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.
MARCH 7 | 535 CASE-GEYER
APRIL 12 | 104 ALANA
APRIL 13 | 515 CASE-GEYER

ESTATE PLANNING WORKSHOP
APRIL 17 | ALANA 101 | 1 p.m. - 2 p.m.
REGISTER HERE

HEALTH INSURANCE INFO SESSIONS
MARCH 6 | CLARK ROOM | 9 a.m. & 2 p.m.

EMPLOYEE WELLNESS SESSION: SPINE HEALTH
APRIL 24 | 560 CASE-GEYER | 12 p.m. - 12:50 p.m.
REGISTER HERE

GOOD FRIDAY HOLIDAY - 1/2 DAY
MARCH 30

CU WELL

WELLNESS PROGRAMMING
JOIN THE 2018 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
- BIOMETRIC SCREENING APPOINTMENTS

PLEASE SUBMIT ITEMS AND ARTICLES OF INTEREST TO:
HUMRES@COLGATE.EDU

SUBMISSION DEADLINE FOR THE APRIL ISSUE IS MAR 27.
Staff Excellence Awards

The Colgate Staff Excellence Awards are designed to recognize staff members who demonstrate outstanding achievement in Colgate’s commitment to fostering a creative and expansive learning community. This year, twenty-five employees and eleven teams were nominated by their peers. Finalists were selected by the President’s Cabinet. The awards were presented at the February 22 All-Staff Meeting.

Individual Excellence Awards

ERIN DEMARCO, assistant director of compliance and academic services - athletics
MICHAEL HOLOBOSKY, lead graphic design and digital print specialist - document services
KERRA HUNTER, assistant dean and director of international student services
LOREN HUTCHINGS, groundskeeper - facilities
MAUREEN MCKINNON, senior administrative assistant to the vice president and senior advisor, secretary to the board of trustees
JOHN PUMILIO, director of sustainability
DAN SHANLEY, assistant dean for admission operations/CRM administrator

Team Excellence Award—Colgate Camp and Electric Shop

GREG DRECHSEL, Colgate Camp
DAVID RHYDE, Colgate Camp
JIM AYERS, Electrician - facilities
ROBERT BACHMAN, Electrician - facilities
MIKE CHLAD, Electrician - facilities
JIM HALL, Electrician - facilities
ETHAN JOHNSON, facilities
TED KOWALSKI, Electrician - facilities
JAMES WILSON, Electrician - facilities

Outstanding Contribution

KRISTI MANGINE, science library coordinator

Employee of the Year 2017-2018

JOHN PUMILIO, director of sustainability
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:

- Senior Administrative Assistant to the Vice President and Dean of Admission and Financial Aid
- Director of Purchasing
- Director of ALANA Cultural Center

https://careers.colgate.edu
New Arrivals

FAREEZA ISLAM, Senior Assistant Director of Residential Life, and her husband, ZARIF HANIF, welcomed a son, ZAYDEN HANIF on January 29. He was 7lbs. 15oz, and 20 inches long.

Antonio Bulagay, assistant cross country/track and field coach, and his wife, Nicole, welcomed a daughter, Ava, on January 29. She was 5lbs. 2oz, and 18.5 inches long.

DAVE KLATSKY, assistant men’s basketball coach, and his wife, Abby, welcomed a son, LEO ALEXANDER, on February 23. He was 8lbs. 8oz, and 20 inches long.

MICHELLE BUTZGY, custodial supervisor, facilities, and her husband, JOHN, welcomed a son, CHARLES JOHN, on February 25. He was 8lbs. 5oz, and 22 inches long.

Anniversaries

5 YEARS

SARAH CURTIS, information technology
LINDSAY HADLOCK, dean of the college
JOE MALINOWSKI, advancement operations
DERRICK OTTMAN, information technology

10 YEARS

SHELLEY ROBERTSON, bookstore

15 YEARS

CHRISTOPHER YOUNG, athletics, football

30 YEARS

MIKE BONSIE, facilities

In Memoriam

CLIFFORD HEASLIP - campaign field director, January 19

Transfers & Promotions

GEORGE NUGENT - foreperson, millwright shop

JACQUELINE OLD COYOTE-LOGAN - senior administrative assistant to the dean of faculty/provost
1. **Annette Goldmacher ’10** accepted the position of assistant educator, Picker Art Gallery, on January 24. She previously worked at Munson-Williams-Proctor Arts Institute as museum education coordinator. Annette holds a bachelor’s from Colgate and studied at the Syracuse University College of Visual and Performing Arts Graduate Program in museum studies. She enjoys reading and biking.

2. **Shane Rineer** accepted the position of assistant men’s soccer coach on January 31. He previously worked at Haverford College as a head coach. A graduate of Eastern University, Shane enjoys running, golf, biking, and swimming.

3. **Rosemarie Lynch** accepted the position of financial aid assistant on February 12. She is a graduate of CUNY - Queens College and enjoys singing. Rosie and her partner, Edgar Tejada, have one son.

4. **Nolan Snyder** accepted the position of assistant director for employer relations-operations, on February 15. He previously worked at Mohawk Valley Community Collage as a technical assistant in admissions. Nolan holds an associates degree in radio & TV broadcasting from Herkimer County Community College, and a bachelor’s in organizational management from Keuka College. Nolan and his wife, Wendy, have three children.

5. **Amy-Elizabeth Hagen** accepted the position of assistant controller and director of grant accounting on February 22. She previously worked as senior director of finance and administration at Teach for America. Amy-Elizabeth holds a bachelor’s in political science and a master’s in economics and international political economy and development. She and her partner, John Lima, have one son.
Summer Employment Opportunities

It’s time to think about summer hires!

Our Temporary Casual Wage and Summer Staff Employment Opportunities webpage has been updated for 2018. Think of it as a Summer Hire Roadmap! You may access it [here](https://careers.colgate.edu). All temporary casual wage and summer hires (including camp and student employment hires) must be coordinated with the human resources department before any offer of employment may be made. Our webpage can assist supervisors, students, staff and other candidates with pertinent guidelines and procedures.

Preference for summer hires must be given in the following order assuming applicants meet the requirements of the position:

- Regular employees of the university who work less than 12 months
- Colgate students who are on campus for the summer
- Children of Colgate employees

Applicants must have a current application on file at [https://careers.colgate.edu](https://careers.colgate.edu).

If you have any questions, please feel free to contact Human Resources at [careers@colgate.edu](mailto:careers@colgate.edu) or x7411.

*Colgate University is an Equal Opportunity Employer.*
Handling Market Volatility

By Arthur J. Gallagher & Co.

Conventional wisdom says that what goes up must come down. But even if you view market volatility as a normal occurrence, it can be tough to handle when it’s your money at stake. Though there’s no foolproof way to handle the ups and downs of the stock market, the following common sense tips can help.

Don't put your eggs all in one basket

Diversifying your investment portfolio is one of the key ways you can handle market volatility. Because asset classes typically perform differently under different market conditions, spreading your assets across a variety of different investments such as stocks, bonds, and cash equivalents (e.g., money market funds, CDs, and other short-term instruments), can help reduce your overall risk. Ideally, a decline in one type of asset will be balanced out by a gain in another, but diversification can't eliminate the possibility of market loss.

One way to diversify your portfolio is through asset allocation. Asset allocation involves identifying the asset classes that are appropriate for you and allocating a certain percentage of your investment dollars to each class (e.g., 70 percent to stocks, 20 percent to bonds, 10 percent to cash equivalents). An easy way to decide on an appropriate mix of investments is to use a worksheet or an interactive tool that suggests a model or sample allocation based on your investment objectives, risk tolerance level, and investment time horizon.

Focus on the forest, not on the trees

As the market goes up and down, it’s easy to become too focused on day-to-day returns. Instead, keep your eyes on your long-term investing goals and your overall portfolio. Although only you can decide how much investment risk you can handle, if you still have years to invest, don’t overestimate the effect of short-term price fluctuations on your portfolio.

Look before you leap

When the market goes down and investment losses pile up, you may be tempted to pull out of the stock market altogether and look for less volatile investments. The small returns that typically accompany low-risk investments may seem downright attractive when more risky investments are posting negative returns.

But before you leap into a different investment strategy, make sure you're doing it for the right reasons. How you choose to invest your money should be consistent with your goals and time horizon.

For instance, putting a larger percentage of your investment dollars into vehicles that offer safety of principal and liquidity (the opportunity to easily access your funds) may be the right strategy for you if your investment goals are short-term (e.g., you'll need the money soon to buy a house) or if you're growing close to reaching a long-term goal such as retirement. But if you still have years to invest, keep in mind that stocks have historically outperformed stable value investments over time, although past performance is no guarantee of future results. If you move most or all of your investment dollars into conservative investments, you've not only locked in any losses you might have, but you've also sacrificed the potential for higher returns.

Look for the silver lining

A down market, like every cloud, has a silver lining. The silver lining of a down market is the opportunity you have to buy shares of stock at lower prices.

One of the ways you can do this is by using dollar cost averaging. With dollar cost averaging, you don't try to "time the market" by buying shares at the moment when the price is lowest. In fact, you don't worry about price at all. Instead, you invest money at regular intervals over time. When the price is higher, your investment dollars buy fewer shares of stock, but when the price is lower, the same dollar amount will buy you more shares. Although dollar cost averaging can't guarantee you a profit or a loss, a regular fixed dollar investment may result in a lower average price per share over time, assuming you invest through all types of markets.
Handling Market Volatility (con’t)

By Arthur J. Gallagher & Co.

Don't count your chickens before they hatch

As the market recovers from a down cycle, elation quickly sets in. If the upswing lasts long enough, it's easy to believe that investing in the stock market is a sure thing. But, of course, it never is. As many investors have learned the hard way, becoming overly optimistic about investing during the good times can be as detrimental as worrying too much during the bad times. The right approach during all kinds of markets is to be realistic. Have a plan, stick with it, and strike a comfortable balance between risk and return.

Don't stick your head in the sand

While focusing too much on short-term gains or losses is unwise, so is ignoring your investments. You should check up on your portfolio at least once a year, more frequently if the market is particularly volatile or when there have been significant changes in your life. You may need to rebalance your portfolio to bring it back in line with your investment goals and risk tolerance. If you need help, a financial professional can help you decide which investment options are right for you.

*Using diversification as part of your investment strategy neither assures nor guarantees better performance and cannot protect against loss of principal due to changing market conditions.

Using asset allocation as part of your investment strategy neither assures nor guarantees better performance and cannot protect against loss of principal due to changing market conditions.

Dollar cost averaging does not assure a profit and does not protect against a loss in declining markets. This strategy involves continuous investing; you should consider your financial ability to continue purchases no matter how prices fluctuate.

Rebalancing assets can have tax consequences. If you sell assets in a taxable account you may have to pay tax on any gain resulting from the sale. Please consult your tax advisor.

Gallagher Benefit Services, Inc., a subsidiary of Arthur J. Gallagher & Co., (Gallagher) is a non-investment firm that provides employee benefit and retirement plan consulting services to employers. Securities may be offered through Kestra Investment Services, LLC, (Kestra IS), member FINRA/SIPC. Investment advisory services may be offered through Kestra Advisory Services, LLC (Kestra AS), an affiliate of Kestra IS. Certain appropriately licensed individuals of Gallagher are registered to offer securities through Kestra IS or investment advisory services through Kestra AS. Neither Kestra IS nor Kestra AS are affiliated with Gallagher. Neither Kestra IS, Kestra AS, Gallagher, their affiliates nor representatives provide accounting, legal or tax advice.

This material is for informational purposes only. It represents an assessment of the market environment at a specific point in time and is not intended to be a forecast of future events, or a guarantee of future results. It is not guaranteed by Gallagher, Kestra IS, nor Kestra AS for accuracy, does not purport to be complete and is not intended to be used as a primary basis for investment decisions. It should also not be construed as advice meeting the particular needs of any investor. Neither the information presented nor any opinion expressed constitutes (1) a recommendation to buy or sell any security or investment product or (2) an offer to sell or a solicitation for the of an offer to buy any security or investment product.
Even 30 seconds of focused breathing will make a difference in your overall health and mindset. If time permits, spend 2 minutes with each exercise listed below:

**Neck Rolls:**
Seated with a straight spine, relax the head, neck and shoulders as you exhale. Shoulders are drawn down toward the floor.
- **Inhale:** Head up at center
- **Exhale:** Chin to chest
- **Inhale:** Turn head to look over left shoulder, and then draw head up to center
- **Exhale:** Chin to chest
- **Inhale:** Turn head to look over right shoulder, and then draw head up to center
- **Exhale:** Chin to chest
Repeat in the opposite direction with same breathing pattern.

**Shoulder Rolls:**
Seated with a straight spine, relax the head, neck and shoulders as you exhale.
- **Inhale:** Draw the shoulders up toward the ears
- **Exhale:** Roll shoulders toward the back and down (blades come together)
- **Inhale:** Roll shoulders forward and up toward the ears
- **Exhale:** Roll shoulders toward the back and down (blades come together)
Repeat in the opposite direction and reverse breathing pattern:
- **Inhale:** Shoulders back and up to ears
- **Exhale:** Shoulders forward and down

**Spinal Waves (Flexion & Extension):**
Seated with a straight spine, relax the head, neck and shoulders as you exhale. Hands rest on the thighs.
- **Inhale:** Draw belly and chest forward, shoulders & elbows back, arcing the spine
- **Exhale:** Tuck tailbone under, belly moves toward the spine, shoulders forward, rounding the spine, chin to chest. Continue for several breaths, breathing at your own pace.

**Standing Forward Bend:**
Standing tall, feet hip distance, hips face forward. Bend the knees slightly.
- **Inhale:** Roll the shoulders back, coming into a gentle backbend
- **Exhale:** Bend the knees and round the spine as you round down over the legs, drawing the sitting bones back, crown of the head faces the floor, lift the sitting bones toward the sky and notice how that naturally straightens the legs.
- **Inhale:** Come up with rounded spine, one vertebra at a time

**Other resources on the Web:**
- excellusbcbs.com (health & wellness, search health topics)
- www.usa.gov (search for desk stretches)
- www.cdc.gov
Thank you so much for all of the thoughts, prayers, cards, goodies and visits after my recent surgery. I’m grateful for my Colgate family and know that my recovery was so successful because of your support!

All the best,

Jen Servedio

For each petal on the shamrock
This brings a wish your way -
Good health, good luck, and happiness
For today and every day.

~Author Unknown

Happy St. Patrick’s Day
March 17

Health Plan Informational Meetings
All benefit eligible employees are invited to attend an informational meeting on the 2018 health care plan changes (this will be the same information that was reviewed in the meetings held last fall). As outlined in the annual Open Enrollment material, the plan changes include the move from a copay structure to coinsurance (% of service) up to an annual maximum limit with preventive services continuing to be covered. Click here for a copy of the Open Enrollment material that was published in November 2017.

Meetings will be held:
March 6, 9:30 a.m. JC Colgate-Clark Room
March 6, 2:00 p.m. JC Colgate-Clark Room

Estate Planning Workshop
APRIL 17 | ALANA 101 | 1 p.m. - 2 p.m.
Join us to learn about tax and financial planning strategies to improve cash flow in retirement, as well as tax-wise approaches to legacy wishes. REGISTER HERE

Employee Wellness Session: Spine Health
APRIL 24 | 560 CASE-GEYER | 12 p.m. - 12:50 p.m.
Back on Track: Understanding and Managing your Spine Health
80-90% of Americans will experience an episode of back pain. Gain a better understanding of spine health, and learn how to prevent, manage and treat episodes of back pain. REGISTER HERE

Reminder: Daylight Savings Time
Sunday, March 11
Change your clocks and smoke alarm batteries. Saving your life can be as simple as changing your smoke alarms every seven to ten years. Having a smoke alarm and carbon monoxide alarm that works 24 hours a day greatly increases your chance of survival if your home catches fire.
BIOMETRIC SCREENING

APRIL 3

On April 3, take advantage of the on-campus biometric screening as part of the CU Well program for 2018. 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. 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 2018 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. First time users will need to create an account.

REGISTRATION - First Time User

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. Sign up today!

Your next opportunity to participate in an on-site biometric screening will be on August 7, 2018 and will be communicated again closer to that date.

Please contact Human Resources at x7565 with questions.

Reminder: Closed For Annual Inventory

MONDAY, MARCH 12—THURSDAY MARCH 15

Wait Till It Gets Dark:
Story Time & Book Signing
SATURDAY, APRIL 14 | 10:30 a.m.

On Saturday, April 14th at 10:30am at the Colgate Bookstore, meet George Steele, an environmental educator and local author! Enjoy a special story time and learn how to expand your senses with a unique activity and craft by Rogers Environmental Education Center. DETAILS HERE

Taking On Lucinda
Book Launch
SATURDAY, APRIL 14 | 1:30 p.m.

Join us at the Colgate Bookstore on Saturday, April 14th at 1:30pm for a book signing and presentation by local author and veterinarian Frank Martorana. The cruelty of dog fighting, veganism vs. a meat inclusive diet, the credibility of veterinarians who enjoy hunting, and even the very notion of pet ownership, are hot button topics Frank Martorana weaves into his new novel, Taking on Lucinda. And it all happens while the reader enjoys a wild ride, as protagonist veterinarian, Kent Stephenson, battles to protect the people and animals in his town from a cult that thrives on all that animal lovers despise. DETAILS HERE
# Employee Focus on Fitness

**Spring 2018 Schedule**

**Classes will begin January 22nd and end May 4th.**

**Sign Up Online:** [www.colgate.edu/fitness](http://www.colgate.edu/fitness)

**Shuttle Service Provided to and from Huntington Gymnasium, Sponsored by CU WELL**

### Monday:
- **Deep Water Aerobics**
  - 12:10 – 12:50 PM
  - Lineberry Pool
  - Suzie Meres
- **SHRED**
  - 12:10 – 12:50 PM
  - Huntington, Rm 303
  - Sean Boise
- **ZUMBA**
  - 12:10 – 12:50 PM
  - Huntington, Rm 301
  - Marni Manwarren
- **Bootcamp**
  - 5:30 – 6:25 PM
  - Huntington, Rm 303
  - Mary Thomas

### Tuesday:
- **Spinning**
  - 12:10 – 12:50 PM
  - Huntington Spin Studio
  - Tracy Kelly
- **Jazzercise**
  - 12:15 – 12:45 PM
  - Huntington, Rm 301
  - Christine Moskell
- **Interval Strength**
  - 2:00 – 2:45 PM
  - Huntington, Rm 303
  - Carol Sykes

### Wednesday:
- **Deep Water Aerobics**
  - 12:10 – 12:50 PM
  - Lineberry Pool
  - Suzie Meres
- **SHRED**
  - 12:10 – 12:50 PM
  - Huntington, Rm 303
  - Sean Boise
- **ZUMBA**
  - 12:10 – 12:50 PM
  - Huntington, Rm 301
  - Marni Manwarren
- **Bootcamp**
  - 5:30 – 6:25 PM
  - Huntington, Rm 303
  - Mary Thomas

### Thursday:
- **Spinning**
  - 12:10 – 12:50 PM
  - Huntington Spin Studio
  - Tracy Kelly
- **Yoga**
  - 12:10 – 12:50 PM
  - Huntington, Rm 301
  - Kerry Koen
- **Jazzercise**
  - 12:15 – 12:45 PM
  - Huntington, Rm 303
  - Christine Moskell
- **Interval Strength**
  - 2:00 – 2:45 PM
  - Huntington, Rm 303
  - Carol Sykes

### Friday:
- **BEXERCISE**
  - 12:10 – 12:50 PM
  - Huntington, Rm 303
  - Becky Gough
- **GYROKINESIS**
  - 12:10 – 12:50 PM
  - Huntington, Rm 301
  - Jasmine Kellogg

---

**Faculty/Staff Volleyball!**

**Wednesdays**
- 12:10 – 1:00 PM
- Huntington Gym

**Faculty/Staff Pick-Up Volleyball is Back!**
Take small steps toward better health with the Be Active Challenge.

Breaking a sweat with moderate or vigorous daily, physical activity is recommended by doctors, but every little bit helps. Sneaking more activity into your day can get your heart beating and help lower your risk of some chronic diseases.

**HOW IT WORKS:**

Give yourself one point for each day you:

- Take the stairs instead of an elevator or escalator
- Skip the drive-thru window and go inside instead
- Park farther away from your building entrance
- Do at least 30 minutes of physical activity

**The goal: reach 20 challenge points to earn 20 program points.**

Daily max challenge points: 1 per day

Register and track your progress on the connect.viverae.com dashboard under the **Well-being** section.

Questions about this challenge or your wellness program? Call 888-VIVERAE (848-3723).

* Consult your physician before a new physical activity program, especially if you are a man over 40, woman over 50, or if you experience chronic health problems, such as heart disease, diabetes, or obesity.
On Thursday, February 1st, a sea of red filled the Hall of Presidents as Community Memorial Hospital in partnership with Colgate University held the Fourth Annual Go Red For Women Lunch and Learn, “All Stressed Up.” More than 100 local residents and medical staff attended the educational symposium, which focused on stress and its impact on cardiovascular health. Merrill Miller, MD, Director of Student Health Services moderated the symposium. Kerri Taylor, DO from Community Memorial Family Health Centers shared the physical and psychological effects of stress and Travis Hall, Ph.D spoke on primary care and behavioral health integration. Attendees also learned about the latest research on stress from Community Memorial Cardiologist Dr. Ray Carlson, MD.
You’re Invited to the 5th Annual

SEUSS SATURDAY
A community wide celebration of the wonderfully weird & wacky works of Dr. Seuss

Saturday, March 3rd
10:30AM – 4PM \ Hamilton, NY

Free activities for all ages are available at a variety of locations around town!

Please call 315.228.7480 for more details, or visit bit.ly/seuss2018 for the full schedule of events. Information is also available at the Hamilton Public Library.
Employee Appreciation Day

FRIDAY, MARCH 2

“THANK YOU FOR WHAT YOU HAVE DONE, WHAT YOU WILL DO, AND WHAT WE WILL CREATE TOGETHER. THANK YOU FOR NOT ONLY MANAGING TODAY, BUT IMAGINING OUR NEXT CENTURY...”

Thank you for being Colgate.”

BRIAN W. CASEY, ALL-STAFF MEETING FEBRUARY 22, 2018