### Calendar of Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/16</td>
<td>Deadline for next edition articles/ads</td>
</tr>
<tr>
<td>11/19</td>
<td>Wellness &amp; Benefits Fair</td>
</tr>
<tr>
<td>11/28-29</td>
<td>Thanksgiving Holiday</td>
</tr>
<tr>
<td>12/6</td>
<td>Next Open 'Gate Issue</td>
</tr>
</tbody>
</table>

### Retirement Individual Counseling Sessions

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/6</td>
<td>Seminar Room, ALANA</td>
</tr>
<tr>
<td>11/19</td>
<td>201D Conference Room, McGregory Hall</td>
</tr>
<tr>
<td>12/4</td>
<td>107 Conference Room, Lathrop Hall</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/7</td>
<td>333 Third Floor Lounge, Alumni Hall</td>
</tr>
<tr>
<td>12/19</td>
<td>Conference Room, Bookstore</td>
</tr>
</tbody>
</table>

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 Wellness Programming

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/14</td>
<td>Your Role in Diabetes Management</td>
</tr>
<tr>
<td>12/12</td>
<td>Dining for Health and Enjoyment</td>
</tr>
</tbody>
</table>

#### November Wellness Resources:
It is National Diabetes Awareness Month. Please click [here](http://www.myviverae.com) for information.

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/21</td>
<td>Great American Smoke Out Quit for Life®</td>
</tr>
</tbody>
</table>

Member Health Assessment
Healthy Coaching
Nutrition Information [www.myviverae.com](http://www.myviverae.com)
Shaw Wellness Institute
Trudy Fitness Center

Submit articles and items of interest to: humres@colgate.edu

Published by the Human Resources Department [www.colgate.edu/hr](http://www.colgate.edu/hr)

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# Introducing the New Wellness Incentive Program

Last year, we made great strides toward better employee health with the introduction of the CU Well wellness program. Because of the program’s success and our continued commitment to our employees’ wellness and preventative healthcare, we are excited to add a new component for 2014 - a $250 cash incentive!

In partnership with the Shaw Wellness Institute and Viverae, an innovative wellness program provider, our goal is to deliver a fun and engaging experience that focuses on all aspects of wellness. The program is very flexible and can be tailored to individual interests and diverse personal goals.

Beginning in 2014, Colgate University benefit eligible employees will be able to earn a cash incentive by accumulating 200 points (see chart below). To earn incentive points, employees must complete a member health assessment (through [www.myviverae.com](http://www.myviverae.com)) and a biometric screening, with the remainder of points earned by additional activities. These activities may include preventive care screenings, online webinars and/or wellness activities. Employees who earn 200 points through the secure wellness website will receive a taxable cash incentive of $250 in their December 2014 paycheck.

If you haven’t already done so, be sure to check out the health tools, nutrition and physical activity trackers and educational resources that [myvivare.com](http://myvivare.com) has to offer. Log-in instructions can be found [here](http://www.myviverae.com).

Providing a wellness program that focuses on our most important asset, our employees, will give us the ability to adopt and sustain behaviors that reduce health risks, improve quality of life and enhance personal effectiveness. This has been shown to increase job satisfaction, reduce stress and increase employee retention.

Below is an example of how employees can earn the $250 cash incentive:

<table>
<thead>
<tr>
<th>Assessments/Activities</th>
<th>Point Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member Health Assessment (required)</td>
<td>50</td>
</tr>
<tr>
<td>Biometric Screening (required)</td>
<td>50</td>
</tr>
<tr>
<td>Preventive Care Compliance (e.g. Annual physical and screenings based on age and gender)</td>
<td>50</td>
</tr>
<tr>
<td>Supplemental Questions</td>
<td>5 each/30 max</td>
</tr>
<tr>
<td>Online Targeted Programs</td>
<td>15 each/45 max</td>
</tr>
<tr>
<td>Health Challenges (4 or 12 week courses developed by Viverae)</td>
<td>15 each/45 max</td>
</tr>
<tr>
<td>Online Tutorials</td>
<td>10 each/30 max</td>
</tr>
<tr>
<td>Online Health Webinars</td>
<td>5 each/15 max</td>
</tr>
<tr>
<td>Community Events (e.g. Completion of Colgate’s Focus on Fitness Classes)</td>
<td>5 each/20 max</td>
</tr>
</tbody>
</table>
Open 'Gate

New Hire Orientation Fall 2013

Front Row: Noah Moran, Diana Brown, Sarah Ficken, Sarah Curtis, Renee Copperwheat, Tamala Flack, Eva Gibbons, Jillian Arnault

Back Row: Lazarus Fernandez, Melissa D’Amico, Jessica Williams, Niki Keating, Kathryn Wojcik, Justin Blakeslee, Emily Steiger, Kate Hollerbush, Jessica Paul, Peter Tschirhart, Matthew Davis, Dan Knasick, Jarrell Anderson

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

Leading Change- Help your organization embrace change and make sure new initiatives are successful.

Excel 2010 Essential Training- Explore the core features and tools.

Presentations Using Excel and PowerPoint- Drive your PowerPoint presentation using Excel data.

Communicating Across Cultures- Discover how to communicate better across cultures as a business leader.

Log in through the portal to access Lynda.com.

Colgate Directory

Your assistance is needed in ensuring the accuracy of Colgate’s online directory. All employees are responsible for verifying that their information appearing in the directory is accurate. The names of all regular full-time and regular part-time employees are included, along with title, department, office location, phone number and email address. The information that appears in the directory is fed directly from the human resources information system (Banner).

Should you have any questions or concerns, please email humres@colgate.edu.

Action steps for updating your directory information:

1.) Sign in to the portal at portal.colgate.edu using your network username and password.
   Please contact the Helpline at extension 7111 if you need assistance signing in.

2.) Locate the ‘My Contact Information Channel’ and verify or make updates to your information.
   Click ‘Submit Changes’ if changes are made.

Please note that any changes submitted through the portal may take several days to appear online.

Important Dates

2014 Open Enrollment

November 11-22
Personalized information packets will be mailed in early November.

Wellness & Benefits Fair

November 19
Location: Hall of Presidents
Time: 11:30 a.m. to 1:30 p.m.
Lunch will be provided in Donovan’s Pub.

Colgate Outdoor Education
Fall 2013 Backyard Adventures
It’s time to get outside!

- Faculty/Staff at the Wall: Tuesday, November 5, Noon-1 p.m.
- Geo-Caching: Friday, November 8, 2:30-5:30 p.m.
- Canoe on Nine Mile Creek: Saturday, November 9, Noon-5:30 p.m.
- Backcountry Baking: Monday, November 11, 4:30-7 p.m.
- Kids Day at the Wall: Saturday, November 16, Noon-3 p.m.

FREE and open to students/staff/faculty/community members, partners and children (if accompanied by an adult).

Must RSVP prior to the event to Roxanne Benson at rbenson@colgate.edu or ext. 7972

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Wellness Spotlight

Stress Lies In Our Thoughts

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 to pick up a free copy of the book.

Take a moment and think about your top five “hot buttons”; the things that really raise your blood pressure or are a frequent point of stress for you. For a few seconds, review that mental list and think about whether those buttons are things that are in themselves stressful, or if the source of the stress comes from the associations you make with those stressors.

One of the myths associated with stress is that it comes from the things that happen to us. Much psychological research has been done on the origin of stress, and for many people the source comes not from the things that happen to them, but instead from their habitual patterns and reactions to the things that happen.

Certainly, there are things that happen like severe weather, or accidents, or serious life events. But much of the everyday stress that we experience such as job stress, financial pressures, and/or relationship concerns originates in our response. Individuals that have less of a reaction to stressors are considered “stress hardy” and we can all learn techniques to improve stress hardiness.

It’s typical, for example, that stress develops in a sequence of events. For example, last night your daughter was up sick, then the dogs were barking, and then you had trouble falling back asleep. You woke up weary and, on the way to work, got a flat tire. By the time you got to work and your day finally started, you were rushed, stressed and convinced the entire day was going to go poorly. And of course, then, the day went badly.

However, as we somewhat simplistically start to dissect that series of events, you will see that there was one or more activating events, followed by thoughts and beliefs that were part of a conditioned response to thinking negatively about the day. As a result, you have a reaction: your day is “ruined.” Yet despite the flat tire, there is no real reason to infer the day will go poorly; instead a pattern of thinking determined emotions and reactions.

In *Stop Stress this Minute*, we learn more about “awfulizing” and other self-defeating thought patterns. One form of therapy, Rational Emotive Behavior Therapy, contains techniques anyone can learn to improve their resiliency and stress hardiness. A classic book written by Dr. Albert Ellis *How to Stubbornly Refuse to Make Yourself Miserable About Anything—Yes Anything* is featured with helpful tips on how to manage negative and counterproductive thought patterns. With a little assistance, most people can change these patterns (studies have shown REBT and its sister therapy CBT to be as effective as anti-depressants in relieving depression) improving resiliency and stress hardiness.

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**Wellness Shuttle Service**

The noontime shuttle runs Monday thru Friday, starting at 11:55 a.m. and stops at the following Colgate Cruiser locations: the Bookstore, Case-Geyer Library, the entrance of Academic Drive and Frank Dining Hall. Service runs an 8-10 minute loop and follows the reverse schedule from the gym/fitness center, departing at 12:57 p.m. to the designated stops. Service runs until December 13. This coordinates perfectly with the Focus on Fitness classes!

**Shaw Wellness Institute Upcoming Workshops**

**When:** Tuesday, December 3, Noon-1:00 p.m.

**What:** How to talk to someone when you are mad, hurt, scared, frustrated, etc.; having those difficult conversations

Presented by Colleen McSweeney, Colgate’s Employee Assistance Program Coordinator

Lunch will be provided.

**When:** Thursday, November 14, Noon-1:00 p.m.

**What:** Your Role in Diabetes Management.

In the most recent data survey completed by the American Diabetes Association, 1.6 million new cases of diabetes are diagnosed in people 20+ years of age each year. The intention of this presentation is to provide information and guidelines about prevention and treatment for people at risk or diagnosed with diabetes as well as those with loved ones who have diabetes.

This workshop will be presented by Excellus.

Registration information for the above events will be sent via email.

These workshops are free and open to Colgate employees.

Sponsored by Human Resources and the Shaw Wellness Institute.

**Learn to Ice Skate!**

**Ages 4 to Adult**

Classes begin Sunday, Nov. 3 and consist of 5 week sessions.

Class time: 4:45-5:45 p.m.

Cost is $60 and pre-registration is required.

Email: colgatefigureskating@gmail.com to register.

Taught by the Colgate Figure Skating Club.
Colgate’s November Life Long Learning Courses

Please click here to join or learn more about the Lifelong Learning Program.

The Priest and the Rascal
Two poets both born in Wales, Dylan Thomas in 1913 and R. S. Thomas in 1914, brought a distinctive style of poetry and a perception of human life and meaning. R.S. Thomas was a priest of the Anglican Church of Wales, while Dylan Thomas said of himself: "One, I am a Welshman; two, I am a drunkard; three, I love the human race, especially women." John Morris will read from their works and comment on their distinctive understanding of our human condition, seen through their perceptive observations of the land and the people in the communities in which they lived.

**Date & Time:** Fridays, November 8 & 15 from 3:00 – 4:30 p.m.
**Location:** Hamilton Public Library
**Facilitator:** John Morris, President Emeritus and Research Professor of Philosophy, Union College

Coping with Grief
Grief is the normal emotional response that comes from losing someone or something important to you, and is a natural life event. People respond in different ways to death, divorce, job loss, or loss of good health due to illness. There is no one way to grieve. This workshop will explore the experience of grief and offer suggestions for managing bereavement specifically.

**Date & Time:** Wednesday, November 13 from 12:00 – 1:00 p.m.
**Location:** Hamilton Public Library
**Facilitators:** Thad Mantaro, Director, Shaw Wellness Institute, and Mark Thompson, Director, Counseling and Psychological Services, Colgate University

The Future of Hamilton: Searching for the Greater Good
A look at some of the critical issues facing interested citizens of our local communities. Knowledge is power. A series of three discussions that search for the greater good of our community will be moderated by Dick Cheshire, a founder and teaching regular of the Lifelong Learning Program. There is no charge for non-members for this course!

**Shaping Hamilton’s Future:** Margaret Miller, Mayor of Hamilton, will discuss the impacts to the village of the new natural gas system, rezoning, the proposed Cultural Arts Center, the Chesapeake Bay enforcement strategy, and other community priorities.

**Date & Time:** Wednesday, November 20 from 7:00 – 8:30 p.m.
**Location:** Large Group Instruction (LGI) room at Hamilton Central School
**Moderator:** Dick Cheshire, Ph.D. (ret.)

How to Access Digital Resources at the Public Library
This course will introduce the digital resources available at the Hamilton Public Library and how to access them on common devices. We will discuss eBooks and audiobooks as well as the library’s numerous database subscriptions. These databases offer full text access to many newspapers and magazines as well as information about medical matters, natural health, business trends, test preparation, and much more.

**Date & Time:** Thursday, November 21 from 6:30 – 7:30 p.m.
**Location:** Hamilton Public Library
**Facilitator:** Matthew Davis, Digital Services and Outreach Coordinator, Hamilton Public Library

Great American Smoke Out is November 21

The Quit For Life® Program can identify what triggers you to use tobacco. Excellus has helped more than 1 million people, and we can help you.

When you join the Quit For Life® Program, a trained and dedicated Quit Coach® will help you identify those instances that make you want to use tobacco.

It’s free. It’s confidential. It works.

Call 1.800.442.8904 or log on https://www.excellusbcbs.com/wps/portal/xl/mbr/fyh/healthyliving

Volunteers Needed To Provide Income Tax Preparation

With tax season quickly approaching, the CASH Coalition of Chenango and Madison Counties is looking for volunteers to become IRS-trained and certified tax preparers for low-to-moderate income families.

The volunteer sites are located at several locations throughout both counties, and the hours are flexible.

No prior experience is necessary, and training and testing may be completed online.

For more information regarding this program, please contact Casey Frazee at cfrazee@colgate.edu.
Sustainability Spotlight
Reduce Your Home Energy Bills

By John Pumilio, Director of Sustainability

Do you want to reduce your home energy bills? Do you want to do your part to protect our environment? If so, then your first step is to complete a home energy audit. The New York State Energy Research and Development Authority (NYSERDA) is offering FREE (or significantly reduced-cost) in-home energy audits. The application is simple and can be found here.

Once your application has been approved, then your next step is to contact a NYSERDA approved contractor to schedule your home energy audit. A list of NYSERDA contractors can be found on their website.

After completion of this assessment, your NYSERDA recommended auditor will provide you with a list of options for saving energy and cutting costs. Options can be as simple as identifying and plugging air leaks, installing programmable thermostats, or applying weather stripping. Recommended projects can also be more involved such as replacing older hot water tanks or applying new insulation. Right now there are numerous rebates and incentives at both the state and federal level to make these upgrades to your home. For example, NYSERDA may be able to provide you with a 10% cash back incentive and low-interest financing to help you pay for any energy upgrades. It is important to note, that you are not obligated to implement any projects. The auditor can simply provide you with possible options for your consideration.

If you are already energy efficient, then you may be ready to install a renewable energy system. The timing has never been better! A solar thermal installation, for example, qualifies you for significant rebates and financing options.

The contractor will not only complete your home energy audit, but can also help you implement projects, find reputable installers, or work with you to apply for rebates and incentives.

So, what are you waiting for, complete the application today for your home energy audit!

**Please note that households who do not pay the Systems Benefit Charge (such as those living in the Village of Hamilton and are paying Hamilton Municipal rates) may not qualify for some of these assistance programs.

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November is Diabetes Awareness Month

Health-e” Education: Food

The goal of these healthy snacks is to maintain a blood sugar level within normal limits and to combine a protein source with a carbohydrate when choosing a snack. This combination allows for slowing the digestion and absorption of carbohydrates into the bloodstream, improving blood sugar levels and helping you satisfy your hunger through snacks.

The following snack portions include one carbohydrate choice and one protein choice:

- ¼ cup low-fat cottage cheese with ½ cup pineapple
- 6 whole-grain crackers with 1 oz. low-fat cheese
- 6 whole-grain crackers and 2 medium sardines, 1 lemon wedge
- 3 cups lite microwave or air-popped popcorn sprinkled with reduced-fat Parmesan cheese
- 4 graham crackers with 1 Tbsp. natural peanut butter
- 1 cup raw veggies (i.e., celery, carrot sticks, broccoli, cherry tomatoes, cucumber, red pepper) with 1/3 cup hummus dip
- 12 small pretzels with 1 oz. lite cream cheese
- 1 small apple with 1 tsp. lite mayo and 6 whole-grain crackers
- 2 sugar-free rice cakes with 1 Tbsp. natural peanut butter
- 12 baked tortilla chips and ½ cup salsa and spicy bean dip
- ¼ cup trail mix (i.e., raisins, dried cranberries, peanuts, almonds, dry cereal)
- 1 cup tuna salad with 1 tsp. lite mayo and 6 whole-grain crackers
- ½ whole-wheat bagel with 1 oz. lite cream cheese
- ½ turkey sandwich with lettuce, tomato and mustard

Provided by Viverae

Got paper? Recycle Here!

The Outdoor Education Department is seeking outdated stationary or any other paper that is blank on one side to reuse for printing.

Please contact Roxanne Benson, Administrative Assistant at ext.–7972 to coordinate donations/pick up.
Welcome New Hires!

Danielle Harvey accepted the position of Office Manager in Career Services effective October 7. Danielle received her M.A. from SUNY Oswego.

Stephen Toomy accepted the position of Assistant Men’s Lacrosse Coach effective October 22. Stephen received his B.S. from Western New England College.

Promotions

Antonio Burns has been promoted to Regional Advancement Director effective October 23.

Sarah Kunze has been promoted to Senior Instructional Technologist effective October 14.

Birth Announcements

Vera-Marie Chapman, Associate Director for Career Development, and husband David welcomed son Grayson on October 3.

Ellen Lorraine Mazor was born to Samantha Mazor ’10 and husband Jeremy on October 21. Ellen weighed 7lbs, 3oz and was 19 1/2” long. Grandparents are Stacey Coleman, Office Coordinator, Admission Office, and Rusty Coleman and Great Grandparents are retiree Carol Baker and Stub Baker.

With Appreciation

The family of Jean Waterman wishes to thank the Colgate community for their acts of kindness during her illness and passing. The flowers, cards, prayers and sharing of memories from her days in the university bookstore were all appreciated during this difficult time.

- Claudia Caraher and family

Retirements

Thank you and Best Wishes!

Art Punsoni, Director of Purchasing, November 1.

Congratulations

On October 20, Bob “Cash” Decker became a licensed pastor at the First Baptist Church of South New Berlin. Cash has put in a tremendous amount of time and energy towards this endeavor.

Congratulations on your accomplishment!

Correction

A sincere apology for misspelling the name of Letta Palmer in last month’s edition.

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.