CALENDAR OF EVENTS
RETIREMENT INDIVIDUAL COUNSELING SESSIONS

TIAA
TIAA APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.TIAA.ORG/EVENTS OR BY CALLING 1-800-732-8353.
JUNE 13 | 515 CASE-GEYER
JULY 19 | 535 CASE-GEYER
AUGUST 22 | 535 CASE-GEYER
AUGUST 24 | 538 CASE-GEYER

FIDELITY
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
JUN 26 | 438 CASE-GEYER
JULY 28 | 535 CASE-GEYER
AUG 18 | 535 CASE-GEYER
SEPT 22 | 535 CASE-GEYER
OCT 20 | 535 CASE-GEYER
DEC 1 | 535 CASE-GEYER

CU WELL
WELLNESS PROGRAMMING
JOIN THE 2017 WELLNESS INITIATIVE AND EARN $250! CLICK HERE TO LEARN MORE.

WELLNESS RESOURCES:
• VISIT WWW.CONNECT.VIVERAE.COM FOR:
• MEMBER HEALTH ASSESSMENT
• HEALTH COACHING
• NUTRITIONAL INFORMATION
• WELLNESS INFORMATION

PLEASE SUBMIT ITEMS AND ARTICLES OF INTEREST TO: HUMRES@COLGATE.EDU
SUBMISSION DEADLINE FOR THE JULY ISSUE IS JUNE 23.
On the evening of May 30 more than 200 staff and retirees gathered in the Hall of Presidents to celebrate Colgate employees who reached 15, 20, 25, 30 or 35 years of service during the 2016-17 year. In total these dedicated staff members have logged 875 years of service!

A welcome was given by Mark D. Thompson, interim vice president and dean of the college, who will retire on June 30, 2017. President Casey also provided remarks in which he expressed his deep appreciation for Colgate employees and the ways they have helped him during his first year at Colgate. Lori Chlad, associate vice president for human resources introduced each honoree with warm words about their contributions to Colgate and the community.

While there have been many changes in how these employees accomplish their work through the years, their continued dedication, competence and willingness to go above and beyond has remained unchanged.
Some of the crew working behind the scenes to make the 2017 Colgate Commencement run smoothly!

Left-right: Diane Janney, Shelley Wyman, Angela Schachte, Karen Harpp, and Maureen McKinnon.

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Retirements

ANTHONY AVENI - JUNE 30
Russell Colgate Distinguished University Professor of astronomy and anthropology and Native American studies, physics & astronomy

GLORIA BIEN - JUNE 30
Professor of Chinese, EAL

MARJORIE KELLOGG - June 30
Associate professor of theater and scene designer, University Theater

RHONDA LEVINE - JUNE 30
Professor of sociology

JAY MANDLE - JUNE 30
W Bradford Wiley Professor of Economics

BARBARA REGENSPAN, - JUNE 30
Professor of educational studies

MARK THOMPSON - JUNE 30
Interim vice president and dean of the college

GRACE TS’AO - JUNE 30
Senior lecturer in economics

Congratulations

Congratulations to ERIN CONWAY, administrative assistant, History, who graduated from SUNY Oswego on May 13 with a Master’s of the Arts in History.

Want to recognize a co-workers achievement? Send info and pics to humres@colgate.edu!
In Memoriam

ROGER HOFFMAN, professor of biology, emeritus, May 11
JAMES REYNOLDS, professor of psychology, emeritus, May 14
HUGH PINCHIN, professor of economics, May 17
CECIL BOISE, supervisor, buildings & grounds, May 18
LYDIA DOWNIE, librarian’s assistant, May 21
FANNIE MAE TERRIER, dispatcher, June 3

Transfers & Promotions

KEVIN DELANEY, millwright
JASON KAMMERDEINER, web manager
JAMES WILSON, electrician

June Anniversaries

5 YEARS
JAMIE MITCHELL, athletics
GREG FARGO, athletics, women’s ice hockey
KERRA HUNTER, international student services

15 YEARS
KATE REYNOLDS, bookstore
KAREN LUCIANI, communications

20 YEARS
MARI ASSAID, advancement, parents’ fund

New Arrival

SILVIA JIMENEZ-BOLANOS, assistant professor of mathematics, and husband, JENS CHRISTENSEN, assistant professor of mathematics, welcomed a son, ERIK CHRISTENSEN JIMENEZ, on May 9. He was 9 lbs 4 oz, and 21 inches long.
1. Max Elberty accepted the position of laundry/equipment cage attendant on April 24. He previously worked USA Hockey as an equipment manager and video coordinator. With a degree in sport management from Tompkins Cortland Community College, Max enjoys hockey, fishing, mountain biking, and coffee.

2. Will Beach accepted the position of fire safety technician on EH&S on May 1. He previously worked at the Davis Ulmer Sprinkler Company. Will is a volunteer fireman in the Waterville Fire Department, and joins his wife, Diane, at Colgate.

3. Jason Miner accepted the position of senior project manager on May 1. He previously worked at Williams College as senior project manager. He holds an associates degree in architectural and building engineering. He enjoys hunting, fishing, and outdoor activities, and has two children.

4. Susie Michael accepted the position of administrative assistant in the parents’ and grandparents’ fund on May 8. She previously worked as a bookkeeper at the Affinity HR Group, and holds a degree from Cornell University. Susie enjoys soccer and cooking. She and her husband, Kirk, have two children.

5. Ben Olsen accepted the position of assistant football coach on May 15. He previously worked at Syracuse University and holds a degree from Eastern Illinois University. Ben enjoys attending sporting events, hiking and staying active.

6. Jessie Darrow accepted the position of office manager in career services on May 19. She previously worked as an employer relations assistant in career services. Jessie holds a degree in health science from SUNY Cortland. She enjoys being a softball coach for Hamilton Central School, being a health and fitness coach, and sled dog racing. She and her husband, Zachary, have two children.
Colgate Hot Jobs: Spread the Word

Colgate is a very special place to work! Let’s spread the word! Periodically, human resources will showcase jobs listed on our Careers @ Colgate website in hopes that staff will share these opportunities and links with colleagues and/or potential applicants who may be interested in working at Colgate.

The following positions are presently available:

- Assistant director of employer relations
- Staff nurse
- Web content specialist

Please remember to view all of our jobs at https://careers.colgate.edu
The Department of Recreation is once again excited to offer

CU WELL FOCUS ON FITNESS SUMMER SERIES

All classes are FREE to Colgate employees and their spouses/domestic partners and will be given registration preference (this includes Trudy Fitness Center members). Non-Colgate participants should contact Andrew Turner by email at aturner@colgate.edu for information. Classes are sponsored by the Human Resources Department's CU Well Program and the Trudy Fitness Center.

Please note that classes will be subject to the instructor's availability, facility hours and the availability of lifeguards. We reserve the right to cancel a session for any reason including lack of participation. Your instructor will communicate any cancellations to the group.

MONDAY, JUNE 5TH - SATURDAY, JULY 29TH.

UPCOMING SUMMER CLASSES:
- Deep Water Aerobics  |  Yoga
- Spinning  |  Zumba  |  Interval Strength

QUESTIONS?
Contact Katie Kammerdeiner
kkammerdiener@colgate.edu

HUNTINGTON GYM/THE CAGE FACILITIES INCLUDE:

BASKETBALL COURTS
(FIRST-COME, FIRST-SERVED)

RACQUETBALL COURTS & TABLE TENNIS
(FIRST-COME, FIRST-SERVED)
Closed Mon-Thurs 4:00–6:30 p.m. for club use.

SAUNA

MARTIAL ARTS STUDIO

MORE INFO

ANGERT FAMILY CLIMBING WALL

Tuesday & Thursday  |  5-7 p.m.

MORE INFO

TRUDY FITNESS CENTER
Equipment includes Precor's latest cardio and strength machines, including treadmills, ellipticals, stationary bikes and new adaptive motion trainers.

CLICK HERE FOR HOURS

Click here for full workshop descriptions and to register.
On August 8, take advantage of the on-campus biometric screening as part of the CU Well program for 2017. This free and confidential screening takes just a few minutes of your time and can provide you with an overview of your health, a first step to being well!

BIOMETRIC SCREENINGS
AUGUST 8
8:00 a.m. – 5:00 p.m.
Clark Room, James C. Colgate Hall

Registration is now open at connect.viverae.com under the Biometrics Screening link. By participating in the CU Well program, benefit eligible employees who earn 200 points will receive a taxable cash incentive of $250 in their December 2017 paycheck. The completion of one biometric screening each calendar year is required and will provide 50 points towards the incentive. If you are unable to attend an on-campus screening event, you may participate by submitting a physician form with your screening results conducted by your physician. The form can be found online at connect.viverae.com. Please note that you are only eligible for one biometric screening per year.

Questions? Contact Human Resources at x7565.

FIRST TIME USER - REGISTRATION INSTRUCTIONS

1. Log into connect.viverae.com.
2. Complete the new user registration:
   a. Identifier: DOB (MMDDYYYY) + Last 4 digits of SSN
   b. Registration Code: colgate (lower case)

*Please Note: Any information you share with the Viverae team will not be disclosed to Colgate, and Colgate will not have access to your medical or other information. This program is confidential and complies with the Health Insurance Portability and Accountability Act (HIPAA).

The CU Well program is for benefit eligible employees. Participation in CU Well is entirely optional, but we encourage everyone to take advantage of this exciting opportunity and sign up today. Your next and last opportunity to participate in an on-site biometric screening for 2017 will be on November 14, 2017 and will be communicated again closer to that date.

To reserve an appointment visit www.MyViverae.com
Excellus, via their partner, MDLIVE, offers another alternative for receiving care. Those covered under Colgate’s policy may visit with a U.S. board certified doctor right from their home, office or on the go for non-emergency medical conditions.

**MDLIVE Physicians can:**
- Diagnose your symptoms
- Prescribe medications (when appropriate)
- Send the prescription to your nearest pharmacy

**A list of common conditions treated:**
- Allergies
- Asthma
- Bronchitis
- Cold & Flu
- Diarrhea
- Ear Infections
- Fever
- Headache
- Infections
- Insect Bites
- Joint Aches
- Rashes
- Sinus Infections
- Skin Infections
- Sore Throat

**The member copay per visit is $15.**

**Helpful hints when to use telemedicine:**
- 24/7/365
- If your primary care doctor is not available
- Instead of going to the ER or an urgent care center (for a non-emergency issue)
- If traveling within the U.S. and in need of medical care

While not required, employees may want to sign up, prior to needing care at: [www.excellusbcbs.com/telemedicine](http://www.excellusbcbs.com/telemedicine) or call 1-866-692-5045.

You may want to enter your medical history, since telemedicine doctors will not have access to your provider’s electronic medical records. When you schedule a telemedicine visit, you will need to enter current symptoms, medications and any known diagnosis such as diabetes or asthma.

**For More Information:** [Frequently Asked Questions](#)
Letting Go of Stress

(Adapted from WELCOA and Brian Luke Seaward, Ph D.)

Submitted by Thad Mantaro, Shaw Wellness Center

Now that the semester has ended, we have a chance to catch our breath before gearing up again for the fall semester. This is a rich time, with a moment of respite that allows space to breathe and reflect. I hope you’ll take some time for yourself and allow some peace to find a place in your summer.

As we look back on the semester, it’s helpful to remember that we all do a lot and that stress can take different forms. Often we think of stress as only "bad" (distress) but it’s clear that a certain amount of stress ("eustress") can be motivating and drive us forward to new levels of accomplishment. So some stress can be good.

However, we tend mostly to struggle with negative stressors. These can manifest as anxiety, anger, fear, despair, annoyance, doubt, irritation, and indignation; it’s no surprise there is an unending litany of ways to describe all the negative feelings we experience.

As we look deeper, negative stress can be divided again into acute stress (getting a flat tire on the way to work), and chronic stress—which can go on for days, weeks, and months. Examples of chronic stress include troubles at work, marital stress, chronic pain, or financial issues. Whatever the type, we experience negative stress when we feel a loss of control, an inability to cope with problems, or any kind of change that significantly alters life’s balance. Symptoms include trouble falling asleep at night, low energy, headaches, ruminating on concerns, upset stomach, using alcohol or other substances to excess, anxiety, depression, diminished sexual desire, and frequent colds among others.

Unfortunately, as human beings, we often cannot effectively discern between minor issues and stress that’s experienced as a perceived, immediate threat. Stressors can differ from person to person, and we have varying abilities to cope with stress. Stressors also provoke the fight or flight response. This response reflects an evolutionary adaptation to a physical danger that can occur when there is no real physical threat. This causes the release of a range of stress hormones that prepares the body for action, but given the chronic nature of many stressors can have prolonged and devastating effects.

Over time the physiological response can lead to high blood pressure, chronic pain, a suppressed immune system, colds, a general sense of fatigue, and other chronic conditions. The relationship between stress and disease is no longer thought of just as correlated, but instead is now seen as a direct causal link. General estimates are that 75-90% of doctor visits are related to stress. Increasingly, researchers believe that left unresolved, emotional concerns like anger and fear may develop into chronic conditions like migraines, rheumatoid arthritis, fibromyalgia, and other autoimmune conditions.

Though this seems bleak, help is available. Effective stress management programs often look at the causes of stress helping employees to develop coping skills, and skills to address the symptoms through relaxation skills. Coping skills include reframing, use of humor, time management, communications skills, and seeking social support. Effective relaxation skills help the body to learn to return to a sense of physiological homeostasis or balance. The latter include examples like exercise, yoga, tai chi, meditation, breathing exercises, progressive muscle relaxation, guided mental imagery, and even music therapy.

As technology makes it increasingly easy to be in touch 24/7, stress is likely to continue to be a part of the worksite. We will never be able to "run away" from most stressors, and must instead learn new skills and techniques to re-balance our lives. We’ll need to be aware of chronic stress, anger, and fear and work to resolve issues around these emotional hot buttons.

The Shaw Wellness Institute has a multitude of books, CDs and DVDs available to loan to employees looking to learn a new skill. Also this summer, I will offer a five-week mindfulness-based stress reduction class for employees starting on June 14.

For more information please contact Human Resources or email Thad Mantaro, at tmantaro@colgate.edu.

Register Here
BBQ Lunch Returns!

Colgate Dining Services will be offering a variety of options available to the Colgate community throughout the summer, including the return of our weekly BBQ!

Dining Services is also offering an exclusive summer dining membership that can be used at both Hieber Café, in the library, and Frank Dining Hall during their hours of operation. Further info can be found at: https://new.dineoncampus.com/Colgate

BBQ LUNCH - EVERY THURSDAY
11:30a.m. -1:30p.m.  |  $6.50
AVAILABLE ON THE WESSION TERRACE

Questions? Contact Dining Services at x7670 or diningservices@colgate.edu.

Congratulations, Esther Rosbrook!

Each year the graduating class honors an administrator or staff member with the Senior Class Award. On Sunday May 7, Esther Rosbrook, assistant director of residential life was honored with this award. Congratulations and thank you to Esther for her tireless support, care and availability for our students.

Faculty/Staff Safe Zone Training
July 10  |  12-2p.m.
Coop Conference Room
Lunch Provided

All community members are invited to join us to learn about the cultural, social and political dimensions of the LGBTQ identity and community. Come pick up practical and simple ways to be an ally.

This workshop is being held particularly for staff and/or faculty. Space is limited!

Email lgbtq@colgate.edu to sign up

HAPPY FATHER’S DAY, DADS!
JUNE 18
The garden team and the newly founded Colgate beekeeping club recently welcomed the newest addition to the garden area—bees! Also, be on the lookout for another exciting experiment at the garden this year—mushrooms! And who could forget the opening of the Good Nature Farm Brewery right next door? The 2017 growing season holds a lot of promise. We hope you will come and join in the fun! If you are interested in learning more about the garden, contact Garden Manager, Beth Roy (eroy@colgate.edu).
CULINARY 101

MANY THANKS TO
CHEF LATEEF CLARK
For hosting an outstanding series of cooking classes this semester, and treating us to an incredible variety of meals! Look for a new series starting in the fall!
Attention Boilermaker Runners!

Are you interested in joining a Colgate University employee team to compete in the 2017 Boilermaker 15k Corporate Cup?

Every July, over 14,000 runners participate in the Utica Boilermaker 15k run. Some of those runners are representing their workplace by participating in the Corporate Cup. New this year, Colgate University would like to field a co-ed running team to show our Colgate pride at the Boilermaker 15k.

Participation is simple. If you are a Colgate employee or retiree (part-time employees must work 20 hours per week) and are already registered for the Boilermaker 15k (sorry, there is no Corporate Cup for 5k runners) and want to be part of Colgate’s team, just submit your name and email address to Drew Porter (aporter@colgate.edu). There is no obligation to run as a group on race day as many runners may already be planning to run with a friend or family member. And, there are no additional fees! Team registration deadline is June 30.

The team will have the two fastest male times and two fastest female times plus the next fastest time count toward the standings. We are looking for maximum participation so there is no need to worry about how fast or slow you run.

This is a great way to represent Colgate University in the community and make new friends as well. Join us at one of the most fun and challenging events of the summer!
Viverae mobile app

Transform your experience.

Viverae® members are raving about our new mobile app—and guess what? It’s available for iOS (Apple) and Android users!

- Take your Member Health Assessment
- Use Touch ID for added security and convenience
- Sign up for Biometric Screenings
- Participate in challenges
- Earn points on-the-go
- Track your progress, and more

SLEEK • CONVENIENT • FREE

At Work? Home? On The Go?
It doesn’t matter! The new app allows you to easily participate in your wellness program and personalize your journey from anywhere. It’s convenience at your fingertips.

Download the App: Click above or search “Viverae” on the App Store or Google Play.
Need help downloading or updating the app? Here are helpful links for Apple and Android users.

10670 N. Central Expwy., Suite 700, Dallas, TX 75231 • 214-827-4400 • viverae.com

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