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.
NOV 8 | 104 ALANA
NOV 28 | 515 CASE-GEYER
DEC 13 | 104 ALANA

**FIDELITY**
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
NOV 12 | 535 CASE-GEYER
NOV 14 | 104 ALANA
DEC 4 | 415 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 DECEMBER ISSUE IS NOVEMBER 16.

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Open ‘Gate
November 2018
This Veterans Day, Colgate extends its thanks to the men and women of the United States Armed Forces

Please join us in thanking Colgate’s employee veterans for their service and for their willingness to tell their stories.

**Kelly Dempsey**
Search & Rescue Aviation Electronics Technician/Navigator, Coast Guard Instructional Designer
The grit and determination I needed to get through the demanding physical training I did in the Coast Guard makes any situation I face in my work at Colgate that much easier.

**Dan Esworthy**
Intelligence Analyst, Army Operations Assistant, Registrar
Reflecting on my time in the service, I would say that time management, attention to detail, and a drive to work well with others all influence my position here at Colgate.

**Brian Belden**
Machinist Mate 2nd Class
Petty Officer, Navy Foreperson, Millwright Shop
Anyone who has served their country in this capacity has spent time away from their family and friends. I’d like to thank Colgate for acknowledging the servicemen and women who have made that sacrifice.

**Alan Glos, MA ’73**
Captain, Air Force Associate Dean for Administrative Advising
I spent most of my time in the Air Force working with officers who were also college students experiencing problems — this used my degree in psychology and was very similar to dean of students work at a civilian university.
Dan Gough
Lieutenant, Navy
Associate VP for Campus Safety
The kinship and bond that all of us feel who have served is hard to understand, but it's clear here at Colgate.

Dan McCoach
Senior Chief Petty Officer, Navy
Architectural Trades Manager
My career was spent as a builder in the Navy Seabees. The construction training and work background I received in the military helped me get into the facilities department at Colgate.

Kristin Mangine
Sergeant E-5, Air Force
Science Library Coordinator
It doesn't matter which branch we served in, it only takes 30 seconds for us to have a conversation; we're a family.

Scott Phillips
Captain, Air Force
Assistant Director of Employer Relations
What I bring to Colgate from my military experience is knowing when to lead, when to follow, and how to find order in chaos.

Leialoha Mara
Technical Sergeant E-6, Army, Air Force
Administrative Assistant, Department of Philosophy, Linguistics
Colgate helps create our future fighter pilots, future generals, and future leaders. I am happy to support the Colgate mission.

Bob Thomas
Senior Airman E4, Air Force
Millwright
I was a troubleshooter on state-of-the-art aircraft. Here at Colgate, I am fortunate to be troubleshooting a state-of-the-art hockey arena.
New Arrival

HEATHER KROP, visiting assistant professor of geography, and partner, ERICK PEIRSON, welcomed a baby boy, Alden Reed Peirson Kropp, on October 4. He was 7 lbs. 3 oz. and 21 inches long.

In Memoriam

JO ANN PAGANO, professor of educational studies emerita, October 21

Anniversaries

5 YEARS
JEREME AMANN-BURNS, mail services
KIM LAMB, facilities
SHANNON SINGLETERRY, advancement, capital & planned giving

10 YEARS
JOSEPH HOPE, finance & administration
TOM KOZIANOWSKI, facilities

15 YEARS
MARSHA MUELLER, bookstore

Transfers & Promotions

ERIN CONWAY, administrative assistant, Division of Social Sciences and the Department of Educational Studies

LAURA FESTINE, associate director of corporate, foundation and government relations
1. **Eli J. Barrett** accepted the position of assistant director of recreation - facility operations and membership services on October 8. He previously served as fitness coordinator at the University of Vermont. Barrett holds a bachelor’s in nutrition and food science and a master’s in executive leadership. He enjoys kayaking and hiking.

2. **Carlos Molina** accepted the position of assistant director of recreation - programming on October 8. He previously worked at Mohawk Valley Community College. Molina holds a bachelor’s in recreation management. He enjoys hiking, fishing, basketball, and cooking.

3. **Partha Chanda** accepted the position of technical director of development in ITS on October 8. He previously worked as director of IT at Harrisburg Area Community College. Chanda holds a bachelor’s in electrical engineering and a master’s in management. He enjoys yoga, soccer, and swimming. He and his wife, Sucharita, have two children.

4. **Tara Bubble** accepted the position of dean of admission on October 15. She previously worked at Cornell University. Bubble holds a bachelor’s in applied economics and a master’s in learning, education, and social policy. She enjoys watching her kids play sports; time with her husband, Chris, and their two children; running; and cooking.

5. **Victoria Coates** accepted the position of program coordinator for the Shaw Wellness Institute on October 22. She holds a bachelor’s in applied psychology and human development and a master’s in social work, both from Boston College.

6. **Carlene Mahanna** accepted the position of talent acquisition specialist on October 22. She previously worked in recruitment at SapientNitro and Digitas. Mahanna is a volunteer for Crisis Text Line and a children’s book author.
New Hire Orientation

On October 30, the Human Resources Department hosted an all-day new hire orientation session for staff hired between April 2018 and October 2018. It was an opportunity for everyone to get acquainted with others at Colgate who they might not otherwise interact with as part of their typical workday. Participants learned more about members of the university cabinet, Colgate traditions, and policies/benefits that apply to them. In addition, there were many members of the campus community who were present sharing information regarding the work their respective areas are responsible for, the services and resources they provide to employees, and their perspectives as members of the Colgate and/or surrounding community.

Please take a moment to welcome our new employees and, better yet, extend an invitation for a cup of coffee or lunch!
Wellness Points Reminder

CU Well Incentive Points must be logged in no later than November 30, 2018, in order to have the $250 taxable cash incentive included in your December 2018 paycheck. Please log into Viverae at https://connect.viverae.com to verify that you have recorded all of your required points. Unfortunately, we are not able to make exceptions if you miss the deadline. Should you need assistance or have questions, please contact benefits@colgate.edu or call x7565 prior to November 30.

Join us at the Wellness & Benefits Fair! This is your opportunity to:

- Gather information
- Meet your benefit vendors
- Participate in wellness screenings:
  - Blood pressure & Glucose readings
- CU Well Biometric Screenings
  (sign up in advance at connect.viverae.com)
- Learn more about the CU Well employee wellness program
- Register for prizes
- And more!

November 13
11:30 a.m.–1:30 p.m.
Hall of Presidents
Lunch will be provided in Donovan’s Pub
Emergency Closing Policy

The university will make every effort to provide essential services to residential students, even in cases of extreme adverse weather or other emergencies; however, under extraordinary conditions, the university may limit operations as outlined in the Emergency Closing Policy.

It is extremely important for all employees to take time to signup for the Colgate RAVE Alert system to receive notifications should there be a university emergency. In the case of a delayed opening, closing, or campus emergency, notifications are sent out via the Colgate RAVE Alert system. Please sign-up for this service by going to the login page on the portal portal.colgate.edu, click on the RAVE Alert link, and use your network username and password. You are able to enter up to three email addresses, three mobile phone numbers, and three voice-only telephone numbers. In the case of a power failure, the university may not be able to provide updates by email, website notices, or media stations, so the Colgate RAVE Alert system is a critical way for you to receive emergency notifications.
Nominations are open for the Colgate Staff Excellence Awards. These awards are designed to recognize staff members who demonstrate outstanding achievement in Colgate’s commitment to fostering a creative and expansive learning community. Awards will be presented at the All-Staff Meeting held in the spring of 2019.

Award Categories and Criteria

The Individual Excellence Award (7 employees)
Recognizes members of staff who demonstrate sustained outstanding achievement in one or more of the following areas:

- Effective Communication
- Creativity and Innovation
- Leadership and Teamwork
- Change Management
- Diversity and Inclusion
- Sustainability

The Outstanding Contribution Award (1 employee)
Recognizes a member of staff for a single, outstanding achievement above and beyond their job responsibilities. For example, this person may have:

- Provided substantial assistance to another member or members of the Colgate community to achieve a goal outside normal job responsibilities
- Performed extraordinary actions not part of their normal responsibilities
- Provided decisive intervention in a situation, project, event, etc, that produced a positive outcome
- Resolved a long-standing issue with a new, creative approach
The Team Award (1 team)
Recognizes a group of staff members (multi-departmental and cross functional) that demonstrates exceptional teamwork. For example, this team may have:

- Worked together for a common purpose and exceeded expectations
- Generated synergy through a coordinated effort
- Achieved a significant university goal through effective collaboration

The Employee of the Year (1 employee)
Selected from among the recipients of the Individual Excellence Award and Outstanding Contribution Award.

Awards:
- Individual Excellence: $500 plus 1 vacation day
- Outstanding Contribution: $500 plus 1 vacation day
- Team: $100 for each team member plus 1 vacation day
- Employee of the Year: $1,000 in addition to $500 individual award; name on the Staff Excellence Awards, Employee of the Year plaque.

Eligibility for Recognition
This program applies to all full-time and part-time benefit-eligible staff members (except in the case where a casual wage employee may be part of the Team Award). Vice presidents, members of the president’s cabinet, and academic faculty are ineligible for consideration (library faculty and athletic faculty, including coaches, are eligible for consideration).

How To Nominate:
All employees are encouraged to nominate persons for recognition. Individuals may nominate up to three staff members and one team each year. Nomination forms will be submitted electronically to Human Resources. The President’s Cabinet will make the final determination of award recipients.

All nominations are due January 13, 2019. Click here to make your nomination.
2019
Open Enrollment
November 5-16, 2018

You MUST submit benefit changes online by November 16, 2018, via the portal.

This is your opportunity to make changes to benefit plans and make annual Flexible Spending Account elections, effective January 1, 2019.

TELEMEDICINE—MDLIVE - REMINDER OF PROGRAM
Excellus offers an alternate way for you to receive care. Visit with a U.S. board-certified doctor right from your home, office, or on the go for non-emergency medical conditions for a $15 copay.

OPEN ENROLLMENT INFORMATION SESSIONS WILL BE HELD ON:
NOV 12 | 10:30 a.m. AND 2:00 p.m. IN 560 CASE-GEYER.

RELPH BENEFIT ADVISORS is available to assist with benefit-related questions and concerns.
Monday-Friday, 8:00 a.m.-4:30 p.m.
1-800-836-0026 X510

Human Resources Department
315-228-7565
benefits@colgate.edu

Watch for e-mail correspondence on November 5 with complete details!
## Holiday Schedule Reminder

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date / Observed</th>
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<tbody>
<tr>
<td><strong>HOLIDAY</strong></td>
<td></td>
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<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>
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<tr>
<td>Full Day before Christmas</td>
<td>Monday, December 24, 2018</td>
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<tr>
<td>Christmas Day</td>
<td>Tuesday, December 25, 2018</td>
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<tr>
<td>Winter Holiday Break</td>
<td>Wednesday, December 26, 2018*</td>
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<tr>
<td>Day before New Year's</td>
<td>Thursday, December 27, 2018*</td>
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<tr>
<td>New Year's Day</td>
<td>Friday, December 28, 2018*</td>
</tr>
<tr>
<td><strong>OBSERVED</strong></td>
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<tr>
<td></td>
<td>Monday, December 31, 2018**</td>
</tr>
<tr>
<td></td>
<td>Tuesday, January 1, 2019</td>
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</table>

* 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 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, 2019. Time must be taken in increments of full or half day(s) only and must be recorded when taken.

Please contact human resources at 315-228-7003 if you have any questions or need additional information.
LEARN TO SKATE • LEARN TO PLAY HOCKEY
FALL REGISTRATION NOW OPEN
Sponsored by the Colgate Figure Skating Club

Ages 4 – Adult!
Dates: November 4, 11; December 2
Cost: $12 a lesson
Time: 4:30–5 p.m. instruction, 5–5:30 p.m. free skate
For details, email colgatefigureskating@gmail.com.

2018 COLGATE UNIVERSITY
VENDOR FAIR
NOVEMBER 14, 2018
11 a.m.–2 p.m.
Hall of Presidents & Clark Room
Lunch will be provided by Chartwells

Come see what Hamilton & regional businesses have to offer.
Local & regional vendors will be displaying their products and/or services.
Raffle prizes will be awarded.

WE HOPE TO SEE EVERYONE THERE!
Questions? Contact Connie McGregor at x7474 or cmcgregor@colgate.edu.
On November 13, 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.

**BIOMETRIC SCREENINGS**  
**NOVEMBER 13**  
**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 2018 paycheck**. The completion of one biometric screening each calendar year is required and will provide 50 points toward 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.

**THIS IS YOUR LAST OPPORTUNITY FOR YOUR 2018 WELLNESS INCENTIVE.**

To reserve an appointment, visit www.connect.viverae.com
EMPLOYEE TAILGATE

On Saturday, October 13, many employees braved the cold and rain to join the employee tailgate, catered by Holy Smoke BBQ, and cheered Colgate football on to victory over Cornell, 31-0. Following the game, many moved on to a food truck tailgate and watched Men's Ice Hockey win 2-1 over New Hampshire. Everyone enjoyed making new friends and supporting our student-athletes.

Look out for more of these events in the future!

Go ’Gate!
Intramural Racquetball Tournament

When: November 5 – November 30
Location: Huntington Gym Racquetball Courts
Registration ends November 4 at 5 p.m.
Mandatory Meeting on Friday, November 2, at 3:30 p.m. in the Wooster Room (Room 111) in Huntington Gym.
Join the fun and have a chance to win a legendary IM Champions T-Shirt.

Intramural Dodgeball Tournament

When: November 26– November 29
Location: Huntington Gym
Registration ends November 25 at 5 p.m.
6-12 players per team
Register on imleagues.com today for your chance to win a coveted IM Champions T-Shirt.

Contact C.J. Molina at cmolina@colgate.edu with any questions.
Faculty & Staff Tech Appreciation Event
NOVEMBER 16 | 9 a.m.-5 p.m.
$50 off in-stock Mac and $30 off all in-stock iPad for all who pre-order. Also all who pre-order will automatically be entered for a free pair of Beats headphones.

Late Night Shopping
FRIDAY, NOVEMBER 16 | 9 a.m.-7 p.m.
20% - Gift Wing
20% - Toys
20% - First Floor Ornaments
Refreshments & give-aways.

Annual Booklovers Club Holiday Reception
TUESDAY, NOVEMBER 20 | 6 p.m.-7 p.m.
Give-aways, free books, and refreshments

Maroon Friday & Shop Small Saturday
FRIDAY, NOVEMBER 23 - SATURDAY, NOVEMBER 24 | 10 a.m.-5 p.m.
13% - Gift Wing
13% - Toys
13% - Food

Cyber Monday
MONDAY, NOVEMBER 26
13% off entire website. (online only)

Special Store Hours:
FRIDAY, NOVEMBER 16: 9 a.m.- 7 p.m.
WEDNESDAY, NOVEMBER 21: 9 a.m.- 3 p.m.
CLOSED THANKSGIVING DAY
FRIDAY, NOVEMBER 23: 10 a.m.- 5 p.m.
SATURDAY, NOVEMBER 24: 10 a.m.- 5 p.m.
VIVERAE IS REBRANDING TO SIMPLYWELL.

In fall 2017, Viverae® acquired SimplyWell®, a wellness company based in Omaha, Nebraska. Joining forces was a no-brainer! We share the same mission—inspiring, improving, and simplifying wellness. And we want our name to reflect that. Viverae will rebrand to SimplyWell.

Here’s what’s getting an update.

Starting December 1

Your Desktop Portal
Your wellness portal’s URL will become connect.simplywell.com, but its functionality and your login information will stay the same.

The Mobile App
The SimplyWell mobile app will become available. You’ll need to delete the Viverae app and download the new SimplyWell app from the App Store or Google Play.

The Health Center
The Viverae Health Center will become the SimplyWell Health Center.

All other aspects of your program will remain the same.

NEW NAME. SAME AIM.
While our name is changing, our mission is not. We’ll always be committed to providing the educational resources and expert support you need to improve your well-being.

Questions? Give us a call at 888-848-3723.

Computer Purchase & Payroll Deduction Plan

Any eligible employee of Colgate University is eligible to purchase a personal computer or other qualified electronic device—at an educational discounted price—from the University's Bookstore gift shop under the Voluntary Computer Purchase & Payroll Deduction Plan. Eligible employees are able to defer payment of the purchase price, up to a pre-determined maximum amount of $2,000, and then pay this deferred amount through after-tax payroll deductions.

Click here for eligibility details.