CALENDAR OF EVENTS

RETIREMENT INDIVIDUAL COUNSELING SESSIONS

TIAA-CREF

TIAA-CREF APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.TIAA-CREF.ORG/EVENTS OR BY CALLING 1-800-732-8353.

APRIL 12 | SEMINAR ROOM, ALANA
APRIL 13 | 438 CASE-GEYER
MAY 19 | SEMINAR ROOM, ALANA

FIDELITY

FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.

CU WELLWELLNESS PROGRAMMING

JOIN THE 2016 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

SUBMISSION DEADLINE FOR THE MAY ISSUE IS APRIL 29.
In 2009, Colgate pledged to achieve carbon neutrality by 2019, our bicentennial, and to make carbon neutrality and sustainability a part of the curriculum and other educational experiences for all students with the final approval of our 2011-2015 Sustainability and Climate Action Plan. Through the successful implementation of the 2011-2015 Sustainability and Climate Action Plan, as well as ad-hoc projects and institutional commitments, we reduced our net campus carbon footprint by 52 percent. This reduction led to annual avoided spending of over $380,000 and national recognition for our successes.

Most importantly, Colgate’s sustainability program has profoundly impacted the lives and professional ambitions of dozens of Colgate students. Students have studied and researched issues of sustainability through our formal curriculum. Their contribution through research and class projects have directly advanced our campus sustainability program. Additionally, over 70 students have worked in the Office of Sustainability as student interns since 2009. A growing and impressive portfolio of students have gone on to graduate school or professions in the field of sustainability.

Today, Colgate has achieved a national reputation for its commitment to sustainability and climate action. In 2011 we received a Climate Leadership Award from Second Nature. (continued on next page)
Colgate Sustainability:
Effective Stewardship On Campus and Beyond (cont.)

In 2015 Colgate was listed on the Princeton Review’s Green Honor Roll (one of only 24 institutions out of 861 schools that were rated), earned an AASHE STARS Gold Rating, and was ranked in Sierra Magazine's “Coolest Schools” issue as one of the greenest institutions in the country. Colgate can justly take pride in its rapid emergence as a leader in sustainability among American institutions of higher education.

While our recent progress and achievements are exciting, our work is ongoing and our priorities have broadened. A broad cross-section of the Colgate community, including senior administration, students, staff, faculty, students, and members of our Board of Trustees, are committed not only to reaching carbon neutrality through various mitigation strategies, but also to integrating sustainability into our curriculum and campus culture. As an institution we must teach and engage our students, faculty, and staff in order to become fully committed and effective in embracing our responsibilities to the climate and sustainability. In the Bicentennial Plan for a Sustainable and Carbon Neutral Campus we continue to lay the groundwork for achieving carbon neutrality and integrating sustainability throughout the university with mechanisms to: broaden understanding, engagement and commitment to sustainability across the university in both operations and culture; deepen our collective teaching and learning of sustainability within both the curriculum and the co-curriculum; effectively steward our lands on and beyond campus; and to determine a plan for offsets when climate neutrality is desired in 2019.

“As an institution we must teach and engage our students, faculty, and staff in order to become fully committed and effective in embracing our responsibilities to the climate and sustainability.”
1. **Scott Whalen** accepted the position of director of employee relations on February 22. Formerly the director of human resources at Cayuga Community College, he enjoys snowmobiling, skiing and hunting.

2. **Brian Grady, “Grads”**, accepted the position of assistant athletics director for advancement on March 14. Formerly the director of athletics development at Utica College, he enjoys running and coaching youth sports teams. He and his wife, Traci, have two children.

3. **Rose Kerstanski** accepted the position of office manager for career services. Formerly the recruiting assistant in career services, she holds a bachelor’s degree in management and equine science. She enjoys showing American Bully Kennel Club pitbulls, horseback riding and show jumping. She recently welcomed a son, Jackson.
New Arrivals

ROSE KERSTANSKI, office manager/career coordinator in career services, welcomed a son, JACKSON GREY, on January 4. He was 8 lbs, 3 oz, and 19 3/4 in long.

ROBERT (BOBBY) PENNINGTON, instructor in physical education and head men's and women's tennis coach, and his wife, JENNY, welcomed son ROBERT CLIFFORD (CLIFF) PENNINGTON on March 14. He was 7 lbs, 11 oz, and 21 in long.

KAYLA SNOW SMITH, administrative assistant, human resources, and husband, KAIL, welcomed a daughter, KETURAH LOUISE, on March 22. She was 7 lbs, 2 oz, and 19 1/2 in long.

Anniversaries

5 YEARS
MATT LANGE, athletics, basketball

15 YEARS
KEITH DIEHL, facilities

20 YEARS
JIM MATOTT, facilities

35 YEARS
MARK BOISE, mail services

Retirements

JIM MATOTT - facilities - April 15

Transfers & Promotions

MICHAEL SITTS - serials paraprofessional
Congratulations

TO THE SPRING 2016 RECIPIENTS OF

Col “Great”

Employee Recognition Awards

In recognition of outstanding achievement in demonstrating the University’s commitment to excellence, and to fostering a creative and expansive learning community.

Individually

Excellence Awards

Diane Beach
Michele Carney
Nathalie Carter
Steve DeGroat
Steve Dickinson
Jill Dinski
Lisa Wynn
(In Memoriam)

Team Excellence Award

Academic AA Best Practices Committee

Penny Mintel
Aaron Solle
Karen Austin
Denise Bolognone
Diane Janney
Shannon Roher
Kelly Snyder

Unsung Hero Award

Ahmad Khazaee
Detox diets, also known as “cleanses,” have become an increasingly popular wellness trend with celebrities and bloggers extolling their benefits, including weight loss and more energy. Popular methods of cleansing can include anything from drinking tea and juice concoctions, to eliminating processed foods and alcohol. Some diets even go so far as to recommend consuming non-food substances, such as activated charcoal and clay.

These diet plans may claim to remove toxins from liver and jumpstart weight loss, but evidence is lacking. According to the Academy of Nutrition and Diетetics, there is no scientific evidence that detox diets can “flush” the liver or “detoxify” the lymphatic system, in fact, there is no evidence to support the notion that you need to detoxify your body through cleaning or any other method. In reality, we don’t need to do anything to boost waste removal from our systems, our bodies are designed to do that for us.

Detox diets may not simply be ineffective in doing what they claim to do, they may also be harmful. Activated charcoal is used as an emergency medical treatment, and consuming it regularly could mean serious medical complications, such as a bowel blockage. Consuming clay could lead to heavy metal toxicity. Cutting out major food groups, such as proteins and fats, in combination with restricting calories, may cause feelings of dizziness and fainting. Cutting calories and categorizing foods as “good” or “bad” can lead to weight cycling, feelings of deprivation, and weight gain over the long term. Our bodies don’t know the difference between a cleanse and starvation, so the evolutionary response is to compensate by slowing down metabolism, and over time, this cycle can lead to binging and a sluggish metabolism.

A valuable takeaway from the detox diet craze is the recognition that what you eat not only impacts how you look, but also how you feel. Eating a diet rich in fruits, vegetables, whole grains, healthy fats, and lean proteins, in combination with a healthy lifestyle, is a proven way to feel great and have more energy.

For an individual nutrition consult, students and staff may contact:

**Cory Hancock, RD**
Colgate Dining Services
Shaw Wellness Institute x6403
chancock@colgate.edu x 6410

We don’t need to do anything to boost waste removal from our systems, our bodies are designed to do that for us.
Sleep deprivation is a condition that occurs if you don’t get enough sleep. Sleep deficiency is a common public health problem in the United States. People in all age groups report not getting enough sleep. Sleep deficiency is connected to one or more of the following:

- You don’t get enough sleep
- You sleep at the wrong time of day
- You don’t sleep well or get all of the different types of sleep that your body needs
- You have a sleep disorder that prevents you from getting enough sleep

Sleeping is a basic need, like eating, drinking, and breathing. It’s a vital part of the foundation for good health and well being. Sleep deficiency can lead to physical and mental health problems, injuries, loss of productivity, and even a greater risk of death.

To understand sleep deficiency, it helps to understand how sleep works and why it’s important. The two basic types of sleep are rapid eye movement (REM) and non-REM.

Non-REM sleep includes what is commonly known as deep sleep or slow wave sleep. Dreaming typically occurs during REM sleep. Generally, non-REM and REM sleep occur in a regular pattern of 3–5 cycles each night.

You have an internal “body clock” that controls when you’re awake and when your body is ready for sleep. This clock typically follows a 24-hour repeating rhythm (called the circadian rhythm). The rhythm affects every cell, tissue, and organ in your body and how they work.

If you aren’t getting enough sleep, are sleeping at the wrong times, or have poor quality sleep, you’ll likely feel very tired during the day. You may not feel refreshed and alert when you wake up.

Sleep deficiency can interfere with work, school, driving, and social functioning. You might have trouble learning, focusing, and reacting. Also, you might find it hard to judge other people’s emotions and reactions. Sleep deficiency also can make you feel frustrated, cranky, or worried.

The signs and symptoms of sleep deficiency may differ between children and adults. Children who are sleep deficient might be overly active and have problems paying attention. They also might misbehave, and their school performance can suffer.

As part of a health survey for the Centers for Disease Control and Prevention, about 7–19 percent of adults in the United States reported not getting enough rest or sleep every day. Nearly 40 percent of adults report falling asleep during the day without meaning to at least once a month. Also, an estimated 50 to 70 million Americans have chronic sleep disorders.

Sleep deficiency is linked to many health problems, including heart disease, kidney disease, high blood pressure, diabetes, stroke, obesity, and depression.

It also is associated with an increased risk of injury in adults, teens, and children. For example, driver sleepiness (not related to alcohol) is responsible for serious car crash injuries and death.

In addition, sleep deficiency has played a role in human errors linked to tragic accidents, such as nuclear reactor meltdowns, grounding of large ships, and aviation accidents.

A common myth is that people can learn to get by on little sleep with no negative effects. However, research shows that getting enough quality sleep at the right times is vital for mental health, physical health, quality of life, and safety. For ways to improve your sleep see these tips from the Mayo Clinic.

Sleeping is a basic need, like eating, drinking and breathing. It is a vital part of the foundation for good health and well-being.
Culinary 101 is a faculty and staff cooking series that will be offered on the date below in the Merrill House, Fireplace Room. All participants will learn to prepare new dishes and take home helpful techniques to make cooking at home more enjoyable.

Thursday, April 21 - 12:10 PM
Summertime Grilling

Please R.S.V.P. by April 15 to Colgate Dining Services at diningservices@colgate.edu or 315-228-7366

WE HOPE TO SEE YOU THERE!
Summer Employment Opportunities

The human resources department is looking forward to assisting our colleagues with their 2016 summer hiring needs!

In order to serve you better, and ensure we have a compliant hiring process, we have a website dedicated to providing you with guidelines and procedures for requesting and processing temporary/casual wage and summer hires. We are committed to following all federal and state employment law requirements, as well as the policies of Colgate for fair and equitable treatment. You may also view this information in document form here.

All temporary casual wage and summer hires (including camps) must be coordinated with human resources prior to the start of an employment offer. Those being considered for employment or selected for hire must have an up to date application on file at https://careers.colgate.edu. Applicants may apply to any of the summer postings for which they are qualified and interested in.

Preferential consideration for summer jobs should be given to qualified applicants in the following order:

- Regular employees of the university who work less than 12 months
- Colgate students who are on campus for the summer
  (The hiring of students should be coordinated through the office of financial aid)
- Children of Colgate employees
  (NYS Department of Labor regulates the employment of minors for those under age 18. Given these specific regulatory requirements, those hired at Colgate, in most cases, must be 18 years or older. On occasion, based on the position (e.g. lifeguards and bookstore clerks, someone 16 years or older may be hired. Working papers must be provided and the limitations, as outlined by the NYSDOL, must be strictly adhered to.)

Positions available to Colgate students only should be coordinated with the office of financial aid. It is the hiring manager’s responsibility to adhere to all applicable regulations and policies.

Please contact human resources at humres@colgate.edu for assistance.
CHILDREN’S EVENT:
FROG AND TOAD ARE FRIENDS
APRIL 16 | 10:30 am
Meet Frog and Toad as we read the classic stories by Arnold Lobel. Crafts and snacks will follow story time. Frog and Toad will be available for pictures, hugs, and high-fives. Open to children of all ages.

MAKEUP 101: FREE WORKSHOP
APRIL 16 | 1 pm
Learn how to find the right colors for your skin tone, easy eye makeup application, contouring, highlighting, skin care, and other pro tips and techniques from Lisa Kenyon. The workshop is free and open to everyone. Fruit and snacks to follow.

BOOK TO MOVIE CLUB: THE MARTIAN
APRIL 18 | 7 pm | HO TUNG VISUALIZATION LAB
Watch the award-winning film, The Martian, starring Golden Globe winner Matt Damon. Book and film discussion to follow with guest leaders Tom Balonek, professor of physics & astronomy and Joe Eakin, senior visualization lab/planetarium designer & technician. Purchase your copy of "The Martian" at the bookstore and pre-register with Chelly Crouch at rcrouch@colgate.edu

INDEPENDENT BOOKSTORE DAY
COLORING FOR GROWN-UPPS
APRIL 30 | 11 am - 2 pm
Stop in for some coloring therapy! Coloring pages and supplies will be provided, or you can bring your own. Snacks and coffee will be available from 11am - 2pm. Plus, there will be drawings for FREE coloring books!
CU Well Employee Focus on Fitness Schedule for Spring 2016 is now available!

Group exercise classes started Monday, January 18 and will end on Friday, April 29!

Spring offerings include Water Aerobics, Zumba, Strength Training and more!

Make the most of this winter/spring and GET ACTIVE with CU Well!
Registration info

'Gate Fitness offerings for Spring 2016
'Gate Fitness Classes!

Check out even more fitness and wellness options at Colgate.edu/fitness

FYI: Registration is not required for these classes. Feel free to drop in and try different ones out. Your email does allow us to send you information regarding cancellations, etc...

For any questions, contact Director of Fitness, Andrew Turner: aturner@colgate.edu

HUNTINGTON GYM/THE CAGE
FACILITIES INCLUDE:
BASKETBALL COURTS (FIRST-COME, FIRST-SERVED)
RACQUETBALL COURTS & TABLE TENNIS (FIRST-COME, FIRST-SERVED)
SQUASH COURTS (FIRST-COME, FIRST-SERVED; CLOSED MON-THURS 4:00-6:30 P.M. FOR CLUB USE)
SAUNA
MARTIAL ARTS STUDIO
SPIN STUDIO

MORE INFO

SANFORD FIELD HOUSE
INDOOR TENNIS COURTS AND TRACK
OPEN REC HOURS
COURTS: MON, WED, FRI | NOON HOUR
TRACK: MON-FRI | 8 AM-3 PM
WALK AT YOUR OWN RISK - TEAMS WILL BE PRACTISING.
MORE DETAILS

LINEBERRY NATORIUM
CLICK HERE FOR HOURS

ANGERT FAMILY CLIMBING WALL
3RD FLOOR—HUNTINGTON GYM
MONDAY-THURSDAY: 7-9:30 P.M.
FRIDAY-SUNDAY: 3-6 P.M.
TUESDAY NIGHTS 7-8 LADIES NIGHT
MORE INFO