hold for 10 seconds and repeat 8–12 times.

2. **Hamstring Stretch:** Lie on your back with both knees bent and one foot flat on the floor. Grasp behind your lifted knee and bring it towards the chest. Hold this for several seconds and repeat 3–5 times for each leg.

3. **Tuck and Hold:** Lie on your back and bend both knees towards your chest. Grab behind your knees with both hands and pull your knees tighter towards your chest. Press your lower back into the floor and hold for 15 seconds. Repeat 8–10 times.

4. **Slow Crunch:** Lie on your back with your knees bent and feet flat on the floor. Place your hands at the top of the neck where it connects to the head. Slowly lift your chest as you press your lower back into the floor. To avoid irritating your lower back, lift your head towards the ceiling, not towards your knees. Repeat 15–20 times.

5. **Prone Prop:** Lie flat on your stomach with the top of your feet flat on the floor. Lift your chest off the floor and hold by propping your elbows on the ground. Open your legs slightly. Relax your hips and abdominals and hold for 10 seconds. Repeat 3-5 times.

**Source:** www.myviverae.com

Trudy Fitness Center Hours:
Monday-Friday 6:00 AM - 7:00 PM
Saturday-Sunday 9:00 AM - 4:00 PM
Welcome New Hires!

Jarrell Anderson accepted the position of Assistant Director of Residential Life effective July 8. He received his M.Ed. from the University of West Georgia. Jarrell enjoys reading and outdoor exploration including hiking, biking and fishing.

Ian Connole accepted the position of Staff Counselor in Counseling and Psychological Services effective August 1. He received his Ph.D. in Sport and Exercise Psychology at West Virginia University. Ian enjoys running, competing in ultra marathons, playing basketball and spending time outdoors.

Kenneth Copps accepted the position of Director of Ticket Operations in Athletics. Kenny received his B.A. from LeMoyne College. He enjoys reading and sports.

Matthew Davis accepted the position of Administrative Assistant for University Studies, Department of Writing, Rhetoric and Core effective July 9. He received his M.A. from the University of Delaware. Matt enjoys trivia and running. His spouse, Lora Davis, is an Assistant Archivist in the Library.

Lazaro Fernandez accepted the position of Assistant Women’s Basketball Coach effective June 17. He received his M.S. from Barry University. Lazaro enjoys politics, golf and all sports. He is joined by his spouse Maria and daughter Gabriella.

Niki Keating accepted the position of Staff Psychologist in Counseling and Psychological Services effective August 1. She has a Ph.D. in Counseling Psychology from the University at Buffalo. Niki enjoys cooking, reading, hiking, gardening and spending time outdoors. She is joined by her spouse Mark and daughter Natalie.

Jessica Williams accepted the position of Off-Campus Study Advisor effective July 22. She received her M.Ed. from the University of Pennsylvania.

Kathryn Wojcik accepted the position of Assistant Director of Residential Life effective July 8. She received her M.Ed. from Salem State University. Kathryn’s interests include running, old films, photography and exploring new places.

Transfers

Dianna Lundrigan transferred to position of Accounting Assistant, Accounting and Control effective July 22.

Get Connected!

Engage with Colgate University social media:

Twitter – engage with the community during events
Facebook – discuss the things going on at Colgate
Google+ – see events, hangouts, and live to air content
Delicious – follow the accomplishments of our alumni
YouTube – relive the event, or catch up
Flickr – Colgate is beautiful – this collection of photos is the proof
LinkedIn – follow Colgate updates

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 furthers the university’s educational mission.

POSITION VACANCIES

Regular Positions

Associate Dean for Administrative Advising
Associate Director for Employer Relations for Career Services
Associate Director for Facilities/Construction Program Manager
Coordinator/Assistant Director of the Annual Fund
Custodian (2 positions)
High Performance Computing Specialist
Human Resources Analyst
Internship Coordinator for Career Services
IT Project and Communications Manager
Managing Director, Networks, Services and Operations-ITS
Office Manager/Career Coordinator for Career Services
Regional Advancement Director
Senior Curator of Collections
Staff Nurse - 40 Week Position-Health Services
Vice President for Finance and Administration and Treasurer
Video Journalism Coordinator-ITS

Temporary/Casual
(No Benefits)

Administrative Support - various
Admission Reader - (works remotely)
Clerical/General Workers
Evening/Weekend Circulation Supervisor (2 positions)
Program Coordinator-Dean of the College - (p/t)
Program Coordinator-Center for Leadership & Student Involvement - (p/t)
Staff Nurse (per diem)
Temporary - Athletic Event Staff
Temporary - Barge Customer - Associate/Cashier
Temporary - Maintenance/Laborers
Birth Announcements
Eamon Del Giacco, Regional Advancement Director for Advancement Capital Support, and wife, Meghan, welcomed son Matthew Gregory on June 30. Matthew weighed 9 lbs. 12 ozs. and was 22.5” long. He joins big brother Rhys.

Ben Johnson, Custodian, and partner Nicole Beers, welcomed son Dexter Alan, on July 22. Dexter weighed 10lbs 15 ozs. and was 22” long. Renee Beers, Administrative Assistant in Biology is the maternal grandmother and Don Johnson, Painter, is the paternal grandfather.

Marriage Announcements
Together with their family, Bill Boyle, Assistant Men’s Soccer Coach, married his partner Melinda on June 29 at Gilbert Lake.

Monica Rodriguez, Administrative Assistant in Admission, married her partner Jerden E. Genge III on July 12. They will be honeymooning in Cozumel, Mexico.

In Appreciation
Thank you for all of the emails, cards, thoughts and prayers from not only the Admission family but our entire Colgate family during Charlie’s illness. Saying it was and is appreciated is an understatement.
- Denise, Charlie and Janelle Nower.

August Retirees
Thank you and Best Wishes!
Connie St. Hilaire, Buyer, Purchasing, retiring August 17
Ross Miller, Technical Director, Client Support Services, retiring August 1
Carol Smith, Coordinator, Keck, Resource Center, retiring August 3

Save the Date!
STAFF BUS TRIP
Where: Destination TBD
(Boston or NYC)
Your vote will determine the Destination
When: Saturday, October 5, 2013
Cost: $45 per person
For more information regarding this trip, please contact one of our trip coordinators.
Makiko Filler at mfiller@colgate.edu or X 6016
Colleen Nassimos at cnassimos@colgate.edu or X 6880
Kelly Snyder at ksnryder@colgate.edu or X 7220

Kudos!
Congratulations to Steve Ciolek, Campus Safety Officer, in recognition of being named the recipient of the 2013 Citizen of Merit Award by the Morrisville Lions Club. The presentation was made during the club’s annual senior citizens luncheon held on June 15 in Morrisville.

Labor Day is Monday, September 2.
On behalf of the Human Resources Department, thank you for all you do!

The Annual Retirees Luncheon was held on Wednesday, July 24, at Donovan’s Pub. Doug Hicks, Provost and Dean of the Faculty, provided opening remarks which included an overview of upcoming campus and community projects. Doug also shared the success regarding the recruitment of a diverse population of students, which represent over 47 countries. Door prize winners were: Sue Barnes, Doris Clark, Eloise Hughes Earley, Bill Edmonston, Ellen Sue Sawyer, Charlie Naef, John Grossman and Sarah Welsh.