Calendar of Events

12/13 Colgate Day
12/14 Deadline for next edition articles/ads
1/3 Next Open 'Gate Issue

Holiday Schedule

12/24 Day Before Christmas
12/25 Christmas Day
12/26, 12/27, and 12/30 Winter Holiday Break
12/31 Day Before New Year’s
1/1 New Year’s Day

Retirement Individual Counseling Sessions

TIAA-CREF
TIAA-CREF appointments can be scheduled online at www.tiaa-cref.org/events or by calling 1-800-732-8353.

Fidelity
12/19 Conference Room, Bookstore

Fidelity appointments can be scheduled online at www.fidelity.com/atwork/reservations or by calling 1-800-642-7131.

CU Well Wellness Programming

2/3 Viverae Biometric Health Screenings
8:00 a.m. to 5:00 p.m.
Wooster Room, Huntington Gym

12/12 Dining for Health and Enjoyment
Noon to 1:00 p.m.
Shaw Wellness Institute

December Wellness Resources:
It is Stress Awareness Month.
Please click here for information.

Member Health Assessment
Healthy Coaching
Nutrition Information
www.myviverae.com
Shaw Wellness Institute
Trudy Fitness Center

Submit articles and items of interest to:

2013 Benefits & Wellness Fair

Congratulations to our prize winners!

Grand Prize: James Wilson,
Millwright

Game Winner: Kristen Basher,
Administrative Assistant for Annual Leadership Giving
What’s app at Colgate? You can find the answer in the Colgate Mobile App that is available for download from the App Store and from Google Play.

The app, which has been downloaded more than 1,700 times since its launch November 13, is part of a university initiative to provide on-the-go information and resources for on-campus communities and for anyone who wants to connect with Colgate.

A collaborative project involving Information Technology Services and the Office of Communications, the Colgate Mobile App includes features such as:

- Searchable campus directory
- Dining locations, hours, and menus
- Latest campus news
- Operating hours for libraries and recreational facilities
- Raiders sports news, schedules, and scores
- Calendar of events
- Customizable home screen

“We believe this is a terrific way to access information quickly and easily,” said Kevin Lynch, chief information officer. “This first iteration of the app is based on input from students, faculty, and staff and is an important milestone for the university’s mobile strategy. We are eager to continue to develop features and functionality to serve the Colgate community.”

The free app, as Lynch pointed out, is only the first phase of a long-term plan to evolve this increasingly important mobile platform and to add more features.

There is work underway to add portal access for staff and faculty; to better filter calendar events; to include a library catalog component; and add live streaming from WRCU-FM.

Students, staff, and faculty tested a beta version of the app for four weeks, and an hour-long focus group with first-years was held October 24. The feedback from those groups was instrumental in setting priorities for the first version of the app.

The Colgate Mobile App is powered by Kurogo, an open-source middleware developed by Modo Labs.

The Kurogo platform allows Colgate to develop “apps within the app” for big events such as first-year orientation, commencement, family weekend, and reunion.

It also provides ways to build and present content for specific audiences, such as parents and current students, and it can link to existing apps that already are serving different Colgate audiences, acting as the place for one-stop app shopping.

So if you haven’t already, download the free app today! If you have questions or suggestions for the app, please email mobile@colgate.edu

Check out the new online course offerings available to you free through Lynda.com!

**Becoming a Thought Leader** — Join Lynda.com as they show you the keys to becoming a respected thought leader and authority in your field. Whether you’re already a visible professional or hoping to improve your presence, decision-making ability, and influence, this course can prepare you to take a meaningful step forward.

**Up and Running with Excel 2010** — Excel is the industry-standard spreadsheet program, and almost all of us find ourselves using it at one time or another. In this workshop, you will learn the fundamental skills needed to work with Excel starting with the basics (such as entering and formatting numbers and text). Then, move on to writing formulas and using built-in functions, sorting, filtering, charting, and graphing.

Log in through the portal to access Lynda.com and sign up for a course today!
Open 'Gate

A Healthier Start to the New Year
Provided by Excellus

Start in D-E-C-E-M-B-E-R!

Decide to plan. That’s the first (and often the hardest) step. You’ll need to set aside time to do this. Write down your priorities and choose the ones you’ll focus on during the busy holiday season. Seeing them in writing can help you stick to realistic expectations.

Exercise regularly. Aim for at least 150 minutes of moderate-intensity activities like brisk walking. For many, that’s 30 minutes five to six times a week, but you can break it up into 10-minute increments and spread it out more.

Celebrate! Celebrations bring people together. Whether it’s a family reunion or a company holiday party, giving social support and receiving it lightens burdens and multiplies joys. That’s healthy!

Eat more fruits, vegetables, whole-grains and seafood. Make half your plate fruits and vegetables. Buy, wash, cut up and portion fruits and vegetables in bulk. Make at least half your grains whole. Choose whole-grain breads, pasta and cereal. Eat fish twice a week for heart health.

Make your next medical appointments. Regular healthcare, including dental and vision examinations, is important for the prevention and early detection of diseases and their complications. The earlier diseases are diagnosed, the easier they are to treat.

Be thankful. Cultivate an attitude of gratitude. It’s good for you. It can boost your mood, improve your relationships and help you feel more satisfied in life. Spend just 15 minutes a week writing a thank you note to someone about something you truly value.

Eat less sodium, saturated fat and sugar. Compare food labels to make healthier choices. Up to 75 percent of your daily sodium comes from restaurant and processed foods. Eat home-cooked meals from smaller plates (8-9 inches across).

Remember you don’t have to be perfect. Choose just one or two of these D.E.C.E.M.B.E.R. tips to work on for a period of time. Keep a food and activity journal or some other kind of journal to mark your progress. If you’re doing well, celebrate. If you’re not, start over again with planning, including a plan to overcome any roadblocks.

Wellness Spotlight

I Think, Therefore I’m Stressed
By Thad Mantaro, Director Shaw Wellness Institute

This article draws on the book Stop Stress this Minute by the Wellness Council of America. Stop by the Shaw Wellness Institute for a free copy!

Henry Ford once said “Whether you think you can or think you can’t; either way you’re right.” This quote illustrates the power we have over our own mental health and capabilities, and is relevant to our ongoing discussion of stress management. Often, we think (from last month’s Open ‘Gate article) that stress exists outside of us, but much research has demonstrated that it is our response to an activating event that leads to stress.

Chapter four of Stop Stress this Minute focuses on five techniques or cognitive behavioral strategies we can use to improve our mental health. What cognitive behavioral alludes to is that when we learn ways to change the way we think, we can change the way we feel. Dr. Albert Ellis once said that people are the only animals on the planet that can think about their thinking, and when we begin to realize we can reflect on and change our thinking, we learn we can change our stress.

The five techniques include:

- Dispute irrational thoughts
- Stop passing judgment
- Only worry with a writing instrument
- Accept what can’t be changed
- Keep your stress in perspective

Let’s elaborate on the first. To dispute irrational thoughts start by thinking of a time where you have over-exaggerated a stressor. Perhaps there has been a change at work, or you may have a new supervisor. Sometimes we tend to think of the worst-case scenario or engage in what is called “awfulizing.” If your tendency is to think, this is terrible, or I’m overwhelmed by this change/situation, first try to assess if it’s real or if it’s simply wrong. You can learn to contextualize thoughts and feelings by really examining if the situation is in fact awful, or if there are small steps that you can take to impact the situation.

One way to address this is to practice helpful self-talk. Statements such as “where’s the proof for that,” or “although my previous supervisor was sometimes critical, I’m sure that the new supervisor will see my skills and abilities from a new perspective; this is a chance for me to demonstrate my value to the organization”. Helpful self-talk can drain the worry from the situation, and replace it with a deeper sense of calm in the face of change or situational difficulty. With time, and use of the various techniques, many life stressors can be helped.

Join us for a December Wellness Workshop

Dining for Health (and Enjoyment)

When: Thursday, December 12 from Noon-1:00 p.m.
Where: Shaw Wellness Institute, Cutten Complex, Central Core

Many employees feel if it tastes good it can’t be good for you. This program discusses how taste and nutrition can happily coexist whether you are the cook or you are eating out. Tips for navigating the grocery store and dining at restaurants are also provided.

Lunch will be provided. The program is scheduled to accommodate those using the Colgate lunchtime shuttle.

Sponsored by Human Resources and Shaw Wellness Institute. Please register here by Wednesday, December 11 at 3:00 p.m.
Exhibit Spotlight
[One Day, One Woman, One Child
The Holocaust in the Art of
Gabriella Nikolic]

When:  November 11, 2013 to February 28, 2014
Monday-Friday 9:30 a.m. - 4:30 p.m. during the academic year

Where:  Longyear Museum of Anthropology
         Alumni Hall, 2nd floor

Serbian-Canadian artist Gabriella Nikolic uses iconic archival images and texts in her artwork in order to tell her family story and put it in the context of the inestimable suffering and loss during the Holocaust. In a series of fifteen large-scale, dramatic monoprints titled One Day, One Child, Gabriella preserves the memory of Jewish people, especially children, who perished during the World War II, as did most of her grandmother's family. Sarah Loy ’15 researched the images and texts in this body of work and wrote the exhibition labels and catalog essay during the summer of 2013 with support from the J. Curtiss Taylor ’54 Student Research Grant in the Division of Humanities.

The Exhibit is co-sponsored by the Humanities Division, Jewish Studies Program, and the Peace & Conflict Studies Program.

Intermediate Knitting Workshop

This spring, explore intermediate knitting techniques from instructor and fellow Colgate employee, Cris Amann. Cris has been knitting for over 16 years and has been teaching knitting for more than 10 years.

When:  Mondays, Noon to 1:00 p.m.
5 weeks, January 27 to February 24

Where:  Shaw Wellness Center
Feel free to bring your lunch.

Please bring worsted weight yarn and size 8-9 needles or a current project you are working on. You will receive more information after you register for the class.

Register by emailing Cris at camann@colgate.edu. Class size is limited so sign up today!

Sustainability Spotlight
Are you Ready For a Lighting Upgrade?

By John Pumilio, Director of Sustainability

According to the Energy Independence and Security Act of 2007, light bulbs need to be 25 percent more efficient in 2014. Because the typical incandescent light bulb releases 90 percent of its energy as heat (not light), they cannot comply with the new standards and are being phased out. While many of us have already switched out inefficient lighting with newer more efficient bulbs, nearly 70 percent of light sockets in America still contain inefficient incandescent bulbs. As a result, the majority of American households will soon be purchasing a new type of general use light bulb.

As you transition to more efficient lighting, rule number one is to purchase only Energy Star rated light bulbs. Energy Star helps to ensure consistency in quality and a higher performing bulb. Energy Star certifies two excellent alternatives to replace your incandescent bulbs: compact fluorescent bulbs (CFLs) and light-emitting diodes (LEDs).

CFLs are the corkscrew shaped bulbs that are now common place. CFLs are 75 percent more efficient than incandescent bulbs and can last 10 times longer. The EPA estimates that you will save an average of $6 per bulb per year in electricity costs. This cost savings can add up when you think about replacing each bulb in your household and the longer lifespan of each bulb. CFLs also have some drawbacks. Each bulb contains a small amount of mercury which means they need to be recycled. Most places that sell CFLs will also take them back for recycling including Parry’s, Lowe’s, Home Depot, and Staples just to name a few. CFLs also have a reputation of flickering, needing time to "warm up" in cold conditions, and having inferior light quality. Recent advances in quality have largely overcome these concerns. So, if you haven’t tried a new Energy Star certified CFL lately, it is worth a second look.

LEDs are even more efficient and longer lasting than CFLs. Now that they are available in screw-in form at many retail stores, they can easily replace incandescent bulbs or CFLs. However, LEDs also have some drawbacks. Even though they will save you money over the life of the bulb, they are more expensive up front. Also, LED light is directional as opposed to incandescent bulbs and CFLs which emit light in all directions. Despite these drawbacks many consumers are making the switch to LEDs and enjoying a longer-lasting more efficient and durable light bulb.

At Colgate, we have made a concentrated effort to replace inefficient lighting with CFL and LED alternatives. This has led to significant savings in energy, cost, and labor. If you are still using incandescent bulbs in your office, you can help us in this effort. Unscrew the incandescent bulb (remember 90 percent of the energy is wasted as heat so be careful not to burn yourself) and bring it to the Sustainability Office (109M Lathrop). We will gladly give you a new CFL to replace your old bulb!
**Human Resources Leads New Job Description Project**

The Human Resources Department is happy to announce the official launch of our job description project. Jim Sowers ’73 and Nick Scobbo of the Scobbo Consulting Group, our partners on this project, recently spent several days on campus to begin meeting with senior members of the Colgate community and learning specifics about roles, responsibilities and expectations of the various divisions of the University.

Colgate leadership views this venture as a critical first step in developing a new approach to talent management. Providing employees with accurate and consistent job descriptions that focus on critical skills, competencies, and behaviors required of all Colgate employees will be the basis for improved recruiting, better career opportunities and addresses the concerns about the need for increased accountability, an issue addressed in the Staff Climate Survey. More specifically, it will serve as the building block for additional projects to be initiated, including professional development and training programs, performance management processes, and succession planning.

Nick and Jim will be returning to the campus in mid-December to meet with the members of the implementation team, and will return again in early January to conduct further information gathering sessions. Keep watch in future editions of the Open ‘Gate for updates regarding the progress of the project.

We would like to thank you all in advance for your support of this important initiative. If you have additional questions, you may contact Paula Musacchio at x6702.

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**Friday, December 13, 2013 is Colgate Day**

**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. Colgate Day is held anytime the 13th day of the month falls on a Friday!

We at Colgate love the number 13 and celebrate it differently all across the globe. So grab your favorite Colgate apparel and wear it proudly on Colgate Day!

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**Minimum Wage Increase**

Beginning December 31, 2013 New York State’s minimum wage will increase in a series of three annual changes as follows:

- $8.00 on December 31, 2013
- $8.75 on December 31, 2014
- $9.00 on December 31, 2015

The minimum wage in New York State is presently $7.25 per hour. The General Industry Minimum Wage Act states that employers must pay all employees in New York State, including most domestic workers, at least minimum wage, with very few exceptions.

Current employee’s receiving minimum wage will have their rates automatically adjusted on December 23 to reflect the increase.

Questions may be directed to Payroll at x7803 or Human Resources at x7411.

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**The Human Resources Department wishes you a joyous holiday season and a happy new year.**
Welcome New Hires!

Jereme Amann-Burns accepted the position of Clerk in Mail Services effective November 25. He enjoys music, woodworking, skiing and running. Jereme and his spouse Rachel have three young children, Opal, Carlo and Annabelle.

Robin Gara accepted the position of Registered Nurse effective November 11. She has an AAS from St. Joseph’s College of Nursing and a BS from Ithaca College. Robin has three children, Brian, Grace and Faith. She enjoys making jewelry, fostering animals and gardening.

Brian Hutzley accepted the position of Vice President of Finance and Administration effective December 2. In addition to nearly 30 years of business and management experience, Brian has a MBA from Syracuse University.

Kim Lamb accepted the position of Custodian effective November 18. Kim enjoys doing crafts and spending time with her spouse, Paul.

Brian Ness accepted the position of Video Journalism Coordinator effective December 2. Brian has a BA from the University at Buffalo. He enjoys spending time with his wife, Stephanie and their two young children, Charlie and Eli.

Shannon Singleterry accepted the position of Regional Advancement Director effective November 1. She has a BA in English and a MSSW from the University of Texas at Austin. Shannon enjoys running, swimming, rescuing dogs, and spending time with her spouse, Dana, and two young sons, Hayes and Gray.

Allyson Smalley accepted the position of Processing Archivist effective November 18. She has a MS in Library Science from UNC Chapel Hill and a MA in Public History from North Carolina State University. Allyson enjoys running and cooking.

Lauren Spencer, ’02, accepted the position of Regional Advancement Director effective October 14. She has a MPA from the London School of Economics. Lauren and her spouse Amos have one child, Henry.

Promotions

Kevin Alt was promoted to Shift Supervisor in Campus Safety effective December 9.

Sue Solloway was promoted to Assistant Registrar in the Registrar Office effective November 1.

With Appreciation

Thank you to all of those who visited, brought food, sent cards and flowers, and shared memories. Your support means so much and has helped us through a very sad time.

- Wendy McGregor Wells and family

In Remembrance

George Broseman, retired mechanic, passed away on December 2.

George C. Hudson, Jr., professor of English emeritus, passed away November 16, following a long illness.

Marie Amalia Koch, retired resident supervisor for the Chapel House, passed away November 14.

Retirements

Thank you and Best Wishes!

Patricia Kane, Administrative Assistant, December 31.

Bob Keats, Director of Document and Mail Services, December 23.

Stephen Ciolek, Campus Safety Officer, December 8.

December Anniversaries

10 Years

Michael Holobosky, Document Services

5 Years

Jennifer Stone, Advancement-Annual Fund

Career Opportunities

All current position vacancies and our online application can be found online 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 mission.

7th Annual Holiday Cookie Exchange

When: Monday, December 16 at Noon

Where: COOP Conference Room

What: Bring 4 dozen of the same kind of cookie and take 4 dozen assorted cookies home!

Please contact Makiko Filler at mfiller@colgate.edu or x6016 if you are interested.

Congratulations

Dr. Marilyn Rugg, Associate Provost for Equity and Diversity was awarded the Cornell University School of Industrial and Labor Relations Certificate of Diversity Management on November 8.

The certification process included the successful completion of 7 courses at the ILR School in New York City over an eight month period. Instruction was provided in comprehensive diversity management, up-to-date legal requirements and best practices.

The completion of this program reinforces the strong relationship between the Office of Equity and Diversity and Human Resources.