CAALENDAR OF EVENTS

RETIREDMENT 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.

MAR 17 | SEMINAR ROOM, ALANA
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.

MAR 24 | SEMINAR ROOM, ALANA

CU WELL
WELLNESS 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 APRIL ISSUE IS MARCH 25.
Colgate Athletics: Colgate Spreads Awareness Through Sports

Colgate Athletics programs hosted three awareness games during the month of February that raised money and awareness for several great organizations.

Colgate women's hockey team's sixth annual Autism Awareness Game occurred on Friday, February 5th at Starr Rink. Over the past five years, the Raiders have raised more than $33,000 to help children with autism.

This year, the team raised money for a local organization, ADHD & Autism Psychological Services and Advocacy. The awareness game brought in this season’s largest crowd for women’s ice hockey, with over 1000 fans in attendance.

The second awareness game took place the following day with women’s basketball hosting the annual “Play 4Kay” and National Girls and Women in Sports Day game on Cotterell Court.

"Kay Yow started this foundation about 10 years ago and it's an honor for us to help keep her memory alive by playing this tribute game," women's basketball head coach Nicci Hays Fort said. "It's a great way to spread awareness and raise money for a great cause." All proceeds benefit the Play 4Kay Foundation.

The team sported their pink and gray uniforms and pink shoes in support of the cause. Fans were also encouraged to wear pink to receive free admission.

(continued on next page)
Following the game, the women’s basketball program partnered with several other varsity and clubs sports teams to host a free kids sports clinic that included pizza, ice cream and giveaway basketballs.

Men’s basketball participated in the national Coach’s vs, Cancer Suits and Sneakers initiative recently.

This special cause is a collaborative initiative of the National Association of Basketball Coaches and the American Cancer Society. During this event, high school and college men's basketball coaches are swapping their dress shoes for sneakers with their usual game attire.

The Raider staff wore their sneakers during Wednesday, January 27th, contest at Lehigh and Saturday, January 30th, game with American to demonstrate their support for the American Cancer Society's efforts to finish the fight against cancer.

The Athletics Department staff team behind these great home game initiatives and all home athletics events at Colgate are Jamie Mitchell, Assistant Athletic Director of Events and Facilities, Nathalie Carter, Assistant Athletic Director of Marketing and Promotions, Kenny Copps, Ticket Manager and Assistant Director of Marketing.

Left to Right:
Jamie Mitchell,
Assistant Athletic Director of Events and Facilities,
Nathalie Carter,
Assistant Athletic Director of Marketing and Promotions,
Kenny Copps,
Ticket Manager and Assistant Director of Marketing.

Facilities Department Members,
Congratulations on making it
275 CONSECUTIVE DAYS
(AND COUNTING!)
without a lost time accident and surpassing the previous department record!!!
1. **Jessica Hootz ’13** accepted the position of coordinator, annual giving, on January 18. A graduate of Colgate and a former member of the women’s hockey team, Jessica joins her partner, Greg Sullivan, who works with the Colgate football program.

2. **Madalyn Walker** accepted the position of administrative assistant for the purchasing department on February 2. With a BFA from Cazenovia College she enjoys horses, painting, and spending time with family. She and her husband, Wayne, have three children.

3. **Joanne Vanderwood** accepted the position of capital inventory coordinator on February 15. Joanne has worked with the purchasing department since 2009 and holds an associates degree in paralegal studies. She enjoys music, gardening, travel and home interiors. She has two children and two grandchildren.

4. **Diane Brouillette** (not pictured) accepted the position of mail clerk on February 22. She joins partner Jim Boss, millwright, and has five children, Courtney, Keston, Amy, Ryan and Alex, and two grandchildren, Lily and Jace.

5. **Tara Hulme ’07** accepted the position of regional advancement director on February 22. Previously a director of development at Fairfield University and a graduate of Colgate, she enjoys spending time with her husband, Colin, and their two children.

6. **Robert Gaudreau** accepted the position of network and systems administrator on March 1. He holds a BA in information technology from Morrisville State College. He enjoys movies, traveling, and gaming. He and his wife, Bridget, business systems analyst, have one daughter.
New Arrivals

MICHELLE BUTZGY, custodial supervisor, and her husband, JOHN, welcomed a son, HENRY MICHAEL, on December 22.

ANDY WAEGER, Instructor in physical education and head men's and women's swimming and diving coach, and his wife, KIMBERLY, welcomed daughter KENDALL ELIZABETH-ROSE WAEGER on January 10, 2016. She was 6 lbs, 7 oz. and 20 in long.

Anniversaries

15 YEARS
HEATHER PALMER, finance & administration
WILLIAM PARMETER, facilities
BRUCE SCOTT, facilities

25 YEARS
GARY WARD, natural sciences

Transfers & Promotions

KELLY SNYDER - administrative assistant, University Studies, Writing & Rhetoric
MICHELLE JACOBSON - administrative assistant, annual giving
JAMIE REILLY – groundskeeper foreperson

In Memorium

LISA WYNN
LASR and stack maintenance supervisor
February 23, 2016
Take a moment to nominate a co-worker!

This program recognizes employees who demonstrate outstanding achievement in Colgate’s commitment to fostering a creative and expansive learning community by demonstrating excellence in **Effective Communication, Creativity and Innovation, Leadership, Change Management and Embracing Diversity and Inclusion**. The goal is to foster a spirit of community by using a peer-nominated format to recognize the achievements of our co-workers.

Col“Great” provides an opportunity to publicly acknowledge the contributions of Colgate staff employees. It is our hope that this program raises appreciation and awareness for those we work with everyday, and builds upon the tradition of unity that makes working at Colgate University "great".

Awards

- **Individual Excellence**: $500, one extra vacation day *(Five employees selected each semester)*
- **Unsung Hero Award**: $500, one extra vacation day *(One employee selected each semester)*
- **Team Award**: $100 and one extra vacation day for each team member. *(One team selected each semester)*

**Employee Of The Year**

This employee will be chosen from the individual Excellence Award recipients and will receive $1,000 and a reserved parking space for one year.

**Nominations must be made by noon on March 11.**

Awards ceremony will be held at the March 16 All-Staff Meeting.

*Please note: This program applies to all full time and part time benefit eligible staff employees. Nomination form will be submitted to HR and the President’s Staff will vote on final selections. Vice Presidents, members of the President’s Staff, deans, head coaches, and teaching faculty are ineligible for consideration.*
With the new semester finally underway, it’s normal that our levels of stress begin to peak. Courses are in full swing, students are completely enveloped in their work, and as faculty or staff we begin to see our departments, teaching, and programs and services beginning to bear the weight of our expectations and those of others.

Often, as the level of demand begins to grow, it’s easy to find ourselves without tools to manage stress. It can even be difficult to believe that we can manage stress; that there are tools and practices that will help us or that we can learn to make improvements in our lives.

One small way we can improve our stress, is to practice gratitude. This may seem challenging, particularly in the face of significant life events and losses. But people vary in both in the things they are grateful for and their practice of the art of gratitude. People who perceive gratitude as practice that involves noticing and appreciating what is meaningful in life, tend to have better health habits and outcomes.

According to University of California-Davis psychology professor Robert Emmons, “Grateful people take better care of themselves and engage in more protective health behavior like regular exercise, a healthy diet, and regular health examinations.”

Gratitude can provide several benefits including decreased stress and improved immune functioning. And those who make gratitude a practice sleep better, have better overall resiliency and improved cardiac health.

Practicing gratitude can be a challenge. It may seem that larger factors make it hard to feel grateful, and it’s worth noting that our lives both as part of their internal rhythm, and in the scope of our lived experience, may have great difficulties. Scientists have found, though, that people who experience losses or difficulties early in life tend to be the most grateful. Gratitude may be embedded in our spiritual practices, but anyone can take steps to cultivate gratitude and reap the benefits.

Ways to improve gratitude include: keeping a journal and noting three things each day you are grateful for; saying thank you when someone does something nice or helpful; and, working to reframe your perspective by practicing seeing things through a more positive lens. Look for ways to reframe your stressors, and grow healthier with each positive thought.

**Often, as the level of demand begins to grow, it’s easy to find ourselves without tools to manage stress.**
Join Daniel DeBlois of Leigh Baldwin & Co., LLC, for a Lunch and Learn Financial Wellness Program. Following an overwhelming response to Daniel’s previous financial workshops, he has agreed to return to Colgate and conduct the same program. Many faculty and staff have worked with him over the past year with a tremendous response.

This informative presentation will cover a number of personal finance topics including:

- How to pay off credit card debt efficiently
- How to pay off your mortgage and car loan quicker
- Saving for your kids college education
- How to maximize Social Security
- How to make sure you have enough to retire
- The Rule of 72 and how compound interest can work for you
- How your life insurance policy really works
- And many other topics will be discussed

Financial Wellness Lunch & Learn

MARCH 8, 2016
12 PM -1 PM

Shaw Wellness Institute | Lunch Provided

Please register here by March 5th

Sponsored by Human Resources and the Shaw Wellness Institute
Social Security Workshop
Lunch & Learn

MARCH 22, 2016
12 PM -1 PM

Shaw Wellness Institute | Lunch Provided
Please register here by March 19th

As more Americans prepare for retirement, questions still remain about whether there will be enough funds in Social Security to provide the benefits promised. This presentation gives a detailed overview of how Social Security works, why it's important and how benefits are taxed. This presentation offers case studies that illustrate the decisions many investors face as they approach retirement. We will give you some tips on how to maximize every dollar you get from social security.

Join the Shaw Wellness Institute for an employee wellness program on financial wellness. Due to the overwhelming response from the first two financial wellness workshops by Daniel DeBlois, we have asked him to come back and do a workshop specific to social security. Dan has been educating numerous faculty and staff over the last year at Colgate and the response has been tremendous. Dan will be presenting the social security workshop with a subject matter expert in Brian Paluso, CFP® Regional Vice President with Invesco.

Sponsored by Human Resources and the Shaw Wellness Institute
Culinary 101 is a faculty and staff cooking series that will be offered during the below dates 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.

**Tuesday, March 22 - 12:10 PM**  
Spring Time Appetizers

**Thursday, April 21 - 12:10 PM**  
Spring Time Appetizers

Please R.S.V.P. by January 20 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
SEUSS SATURDAY
When: Saturday, March 12
Village of Hamilton

Whether you are a long-time fan of the classic Dr. Seuss stories, or have yet to be introduced to his newly released book, “What Pet Should I Get?” All are invited to ‘Seuss Saturday’ on Saturday, March 12. Join us as we celebrate Seuss stories old and new.

Please call 315.228.7480 or visit bit.ly/seuss2016 for a full schedule of events.

STORE CLOSED FOR INVENTORY
When: March 13-March 17

We will be closed from March 13 through March 17 while we complete our annual inventory. We will reopen on March 18th at 9am. We apologize for any inconvenience.

STORE CLOSED EASTER SUNDAY
When: March 27

WWW.COLGATEBOOKSTORE.COM
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

OUTDOOR EQUIPMENT RENTAL CENTER
BASE CAMP
RENT WINTER AND OUTDOOR GEAR SUCH AS SNOWSHOES, CROSS COUNTRY SKIS, ICE CLIMBING EQUIPMENT AND MORE!
RATES VARY, SEE WEBSITE FOR DETAILS
PRICES AND HOURS

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

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
Employee pick-up volleyball games

VolleyBall

TUESDAYS | 12:10-12:50

HUNTINGTON GYM

SIGN UP TODAY!

Click here to sign up for email updates. | Questions? Contact Laura Masse at lmasse@colgate.edu