Forty-First Annual Service Awards Dinner

On Wednesday, May 23, a total of 229 employees, retirees, and their guests gathered at James C. Colgate Student Union to attend the Forty-First Annual Service Awards Dinner. This year employees were honored for the completion of 15, 20, 25 and 30 years of service (see page 3 for honoree listing).

The evening’s program began with a warm welcome from 30 year honoree, Gloria Vanderneut, a.k.a. Cookie, office assistant in admission. Mark Shiner, university chaplain, said grace and then all enjoyed a delicious dinner prepared by Sodexho Dining Services. Amy Barnes and David Hale, introduced the honorees while President Chopp offered congratulations and gifts to them. It was a very enjoyable evening. (See: Honoree listing on page 3.)
Open 'Gate

**Technology Innovation Grants**
The Technology Innovation Fund is administered by Information Technology Services. More information can be found at http://computing.colgate.edu/ITS_Teach_Learning/TechFund2007.pdf

We are pleased to announce the following successful applicants for the 2007 Faculty Technology Innovation Grants:

- **Ian Helfant** (Russian Studies) - Enhancing the Teaching of Russian Language and Culture at Colgate through Technological Innovation. Using language acquisition software and cultural content from YouTube, students will explore language learning via portable devices (iPods, Smart Phones, PDAs) and through transcription and translation of music and cultural videos posted by native Russian speakers.

- **Sasha Nakhimovsky** (Computer Science) - Integrating Web Applications, Web Services, APIs and Mashups. New lecture and lab content for COSC100 will be developed based on integrating applications such as Google Earth, Google Maps, and Flickr. The widespread application of these technologies to other academic disciplines will be explored.

- **Suzanne Spring** (Writing and Rhetoric) - Implementing MyModernity and MyVisRhet. Funds will be used to attend a two-week Digital Media and Composition Institute in preparation for integrating multi-modal user-created content and social networking into CORE152 and WRIT340 courses.

- **Jun Yoshino** (Psychology) - Exploration of Second Life for CORE 116. Funds will support a feasibility study to create a virtual city in Second Life that would be modeled around content generated by CORE 116--Critical Analysis of Health Issues: AIDS.

**Best wishes to John Basher and Mike Miers upon their retirement**

**John Basher** began at Colgate in January 1982, as the fire safety officer. In December 1988, he was promoted to the assistant director of fire safety. John was honored at this year’s Service Awards Dinner for his 25 anniversary. Best wishes to John on his retirement, effective June 1.

**Mike Miers** began at Colgate on November 10, 1986, as journeyperson electrician. Mike, a 20 year honoree, was unable to attend this year’s Service Awards Dinner. He says: "It's been great knowing and working with almost everyone while at Colgate and I will certainly harbor many good memories of my time spent there.”

Best wishes to John and Mike upon their retirement and many happy adventures!

**SPIRIT DAY 2007 SOUTH OF THE BORDER**
**MARK YOUR CALENDAR!**
**THURSDAY, JULY 12**
**REGISTRATION BEGINS AT 11:30 A.M.**

- Will Cotter, White Eagle will be preparing a fiesta feast that includes nachos, chili dogs, tacos, fajitas, Spanish rice, salad, watermelon, and more. Bring your appetite!

- To order your Spirit Day t-shirt contact Linda Gregory at x6741 or email lgregory@colgate.edu

- **Contest Reminder:** Piñata Starter Kits are available at human resources. Piñatas will be donated to Heritage Farms, Madison Lane Estates, or the Extended Care Facility at Hamilton Hospital after the contest, so be sure to fill them with appropriate goodies. They will be judged on creativity in theme, materials, overall appearance and effort. Contact Jackie D’Amore at x6702 or email jdamore@colgate.edu

- 50/50 drawing and cash donations for Hamilton Food Cupboard being collected.

- DJ Shelly Harris of Center Stage Entertainment is back again this year!

- **Spirit Day Committee Members:**

**BIRTH ANNOUNCEMENTS**

Terence and Sabrina Craven are proud parents of Breanna Ruth (7 lbs. 7 1/2 oz., 21” long) born March 30. Breanna joins big sisters Morgan and McKinley, ages 2. Sabrina is a general merchandise buyer.

James and Carol Niblock are proud parents of Benjamin David (6lbs. 15 oz., 20” long) born on May 7. James is director of choral and vocal activities and Carol is staff accompanist and teacher of voice.

**Cashier’s Window—Summer Hours**
The summer hours for the Cashier’s Window will be 11:00 a.m. - noon and 1:00 p.m. - 2:00 p.m. beginning on Monday, June 4. We will resume our regular hours on Monday, August 13. We apologize for any inconvenience this may cause.
5 & 10 YEAR RECEPTION

On May 31 employees with five and ten years of service were honored at a morning reception held at the Watson House. President Chopp hosted the event. Honored this year were:

5 Years of Service
Samantha Alexander
Rajesh Bellani
Gerald Bugbee
Jill Burdick
Kane Chlad
Amy Davidson
Thirza Dawkins
Lynne Derhammer
Shawna Eaves
Kevin English
John Fava
Makiko Filler
Lauren Galliker
David Gregory
Gordon Hayes
Thomas Hoe
Myongsun Kong
Dawn LaFrance
David Loveless
Beverly Low
Karen Luciani
Robert Malley
Karen Meyer
William Miller
George Nugent
Daniel Partigianoni
Katherine Reynolds
Brendt Simpson
Robert Stahl
Christine Tuttle
Mark Williams

10 Years of Service
Mari Assaid
Darlene Babich
Cathleen Childs
Roselle Damiano
Marilyn Graber
Lynn Holcomb
Sarah Hughes
Stephen Jackowski
Robert Kane, III
Helen Keabian
David Linsley
Cathy Lynn Luberger
Douglas Lupino
Robert Maxwell
Roscoe Miller
Robert Pils
Judy Schenk
Kirk Stewart
E. Adger Williams

2007 SERVICE AWARD HONOREES

15 Years of Service
Jubel Caudill
Susan Dolly Lathrop
Colleen Nassimos
Rhonda Pancoe
Michael Sitts

25 Years of Service
John Bashier
Jean Getchonis
Patricia Kane
Clara Lantz
Richard Losee
Tami Watson

20 Years of Service
Harold Comfort
Timothy Graham
Donald Johnson
Dorenda D. Koehl
Michael Miers, Sr.
Judy Murphy
Cynthia Terrier

30 Years of Service
Thomas Jones
Dennis Salm
Gloria Vanderneut

ASK AN ADMINISTRATOR

Question: I thought I was going to get a merit increase this year but my letter didn't mention merit. Is something different this year?

Answer: This is a question we’ve gotten quite often since the salary letters were mailed out. Earlier this year the President’s Staff decided to try a slightly different approach to awarding salary increases. Instead of using the labels we have used in the past (“merit,” “satisfactory” and “needs improvement”), each division was given complete flexibility in determining the percentage amount of individual increases. Salary increases may consist of the following components:

- Rewards based on performance
- Productivity increases demonstrated through the application of new skills and recognized by reassessments and/or promotions
- Market adjustments based on updated salary survey data

A number of additional factors may be considered when determining the amount of the salary increase given to individual continuing staff members:

- Years of experience of the employee
- The position of the employee’s salary in relationship to the Colgate range

This year, the pool available for salary increases was 4.0% (an additional pool of 0.6% was allocated for adjustments, promotions and reassessments). Because the pool amount was 4%, some staff got more and some got less based on performance and position in the range.

Staff whose rate of pay exceeds the top of the pay range receive somewhat smaller percentage increases. The opportunity to earn higher rates of increase based on performance also continued.
NEW HIRES
Ryan M. Bennett accepted the position of assistant director of residential marketing and technology effective May 28. He received his MS Ed from the University of Albany. Ryan enjoys running, reading and writing. He and his wife, Amber, are expecting their first child.

Sunil Santonio-De-Reddy '07 accepted the position of residential education coordinator effective June 1. He enjoys seizing the opportunity to laugh with friends, taking time for personal reflection, watching movies and listening to music, and team games, especially catch phrase. Sunil recently received his MAT from Colgate.

Suzanne Odell accepted the position of administrative assistant, administrative advising effective June 11. She received her BA from SUNY Potsdam. Suzanne and husband, Chris, have two children, Mackenzie, 7; and Kate, 1. She is a teacher of line dancing and superintendent of Sunday school. Suzanne also enjoys sports.

Quick Tip
Save time by asking people “Why?” When you know why someone needs a half-hour of your time, why someone needs to speak to you right now or why you need to meet about a certain topic, you can make wise choices that protect your priorities and your schedule.

POSITION VACANCIES
Administrative Assistant, Bookstore
Administrative Assistant, Dean of First Year Students and Assistant Dean of Student Affairs
Administrative Assistant, P-CON/NAST
Administrative Assistant, Residential Life Admission Counselor/Assistant Dean (2 positions)
Assistant Director of Campus Safety, Fire Safety Coordinator
Assistant Registrar
Assistant Director of COVE Athletics Event Staff (pt - no benefits)
Campus Safety Officer Dispatcher (part-time positions)
Custodian (2 positions)
Graphic Designer
Huntington Facilities Assistant - nights
Leadership Gifts Officer, Parents' Fund REC (1 position)
Senior Network Security Analyst
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: Solid maple double bed: $50; 60's blonde bedroom set (double bed, dresser with mirror, chest, 2 nightstands: $50; 2 odd dressers: $20 each. Call: 315-837-4612, 5-8 p.m. or leave a message
Free: to a good home. 2 male miniature pinscher dogs. 3 and 4 years old, neutered. Need a yard to run in. Call 750-6069.


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.

EMPLOYEE NEWS

JULY ANNIVERSARIES

40 Years
Sabra Williams - Accounting & Control

35 Years
John Carter - Chapel House
John Novak - Biology
Patricia Caprio - Advancement

30 Years
Dierk Hoffmann - German
David Lantz - Mathematics
Janet Little - Athletics

25 Years
Rebecca Ammerman - Classics
Jeffrey Baldani - Economics
Gloria Bien - EALL
Randall Fuller - Biology
S. Jill Harsin -History
Rhonda Levine -Sociology & Anthropology
Roger Rowlett - Chemistry
Christopher Vescey - Religion
Nancy Miner - ITS

20 Years
Maudemarie Clark - Philosophy
Anita Johnson - Romance Languages
Douglas Macdonald—Political Science
Philip Richards - English
Kenneth Valente -Mathematics
Jun Yoshino - Psychology

15 Years
Timothy Byrnes - Political Science
Jyoti Khanna - Economics
Constance Soja - Geology
Grace Ts’ao - Economics
Linn Underhill - Art & Art History

10 Years
Julie Chanatry - Chemistry
Faye Dudden - History
Helene Julien - Romance Languages
Amy Leventer - Geology
Beth Parks - Physics & Astronomy
Mark Thompson - Counseling & Psychological Services

5 Years
Eric Allina-Pisano - History
Jessica Allina-Pisano—Political Science
Jeffrey Buboltz - Physics & Astronomy
Kermit Campbell - Writing
Rebecca Chopp - President's Office
John Crespi - EALL
Lesleigh Cushing - Religion
Amy Feinstein- English
Meika Loe - Sociology & Anthropology
John Palmer - Educational Studies
Landon Reid - Psychology
Bruce Rutherford - Political Science
Peter Scull - Geography
Susan Smith - Student Affairs
Ephraim Woods - Chemistry