Join us at the Wellness & Benefits Fair!

Human Resources will be hosting the annual Wellness and Benefits Fair on Tuesday, November 18 from 11:30 a.m. to 1:30 p.m. in the Hall of Presidents. This is an opportunity for all benefits-eligible employees to ask questions and learn about benefit offerings in 2015. We look forward to seeing you there!

This is your opportunity to:

- Gather information
- Meet our benefit vendors and ask questions
- Participate in wellness screenings:
  - Blood pressure & glucose readings
- Have a CU Well Biometric Screening (sign up in advance at myviverae.com)
- Learn more about the CU Well employee wellness program
- Receive a chair massage & see demonstrations
- Register for prizes
- And more!

Lunch will be provided at Donovan’s Pub.

Employees will be receiving personalized benefit statements via campus mail.

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Volume 32, No. 11

Calendar of Events

11/19  Submissions due for next edition
11/10-21  Open Enrollment
11/18  Benefits Fair, Hall of Presidents
11/27-28  Thanksgiving Holiday
12/5  December Open 'Gate published

Retirement Individual Counseling Sessions

TIAA-CREF
11/19  415 Niederauer Seminar Room, Case Geyer
12/3  Alton Lounge, James C. Colgate Hall
TIAA-CREF appointments can be scheduled online at www.tiaa-cref.org/events or by calling 1-800-732-8353.

Fidelity
11/11  438 Niederauer Seminar Room, Case Geyer
11/12  333 Third Floor Lounge, Alumni Hall
12/1  107 Conference Room, Lathrop Hall
12/2  Alton Lounge, James C. Colgate Hall
Fidelity appointments can be scheduled online at www.fidelity.com/atwork/reservations or by calling 1-800-642-7131.

CU Well
Wellness Programming

Join the 2014 Wellness Initiative and earn $250! Click here to learn more.

Wellness Resources:
Visit www.myviverae.com for:
- Member Health Assessment
- Health Coaching
- Nutritional Information
- Wellness Information

Please submit items and articles of interest to HumRes@Colgate.edu.
November brings a crisp, briskness to the air, and an active employee wellness calendar. Join the Shaw Wellness Institute and Human Resources on November 20th for two great programs.

The Great American Smokeout, hosted by the American Cancer Society, encourages smokers to use the day to make a plan to quit, or to plan in advance and quit smoking that day. By quitting — even for one day — smokers can start a healthier life — one that can help reduce cancer risk.

According to the American Cancer Society website, “tobacco use remains the single largest preventable cause of disease and premature death in the US, yet about 42 million Americans still smoke cigarettes — a bit under 1 in every 5 adults. As of 2012, there were also 13.4 million cigar smokers in the US, and 2.3 million who smoke tobacco in pipes — other dangerous and addictive forms of tobacco.”

On November 20 from 11 a.m. to 1 p.m. at the COOP John Salka, director of respiratory services from Community Memorial Hospital, will offer information and resources about quitting smoking. Lynda Maynard RN, from student health services, will join him and the Shaw Wellness Institute peer health educators to assist with information and handouts for faculty, staff, and students. Quit kits and information on quitting resources will be available.

Also, on November 20 from 12:15 to 1 p.m. in the ALANA Multi-Purpose Room join the Shaw Wellness Institute for the employee wellness program titled How Money Works. This informative presentation will offer details on financial wellness for employees, and will be led by Dan DeBlois. Information will be provided on how to manage your finances and make decisions to provide for a lifetime of financial wellness. All attendees of How Money Works will receive a free copy of Financial Wellness@Work.

In the book, Financial Wellness@Work author Jeff Rubleski provides readers with time-tested concepts on how to build financial wellness into their everyday lives. Specifically, Financial Wellness @ Work gives actionable ideas on how to start and sustain a financial wellness program to reduce debt, manage cash flow, build savings, grow investments and expand net worth. So, no matter which stage in life's journey you're in, this book is an essential tool you won't want to miss out on!

Please contact Thad Mantaro, director of the Shaw Wellness Institute, with any questions at tmantaro@colgate.edu.
Are you ready for solar energy?

A few weeks ago, I attended the CNY Solar Summit in East Syracuse. The event attracted state and local policy-makers, government officials, industry and community leaders, business owners, installers, homeowners, and curious New Yorkers from every walk of life. The excitement throughout the day was palpable, with good reason. Solar energy in New York is poised to explode. The NY-Sun initiative, launched in 2012, has created one of the greatest solar market opportunities in the country. The response has been impressive. Over the past two years, solar energy in New York grew by 316 megawatts, enough to power about 32,000 homes, eclipsing all installations from the previous decade combined. Large manufacturers are also taking notice. Last month, SolarCity, one of the leading solar companies in the world, announced plans to build a 1.2 million square-foot ‘Gigafactory’ in Buffalo. Not only will this create thousands of new jobs but the manufacturing plant will turn out solar PV arrays at an attractive price using low-cost, carbon-free hydroelectricity from Niagara Falls.

Solar energy is already in our backyard. You may remember that in 2012 and 2013 we initiated the Solarize Madison project. By streamlining the installation process and through volume purchasing, we were able to reduce the cost of residential solar installations. This first-of-a-kind project in New York resulted in over 40 solar installations on Madison County homes including the solar thermal installation on Creative Arts House (100 Broad Street). The program is now being replicated in over a dozen other New York communities including Syracuse.

While Madison County's solarize program has concluded, solar energy in New York is just getting started. The NY-Sun initiative provides a convenient website to explore your options. I often talk with local homeowners who are waiting on the sidelines for the technology to improve or for costs to come down. My advice is to explore the option now while the incentives are right and the cost is low. If you determine that it makes sense for you now, then get in the game!

You can start the process by contacting a certified installer through the NY-Sun program for residents and small businesses. The installer will work directly with you to evaluate your options and right-size your system. The installer will also assist with all NY-Sun and NYSERDA paperwork, including financing options.

Do you think solar energy is right for you? Share your thoughts on renewable and solar energy in New York. Visit us on Facebook, follow our Twitter feed, or email us at sustainability@colgate.edu.

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**Sustainability Spotlight**

**Submitted by John Pumilio, director of sustainability**

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**Save the Date-Biometric Screenings**

Viverae health professionals will be onsite to conduct biometric screenings on the following dates **by appointment only**.

**When:** November 18 & 19 8:00 a.m. – 5:00 p.m.

**Where:** Clark Room, James C. Colgate Hall

A Biometric Screening consists of a finger stick to measure your cholesterol, (total, LDL and HDL), triglycerides, cardiac risk, and glucose. The screening will also check your blood pressure and body composition (including height, weight, Body Mass Index (BMI) and waist measurement).

**This will be the last event offered in 2014.**

Please click [here](#) for more information.

Join Colgate Sophomore, Erica Pais, through the Thought Into Action Incubator, as she begins a non-profit organization called Baking Connections. Baking Connections is a program designed to bring people together through the power of food. The primary goal is to strengthen communities by facilitating an activity from which students, Colgate staff and local residents can bond and create lasting relationships. Participants come together and learn to bake homemade desserts from scratch. Food is universal, it is something that we all enjoy. The process of creating food together is a perfect way for individuals to get to know one another, learn a valuable skill and have fun along the way. We are on a mission to "bake people happy".

If you are interested in participating in Baking Connections please contact Erica Pais at epais@colgate.edu.
A renovated heating plant that for the first time will use natural gas as a fuel option will significantly reduce the university’s carbon footprint and provide increased flexibility for heating campus in the years ahead.

According to Joe Bello, director of planning, design and construction, and Dan McCoach, associate director of facilities and manager of engineering, adding the cleaner-burning natural gas option will reduce operational costs and add flexibility to a system that runs 24 hours a day, 365 days a year.

The new boilers are part of an $8.4 million expansion and renovation of the heating plant that was approved by the Board of Trustees in January 2013.

To view the full story, please click here.

Colgate Collaborates on Natural Gas Project

"Not only is this an important step in our commitment to be carbon neutral by the year 2019, but this project is of great value to our neighbors throughout the village of Hamilton" said President Herbst.

IRS Retirement Contribution Updates

The IRS has announced that the base retirement contribution limit will increase to $18,000 for calendar year 2015 (the 2014 limit was $17,500). The additional catch-up contribution for employees age 50 and older will increase to $6,000 (previously $5,500) and the additional $3,000 for employees with 15+ years of service (lifetime limit of $15,000) remains unchanged.

Please click here if you wish to change your retirement deductions.

Time is Running Out!

Don’t Forget To Log Your Wellness Activities to Earn Your $250 Incentive by November 30!

Benefit-eligible employees who earn and log 200 wellness points by November 30, 2014 through www.myviverae.com will receive a taxable cash incentive of $250 in their December 2014 paycheck. To earn incentive points, benefit-eligible employees must complete a member health assessment and a biometric screening, with the remainder of points earned by additional activities that you log through the secure wellness website.

We will be offering free biometric screenings on November 18 & 19, or you may download the form from the site and bring it to your physician.
New Hires

Joshua Boiselle accepted the position of end user support specialist in ITS effective November 3. He is currently completing a degree in information technology from SUNY Morrisville. He was previously a student assistant for technology services at SUNY Morrisville and an intern in ITS at Colgate.

Pat Brosnan accepted the position of web developer effective October 14. He has a bachelor’s degree in information technology from Nazareth College. Pat was previously a web developer for Fulton Boiler Works.

Day Butcher accepted the position of assistant registrar effective October 20. She has a master’s degree in creative arts therapy from Nazareth College. Day previously worked as customer relation specialist in the registrar’s office at Roberts Wesleyan College and as the art therapy department chair for Spectrum Creative Arts, LLC. She enjoys traveling, quilting and photography/art.

Laura Festine accepted the position of assistant director of the annual fund effective October 20. She has a master’s degree in information science from SUNY Albany. Laura previously worked as a research librarian at Hamilton College. She enjoys music and raising her 14 chickens.

Justin Jennings accepted the position of assistant swimming and diving coach effective October 1. He has a master’s degree in recreation and sports management from Indiana State University. He was previously the head swimming and diving coach/director of aquatics at Coe College. Justin enjoys college football, kayaking, traveling and current events.

Jeffrey Paino accepted the position of communications coordinator in career services effective October 30. He has a bachelor’s degree in business/public management from SUNY IT. Jeff previously worked as the strategic marketing manager at the Utica Observer-Dispatch. He enjoys watching movies, traveling and music.

Michael Whittaker accepted the position of boiler operator effective October 13. He previously worked as an installer for CR Stoves and as a driver/operator for Scully Sanitation.

Kerri Woods accepted the position of Biology Lab Technician effective October 20. She has a bachelor’s degree in pharmacy from the University of Kentucky and a bachelor’s degree in biology from Centre College. Kerri and her husband Ephraim Woods, associate professor of chemistry, have two children. She enjoys hiking, playing piano and reading.

Transfers/Promotions

Joseph Bello was promoted to director of planning, design and construction effective October 13.

Douglas Chiarello was promoted to assistant vice president, institutional advancement; campaign director effective October 1.

Ainslie Ellis was promoted to director of special events and leadership gifts officer effective September 19.

Career Opportunities

All current staff 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.

November Anniversaries

30 Years
Doris Brooks-Guilmette, facilities

20 Years
Amy Ryan, human resources
Tori Carhart, registrar

15 Years
Jen Servedio, ITS

10 Years
Denise Bolognone, ITS
Brenda Melvin, facilities

5 Years
Steve Bayne, bookstore
Paul DuVall, facilities

Rebecca Metzler, assistant professor of physics & astronomy, and Keith Watkins, recruiting coordinator in career services, welcomed a son, Simon Michael Watkins, on October 20. He weighed 6lbs, 15oz and was 21” long.

Alicia Simmons, assistant professor of sociology, and Aaron Solle, administrative assistant for peace & conflict studies and Native American studies, welcomed a daughter, Talia Jade Solle, on October 22. She weighed 8lbs, 4oz and was 21” long.