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 | 104 ALANA
JULY 11 | 515 CASE-GEYER
AUG 8 | 104 ALANA

FIDELITY
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
JUNE 19 | 535 CASE-GEYER

CU WELL
WELLNESS PROGRAMMING
JOIN THE 2018 WELLNESS INITIATIVE AND EARN $250!
CLICK HERE TO LEARN MORE.

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

PLEASE SUBMIT ITEMS AND ARTICLES OF INTEREST TO: HUMRES@COLGATE.EDU
SUBMISSION DEADLINE FOR THE JULY ISSUE IS JUNE 27.
Now that spring has finally arrived we can all take a moment to enjoy the outdoors — perhaps on Colgate’s own Seven Oaks Golf Course, where the staff works hard to keep the award-winning landscape looking its best. Jon McConville, golf course supervisor, employs his 28 years of experience (11 of them at Colgate), and his knowledge of plant science, entomology, math, biology, plumbing, carpentry, and aesthetics to keep the course in shape for amateurs and pros alike.

McConville’s team consists of nine seasonal employees with several more hired throughout the summer months of July and August. They begin work at 4 a.m. and work in four hour shifts. “There are no menial jobs” he says.

The greens are mowed twice a day, seven days a week. The golf course is in a flood plain, so McConville’s team often tackles drainage issues. They are currently working on a long range improvement plan for the course by golf architect Ron Forse, including new tees and greens. In winter, they spend time breaking down and repairing equipment. With such a dedicated crew, it’s no wonder the course is consistently rated within the top 20 collegiate courses in the country.

Focus on sustainability

- McConville applies a liquid fertilizer that is readily absorbed by the plants and thus is less likely to leach into the water table.
- He uses an integrated pest management system (IPM) to minimize the use of pesticides.
- He employs a classic cut mowing pattern, mowing in swaths up and down the fairway rather than using small mowers to create a checkerboard pattern. This minimizes turns in the rough and saves fuel by reducing the time it takes to mow by about a third.

Colgate staff and faculty enjoy reduced rates at the golf course, details here.
Anniversaries

5 YEARS
DIANE MARTIN, library—LASR
PAUL SHAFFNER, athletics, football

10 YEARS
PATTY ALDACO, facilities
MICHELLE BUTZGY, facilities
BETH HOLCOMB, athletics
GREG PARKER, facilities

15 YEARS
AMANDA BRIDGE, counseling & psychological services

20 YEARS
TRISH ST. Leger, provost and dean of the faculty

25 YEARS
KIM MANNER, advancement, annual giving

Retirements

RICHARD APRIL—JUNE 30
Dunham Beldon Jr. professor of geology, geology

ALEXANDER NAKHIMOVSKY—JUNE 30
Associate professor of linguistics; director, linguistics program, linguistics

New Arrival

KRISTEN MONTEITH, admission communications manager, and her husband, CHUCK, associate athletic trainer, welcomed a baby boy, MACAULAY MAXWELL, on May 14. He was 7 lbs, 2.5oz, and 19 inches long.
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:

- **Instructional designer**
- **Administrative assistant—outdoor education**
- **Leadership gifts officer**
- **Technical director of development & operations**

[https://careers.colgate.edu](https://careers.colgate.edu)
Nicki Moore accepted the position of vice president and director of athletics, effective June 1. She previously served as senior associate athletics director and senior woman administrator at the University of North Carolina at Chapel Hill. A graduate of the University of Missouri, Moore holds a doctorate and master’s degree in counseling psychology, with an emphasis in sports psychology, and a bachelor’s degree in secondary education.

Maria del Carmen Flores-Mills accepted the position of dean of students on June 4. She previously served as senior associate dean of the college at Franklin & Marshall College. Flores-Mills earned her bachelor’s degree in Spanish and education with distinction from Iowa State University before earning her juris doctor from the University of Iowa College of Law.

Jordan Belfiori accepted the position of outside linebacker coach, athletics, on May 7. He previously worked at Wayne State University as defensive backs coach. Belfiori holds a bachelor’s in education from Central Michigan University. He enjoys reading, staying active and community outreach programs.
# 2018-19 Holiday Schedule

<table>
<thead>
<tr>
<th>HOLIDAY</th>
<th>OBSERVED</th>
</tr>
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<tbody>
<tr>
<td>Labor Day</td>
<td>Monday, September 3, 2018</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Thursday, November 22, 2018</td>
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<tr>
<td>Day after Thanksgiving</td>
<td>Friday, November 23, 2018</td>
</tr>
<tr>
<td>Full day before Christmas</td>
<td>Monday, December 24, 2018</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Tuesday, December 25, 2018</td>
</tr>
<tr>
<td>Winter Holiday Break</td>
<td>Wednesday, December 26, 2018*</td>
</tr>
<tr>
<td>Day before New Years</td>
<td>Monday, December 31, 2018**</td>
</tr>
<tr>
<td>New Years Day</td>
<td>Tuesday, January 1, 2019</td>
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<tr>
<td>Half Day Good Friday</td>
<td>Friday, April 19, 2019 (second half of workday)</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Monday, May 27, 2019</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Thursday, July 4, 2019</td>
</tr>
<tr>
<td></td>
<td>Friday, July 5, 2019**</td>
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</table>

^ The University has granted an additional day off on July 5, 2019.

*Applies to all regular full- and part-time employees that are benefit eligible and active on the payroll.

**includes 1/2 day winter holiday break

**NOTE:** For offices that must remain open either during the winter holiday break because the time is essential to their work, an equivalent amount of time off may be scheduled, with the approval of the supervisor. This time should be taken prior to June 30, 2018. Time must be taken in increments of full or half day(s) only and must be recorded when taken.

Please contact human resources at 228-7003 if you have any questions or need additional information.

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2018 Summer Hours

This year summer hours will be in effect from Monday, June 4, 2018 – Friday, July 27, 2018. The Summer Hours Policy applies to support and technical staff employees who hold regular full-time and regular part-time positions. The policy is not applicable to salaried (non-hourly) employees, the Office of Campus Safety or employees who are covered under the Facilities collective bargaining agreement.
Colgate is committed to achieving carbon neutrality by 2019. To reach this goal, we are exploring a variety of options to offset the emissions we can’t yet reduce. Below are answers to some of our most frequently asked questions, which will help you gain a better understanding of what carbon neutrality is and why it is important to Colgate.

**What is a carbon footprint?**
A carbon footprint is the amount of carbon and/or greenhouse gas emitted directly or indirectly by an entity. Each member of the Colgate community has their own carbon footprint associated with things like travel, home energy use, purchasing and food. You can calculate your personal carbon footprint [here](#). Colgate University also has a carbon footprint, encompassing emissions from waste, building heating and cooling, fertilizer use, electricity, business travel, employee commuting and paper procurement. Many of these emissions are associated with the use of fossil fuels. These greenhouse gas emissions from our campus and our personal lives contribute to global climate change.

**What is the difference between gross emissions and net emissions?**
Our total emissions are the total emissions produced by Colgate’s buildings and business functions. Our net emissions represent our campus emissions after taking offsets into consideration.

**What is Colgate’s carbon footprint?**
In fiscal year 2017 Colgate emitted 13,233 metric tons of carbon dioxide equivalent (MTeC02). Since 2009, we have reduced our net campus carbon footprint by 8,632 MTeC02, representing a 51% reduction. [2017 State of Sustainability Report](#).

**What does it mean to be carbon neutral?**
To be carbon neutral is to have zero net emissions. This means offsetting whatever emissions we cannot reduce organically.

**What has Colgate already done to reduce its carbon footprint?**
Colgate has reduced its gross carbon emissions by 21% since 2009. This is a result of building and renewable energy projects like the geothermal heat exchange system beneath the Chapel House and the solar thermal array installed at 100 Broad. Peer-to-peer education programs have also helped to change behavior across campus and reduce emissions.

**Why can’t we reduce all of our emissions to zero? Why do we need to offset to be carbon neutral?**
Some forms of emissions are nearly impossible to eliminate without extraordinary cost or disruption to the university’s academic mission. For example, over 40% (6,147MTeC02) of our campus’ gross emissions comes from commuting and business (air and ground) travel. Travel is essential for faculty research, admission, and institutional advancement. So, to compliment emission reduction strategies on campus, Colgate has resolved to invest in carbon offsets. (Continued on next page)
What does it mean to offset emissions?
An investment in carbon offsets is an investment in a project or program that reduces or eliminates emissions elsewhere. Common offset projects include investments in renewable energy, methane capture, and reforestation projects. In recent years, the practice of offsetting emissions has become commonplace for a variety of institutions and is seen as an environmentally responsible decision. Colgate’s existing Patagonia offset program aims to restore a forest in Chile. Additional trees and sustainable land management practices allow the forest to sequester more carbon from the atmosphere. Colgate’s financial investment facilitated additional carbon sequestration, allowing us to account for this carbon reduction.

Do carbon offsets actually make a difference when it comes to climate change?
Yes, in fact, carbon offsets are a very useful climate change mitigation tool. By investing in carbon offsets, an organization invests in something that will benefit the environment by either reducing or eliminating emissions. Carbon offsets projects and programs also go through a verification process. Many times, offsets go through a third-party validation and verification process through organizations like the American Carbon Registry. There is also an emerging peer review model used to verify some carbon offset projects.

Why is Colgate’s Carbon Neutrality date so soon? Why not wait?
As outlined in our 2011 Climate Action Plan, Colgate decided to respond to the ongoing and increasing threat of climate change by setting a 2019 carbon neutrality date. Our institution recognized that climate change is happening now and agreed that we need to begin taking responsibility for our emissions. In 2019, we will begin to hold our institution financially accountable for our carbon footprint. In doing so, offset costs factor into decision-making processes, creating an incentive to further reduce our gross campus emissions.

Why it is important for Colgate to achieve carbon neutrality?
The Thirteen Goals of a Colgate Education reflect the values of our institution and sustainability is a key theme throughout. We cannot expect our students to develop respect for the environment if our institution does not model the same behavior. Colgate can uphold its value of environmental stewardship by addressing climate change with a sense of urgency.

What happens after 2019?
We will be carbon neutral in 2019, but that doesn’t mean our work is done. We will continue to focus on reducing our gross campus emissions through the new Green Revolving Loan Fund, student programs, and continued employee education. We will make community resilience and climate preparedness a top priority and continue to build a culture of environmental and social responsibility at Colgate.

Visit colgate.edu/carbon for more information about Colgate’s commitment to carbon neutrality. Learn more about carbon offset options we are exploring here.
Chávez Accepted Into Getty Leadership Program

Anja has been selected to participate in The Getty Leadership Institute’s 2018 Executive Education Program for Museum Leaders. This year’s selection includes participants from the United States and 10 other countries. Competitive entry into the program requires nominations and support from host institutions and recommendations from recognized leaders in the museum field. The intensive and rigorous curriculum aims at deepening participants’ leadership skills to enhance their abilities to navigate challenges at their museums as well as advance the museum field at large.

Source:
CLAREMONT GRADUATE UNIVERSITY Press Release
GLI 2018 and NextGen 2018 Executive Education for Museum Leaders (Claremont Graduate University, 2018)
Inspired by the KonoSoni class of 2013, the torch medal tradition provides a way for graduating seniors to honor members of the campus community who had a deep impact on their Colgate experience.

Before commencement, students in the class of 2018 awarded torch medals to support and administrative staff, as well as to faculty and Hamilton community members. Students are offered only one medal to award and sometimes need to make a difficult choice among many worthy people.

More than 200 torch medal recipients logged their accomplishment with the alumni office. “This is our fifth year gathering names of Colgate faculty, staff, and community members who have earned torch medals from students,” said Tim Mansfield, associate vice president of alumni relations. “The growing list of dedicated people remind us of the powerful and personal connections these new graduates have with Colgate.”

Torch medal recipient Frank Kuan, OUS senior associate director, added, “To be able to be a part of their academic and personal journey through Colgate is such a rewarding experience. Being remembered and recognized is the icing on the cake.”
Like to garden? Don’t have space to grow?

Come join the Colgate Community Garden! We still have spaces available for the 2018 growing season. Rent a four by eight foot garden plot for just $25 for the season. Hurry, the spaces won’t last long!

Contact Beth Roy, community garden manager, at eroy@colgate.edu for more information.
June Events & Special Hours

Reunion Store Hours:
JUNE 1 | 9 a.m. — 7 p.m.
JUNE 2 | 9 a.m. — 7 p.m.
JUNE 3 | 9 a.m. — 4 p.m.

Rain Forest Animals from the Utica Zoo
SATURDAY, JUNE 2 | 11 a.m.—12 p.m.
Free and open to children of all ages.
Meet rain forest reptiles, insects, and a Sumatran Chicken!

33rd Annual Alumni Author Book Signing
SATURDAY, JUNE 2 | 12:30 p.m.—1:30 p.m.
Copies of the authors’ books will be available for purchase and autographing.

Lauren Braun Costello ’98
Eileen Coffey-Cowley ’88
Teresa Delgado ’88
Mark Moyer ’86
Bernard Resnick ’83
Bernard Siegel, MD ’53
Jennifer Smith ’03
Al Yellon ’78

Paul Pinet, professor of geology and environmental studies, will also be signing copies of his book, “Shadowed by Deep Time”. His landscape watercolor paintings will be on display on the third floor.

Colgate Writers Conference
JUNE 17-23, 2018

Harry Potter Costume Competition
TUESDAY, JUNE 26 | 11 a.m.—12 p.m.
Free and open to children of all ages.
The Colgate Bookstore will hold a costume competition in celebration of the 20th anniversary of the publication of Harry Potter and the Sorcerer’s Stone on Tuesday, June 26th, at 4:30 p.m. All you have to do is come to the bookstore dressed as your favorite Harry Potter character, magical creature, or theme from the Harry Potter books, and you might win a prize! Costume judging will begin at 4:45 p.m., with prizes for adults and children. So get your costumes ready, Harry Potter fans!

A Narrative of the Life of Mrs. Mary Jemison:
Reading & Talk
WEDNESDAY, JUNE 27 | 6 p.m.—7:30 p.m.
Join us at the Colgate Bookstore on Wednesday, June 27th at 6pm for a reading and presentation of “A Narrative of the Life of Mrs. Mary Jemison” by Joanne Shenandoah and Rebekah Presson Mosby. The presentation will include music by Joanne Shenandoah, followed by a question and answer session with light refreshments.
Men’s Health Month

June is the time to celebrate the men in our lives. During June we want to draw attention to the preventable health problems men face and encourage action – behavior changes, early detection and screening, and treatment.

The men in our lives play many roles. They are fathers, brothers, neighbors, coworkers, teammates, coaches, mentors, and the list goes on and on. They often take responsibilities within each of these roles very seriously. However, we need to encourage them to take their own health seriously too. Their health must be a priority.

FOR MORE INFORMATION PLEASE VISIT WWW.EMPOWEREDTOSERVE.ORG
The CU WELL
Employee Focus on Fitness
schedule for the summer
is now available.

Summer group exercise classes begin Monday, June 4 and end Friday, July 27. Offerings include Spinning, Jazzercise, Yoga, Deep Water Exercise and more.

Make the most of this summer and get active with CU Well! For class descriptions, times, locations and registration – register here.

Check out even more fitness and wellness options at Colgate.edu/fitness – including one-on-one personal training services and fitness center orientations.

Questions should be directed to the Director of Fitness, Andrew Turner: aturner@colgate.edu.
Do I really need a primary care physician?

What is a primary care physician?
Primary care physicians, also called primary care providers or PCPs, are health care professionals who either treat or coordinate treatment for all aspects of a person’s medical care. They treat chronic conditions such as asthma, diabetes or heart disease as well as brief illnesses such as strep throat or the flu. They also provide routine health screenings, vaccines, and counseling on lifestyle changes to help you stay healthy. If you need additional care for an illness or condition, your PCP can help direct your care with other medical specialists.

Several different types of doctors serve as PCPs. You can choose which type works best for you:

- **Pediatricians** specialize in the care of children from infancy through young adulthood.
- **Family medicine doctors** are trained to provide care for the whole family, from birth to old age. Some family doctors also provide maternity care for pregnant women.
- **Internists** take care of adults of all ages.
- **Internal medicine-pediatrics doctors**, usually called Med-Peds, are trained in internal medicine and pediatrics and can care for children and adults.

People can also receive primary care services from other providers. Obstetrician-gynecologists and geriatricians are two examples of physicians who can be considered primary care doctors if they treat or coordinate all aspects of a person’s health needs.

- **Geriatricians** provide comprehensive medical care for elderly adults. They are specially trained in the aging process.
- **Obstetrician-gynecologists**, referred to as OB/GYNs, diagnose and treat disorders of women’s reproductive systems, monitor pregnancies and supervise childbirth.

Why do I need a primary care physician?
Don’t wait until you get sick to find a doctor! The best time to start taking care of your health is before you get sick. Regular exams with your PCP ensure that you receive the preventive care you need when you need it and help you develop a relationship with your doctor. If you do get sick, your PCP can treat you or help you find a specialist if you need one.

How do I find a primary care physician?
Before you look for a PCP, decide what type of doctor you want, and whether there are any characteristics that are important to you: gender, age, languages spoken, location of the practice, hours open. Do you want a doctor who will be your partner in your health care, or someone who is more of a trusted leader? Once you have decided on what is most important to you in a doctor, use these suggestions to help you find a PCP:

- The best way to find a new doctor is to talk to people who already know you. Ask friends and relatives for recommendations. Find out why they like their doctor and what the practice is like.
- Ask another health care provider you already know, such as your child’s pediatrician or your OB/GYN. Because they already know you, they may be able to recommend a PCP who would be a good fit for you.
- Use the online search tool at ExcellusBCBS.com.
- Use the “find a doctor” search tool on your local hospital’s website.

Once you find a doctor that meets your criteria, confirm whether the doctor accepts new patients and also accepts your insurance. Sometimes practices that no longer take new patients will make an exception for someone referred by an existing patient or another physician. If the practice has a website, look it over to see what the practice’s philosophy of health care is and what the practice policies are. Some doctors offer the option for you to make an appointment to “interview” them. This can help you decide whether the doctor seems like a good fit for you.

Remember, **you are the customer**, so take the time to find a doctor who is right for you.
EATING WITH CONFIDENCE

PLAY IT SAFE by knowing what ingredients are in the foods you eat and how they can affect you. Allergic reactions to certain foods can have serious, even life threatening, consequences. Make sure your meals and snacks are free from any specific contents that can harm you.

8 COMMON FOOD ALLERGIES
- Milk
- Eggs
- Fish
- Shell Fish
- Tree Nuts
- Peanuts
- Wheat

TAKING CARE OF YOU

TAKE RESPONSIBILITY when it comes to your health, get the facts. Prostate cancer is one of the most common, but treatable cancers in men. Show your loved ones how much you care by taking care of yourself too—if you’re over 45, see your doctor for a check-up.

About 1 in 7 men will be diagnosed with prostate cancer during his lifetime.
"I believe in America because we have great dreams, and because we have the opportunity to make those dreams come true."

– Wendell L. Wilkie

Happy 4th of July!

FEARLESS NATION

THERE'S ONE THING 80% OF US DON'T DO FOR OUR HEALTH – CAN YOU GUESS?

THIS ACTIVITY IS THE NEW CROSS FIT...WELL KIND OF.

Improving your overall health is always a good thing to do. It helps prevent more serious issues down the road. But there’s one hygiene habit more than 80% of us don’t do and it could decrease the chance of heart disease. So get in on Fearless Nation and start flossing!

LET'S GET FLOSSING!

When it comes to heart health, one of the most important tasks may also be the least obvious one. Flossing not only helps to maintain oral hygiene, but research suggests there may be a link between gum disease and heart disease.

Doctors have considered a few possibilities. One theory suggests that organisms that cause gum disease leave the mouth and travel down to the heart. Another theory throws around the idea that microorganisms from the mouth are circulated in the blood, and help make up the fat deposits in the heart.

SO WHY FLOSS?

Because if for no other reasons, you’ll have a clean mouth.

Emergency Preparedness

DISASTER WON'T WAIT.
CREATE YOUR EMERGENCY PLAN NOW.

NATIONAL SAFETY MONTH 2018

nsc.org/nsm

ExcellusBCBS.com/LiveFearlessNation

FACT: Flossing could decrease your chance of having a heart attack.

You've never seen a Workout of the Day like this before. See what happens when we surprised this class with another way to help their heart in our flossing video.