Calendar of Events

4/3  Good Friday (1/2 day holiday)
4/7  Biometric Screenings
4/20 Submissions for next Open ‘Gate due
5/1  May Open ‘Gate published

Retirement Individual Counseling Sessions

TIAA-CREF

4/14 Seminar Room, ALANA Cultural Center
5/13 107 Conference Room, Lathrop Hall
6/9  432 Alumni Hall
6/25 Seminar Room, ALANA Cultural Center

TIAA-CREF appointments can be scheduled online at [www.tiaa-cref.org/events](http://www.tiaa-cref.org/events) or by calling 1-800-732-8353.

Fidelity

4/27 335 Case-Geyer
4/28 Seminar Room, ALANA Cultural Center
5/27 Seminar Room, ALANA Cultural Center
5/28 415 Case-Geyer
6/22 Seminar Room, ALANA Cultural Center
6/23 335 Case-Geyer

Fidelity appointments can be scheduled online at [www.fidelity.com/atwork/reservations](http://www.fidelity.com/atwork/reservations) or by calling 1-800-642-7131.

CU Well

Join the 2015 Wellness Initiative and earn $250! Click [here](http://www.myviverae.com) to learn more.

Visit [www.myviverae.com](http://www.myviverae.com) for:
Member Health Assessment /Health Coaching
Nutritional Information/Wellness Information

Submissions for the Open ‘Gate may be sent to HumRes@Colgate.edu.

Last Friday, entertainer **Whoopi Goldberg** appeared before 2,500 Colgate community members in Cotterell Court. Her performance — a mix of comedy and grandmotherly advice — was a testament to the skills of a woman who has won countless awards for her work on screen, on stage, and in print.

Many thanks to the staff who were involved in the planning of this event and all those on-hand to make this a safe, enjoyable and successful occasion!
The Colgate Bookstore is excited to announce a new partnership with the Hamilton Public Library. We will be donating 13% of all book sales from in-store children’s and adult events to the library. Through this local business-public service collaboration, we hope to raise awareness of the importance and joy of reading while supporting both community cornerstones.

The partnership kicked off on March 24, with a Hamilton Public Library Day at the Bookstore.

_Pictured:_ Hillary Virgil, director of the library and Leslie Pasco, director of off campus retail operations.
Where egg-xactly do your eggs come from?

By Jack Eiel ’15, Office of Sustainability Intern, philosophy and biology double major from Swarthmore, PA

This past week I went grocery shopping. My shopping experience was nothing exceptional, but when I reached for a carton of eggs, I hesitated. For years I have been your typical consumer—buying things based on little other than aesthetic appeal. However, this time I started to notice what differentiated these eggs.

Each egg carton seemed to have a different label, a different defining factor that made this carton better than the rest. “Natural” and “Free-Range” and “Organic” were plastered all over the egg cartons, yet I had no idea what the lingo meant.

First, the United States Department of Agriculture (USDA) has regulations in place that monitor the labeling of food Americans eat. Here are a few of the most common labels seen on eggs and what exactly they mean.

**Natural**
The USDA defines a natural product as one “containing no artificial ingredient or added color and is only minimally processed.” This basically ensures that nothing funky is being added to your food. However, the label guarantees nothing about the quality of life experienced by the hens laying the eggs.

**Cage-Free**
This term is as simple as it sounds. The birds that lay these eggs are not kept in cages. These hens are allowed to walk around and more naturally interact with other chickens. However, the chickens do not necessarily have access to the outdoors and typically live in large barns or warehouses with less than 1 sq. ft. of space per animal. Additionally, there are no guidelines included here involving diet or animal treatment.

**Free-Range**
The requirements that earn a company a free-range label are rather sparse. All that is said is that “producers must demonstrate to the Agency that the poultry has been allowed access to the outside.” The USDA does not delineate the standard and duration of outdoor access.

**Pasture Raised**
Hens that are pasture-raised have lives that are as close to natural as possible. These hens are afforded full outdoor access, fed a grain diet (but are permitted to forage for insects when on the pasture), and participate in their full range of natural behaviors. These eggs have been shown to contain up to 20 times the healthy omega-3 fatty acids than factory eggs.

**Organic Pasture Raised**
This is the gold standard of eggs. Not only do you get all of the benefits of pasture raised eggs, you are assured the hens were raised organically. As according to the USDA to receive an organic label hens must be kept properly healthy, receive no hormone or antibiotic injections, and feed exclusively on 100% organic materials.

So what should I buy?
Go for the Organic Pasture Raised eggs! These eggs are raised in humane environments, produce much tastier eggs, and offer a more sustainable alternative to factory-raised eggs.

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Staff Community Events Survey

As announced at the March 18 All-Staff meeting, the Staff Affairs Committee has created a Staff Community Events Survey. The purpose of the survey is to gather data to guide the creation of events to build community, camaraderie, and inclusivity among staff members. The information will be used to develop staff events in facilities that may be underutilized, providing opportunities for staff to connect with one another. This survey comes as a recommendation from the Staff Survey Response Group as an area for improvement. Respondents may choose to be entered into a drawing for a $25 voucher at Donovan’s Pub. Click here to take the survey by April 10. Should you have any questions, ideas or wish to get involved in planning, please feel free to contact a member of the Staff Affairs Committee.

Staff Affairs Events Team - Jason Kammerdiener ’10, Ahmad Khazaee ’05, Debbie Rhyde and Ashley Weaver
April is stress awareness month, and given that that falls within the last six weeks of the semester and it’s crunch time for everyone, it seemed particularly germane to talk about workplace stress. Recently, I had an opportunity to participate in a webinar through the National Wellness Institute titled “The future of stress management in the workplace,” presented by James Porter of StressStop.com. In part 1 of this report, I hope to offer information about what the webinar asserts causes workplace stress. In part 2, we’ll consider solutions it mentioned.

First some data:

- 66% of Americans cited work as a significant source of stress.
- 64% of people frequently feel irritable and anxious at work.
- 80% of workers feel stress on the job.
- Workplace stress is as bad for the heart as smoking and high cholesterol.
- 75-90% of visits to primary physicians are for stress-related concerns.

Noted in the presentation, in terms of heart disease and stress, Dr. Dan Ganster of the University of Colorado has determined that rates of heart disease are “twice as high for lawyers, physicians, insurance agents, and real estate agents as it is for college professors, teachers, and college presidents” (Source: NIOSH Total Worker Health Webinar Series). More on why this is, in a second.

When a workplace culture is stressful the impact results in a range of concerns like increased substance abuse, risk of heart problems, back pain, injuries, infections, mental health problems, conflicts and even a 5x increase in certain cancers (from Health Canada/Dr. Martin Shain). For workplaces to avoid these unhealthy conditions there must be a balance between stress and optimal performance, where employees are neither bored nor distressed, but optimally energized, focused, and where work feels effortless.

When too much stress occurs, employees experience fatigue, exhaustion, ill health and breakdown or burnout. In fact, as mentioned in the webinar, too much stress doesn’t always directly cause problems; rather it causes “unhealthy lifestyle choices that lead to health problems” (Dr. Leslie Hammer, occupational health psychologist).

Our culture in the U.S. has unique obstacles related to stress:

- Our culture promotes stress as a badge of honor.
- We have a mindset against managing stress.
- We cope with stress counterproductively.
- Doctors receive little or no training on stress reduction.
- The patient has no idea how stressed they are.

So as a result, stress is addressed last.

The webinar draws on Karacek’s (1979) Demand-Control model that argues that the more we have both high demands and high control, the more we are engaged and productive. And this is where the distinction noted above between the health impacts for some workers differs from others. Not all employees have an equal ability to create autonomy in their work environment.

Noting the image above, there is a three-dimensional model for how we manage to create a healthy workplace where demands, control and support are balanced. The model argues that supervisors can assist workplace stress management by allowing increased autonomy where possible. To expand on the idea further, those workers, the webinar argues, who have an ability to manage high demand with high control (CEO, airline pilot) have the greatest ability to manage stress positively. Creation of a healthy workplace therefore, is contingent on balancing work demands, providing a high level of control to the employee, and high support from supervisors. Where demands are high, control is low, and support is weak, there exists a dangerous zone for burnout and a negative work culture.

In part 2 of this article (May is high blood pressure awareness month), I’ll share information from the webinar on managing stressful environments for both employees and supervisors.
New Hires

Xiaohua “Cindy” Li has accepted the position of associate director of library technology and digital initiatives effective March 9. Cindy has a MS from Sacred Heart University and a MLIS from the University of Pittsburgh. She most recently worked as the director of digital library technology and services at Sacred Heart University. She enjoys research, sports, photography, traveling, reading and baking. Cindy and her spouse, Xuelin Wang, have one child.

Darcie Loveless ’98, has accepted the position of associate director, annual fund. Darcie was most recently self-employed as a licensed massage therapist and previously worked in the annual fund. Her husband, David, works in career services.

Wendy Nugent has accepted the position of off-campus study coordinator. She has a MAED from East Carolina University. Wendy most recently worked in the global education office at Virginia Commonwealth University as an English language support coordinator and director of the undergraduate bridge program. Wendy’s husband, Jeff, works in ITS, and they have a 10 year old son. She enjoys hiking, camping, cooking, music and her new puppy.

Tracey Combs has accepted the position of web content and general merchandise assistant in the Colgate bookstore effective March 30. She most recently worked part-time in the bookstore. Tracy enjoys kayaking. She and her husband have two children, ages 16 and 14.

Samantha Chlad has accepted the position of general merchandise buyer in the Colgate bookstore effective March 30. She most recently worked part-time in the bookstore. Samantha has an AAS from Morrisville State College. She enjoys playing with her two dogs, Lily and Dexter.

Transfers/Promotions

Larry Crandall has accepted the position of recreation attendant-athletics.

Dave Herringshaw has accepted the position of digital production specialist.

Jason Kammerdiener ’10 has accepted the position of lead information and digital architect.

Chris Naylor has accepted the position of groundskeeper.

Bill Northey Jr. has accepted the position of groundskeeper foreperson.

Amanda Smith has accepted the position of senior administrative assistant to the vice president for finance & administration.

Mary Williams ’08 has accepted the position of environmental health and safety manager.

In Remembrance

Dorothy Betz, retiree, passed away March 5.

April Anniversaries

35 Years
Bruce Burdick, purchasing

30 Years
Jodi McNamara, geology

20 Years
Sue Bice, document services
Kip Manwarren, document services
Diane Beach, provost and dean of the faculty

15 Years
Rob Bachman, facilities

10 Years
Bruce Weaver, facilities
Deborah Wagner, library

5 years
Jeff Corbin, facilities

Birth Announcements

Lauren Spencer ’02, regional advancement director, and husband Amos, welcomed daughter Evelyn Butler Spencer on March 6. She was 7lbs and 15oz and measured 20 inches.