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.
AUG 8 | 104 ALANA
SEPT 11 | 438 CASE-GEYER
SEPT 12 | 515 CASE-GEYER

FIDELITY
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
AUG 14 | 104 ALANA
SEPT 25 | 515 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 SEPTEMBER ISSUE IS AUGUST 24.

Open ’Gate
August 2018
When Gulf War Syndrome ended Interim Foreperson and Millwright Bob Thomas’s piloting career, he knew he had to find another way to fly. “I’ve always been looking at the sky,” he says.

So, when Thomas heard about powered paragliding (PPG) last winter, he decided to give it a try. PPG is a form of ultralight aviation. A seat is attached to a large motor-powered fan, suspended from a parachute.

Thomas traveled to Florida for a test flight in January and was hooked. He purchased his one-seater paramotor on the spot — no license required, but lessons strongly recommended — and brought it back to central New York, impatient for summer, when he could learn to fly it.

In June, Thomas began the serious business of learning how to operate his new machine. He paid for a lesson in Cooperstown, resulting in “about four near-death experiences,” he said. This convinced him that he was better off learning on his own. Since then, he’s been taking off from his backyard for short flights around Lebanon Reservoir and over Colgate. He reaches altitudes of 500–600 feet, and his flights usually last 15–45 minutes.

While Thomas enjoys his new hobby, it has resulted in a few misadventures. Eager to get started, he initially built skis for it and tried to take off in the snow. The PPG spun in circles and the parachute tangled in the motor. “It was an expensive mistake,” he admitted. More recently, he veered into a tree upon takeoff and ended up stuck about 40 feet off the ground. His family brought a ladder, and Thomas handed down the paramotor in pieces. The parachute itself was damaged, but Thomas is determined to have it repaired and to keep practicing.

He is philosophical about the occasional mishap and gives this advice: “If you don’t have a story to tell, then you ain’t living life.”
1. **Rebecca Cato** accepted the position of administrative assistant, Picker Art Gallery, on July 12. She previously worked as communications liaison at Good Nature Brewing. Cato holds a bachelor’s from University of Central Arkansas and enjoys hiking, outdoor activities, cooking, weaving and sewing.

2. **Elizabeth Beville** accepted the position of assistant women’s lacrosse coach on July 16. She previously worked at Colorado Mesa University, and holds a master’s in sports management. Beville enjoys traveling and being with her friends and family.

3. **Kaitlin Reich** accepted the position of campus safety officer on July 17. Reich holds an associate’s degree in criminal justice and graduated from phase one of the Mohawk Valley Community College police academy. She enjoys shopping and running.

4. **Peter Bandel** accepted the position of area director, residential life, on July 23. He previously worked at the University of Central Florida. Bandel holds a master’s in public policy and an educational doctorate from Northwestern University. He is a professional first aid and ocean rescuer, and a speaker advocate for mental health. Bandel enjoys watching the Red Sox and loves Superman and Batman comics.

5. **Tiffany Lane** accepted the position of director of LGBTQ+ Initiatives on July 23. She holds a master’s in social work from the University of Minnesota. Lane enjoys reading, movies, traveling, and watching sports, especially Michigan State football, the Detroit Tigers, and the Detroit Lions.

6. **Victoria Ruibal** accepted the position of area director, residential life on July 23. She previously worked at Lafayette College, and holds a master’s of education in student affairs and higher education administration. Ruibal enjoys hiking, kayaking, movies, and reading.

7. **Steven Wynn** accepted the position of assistant director of annual giving on July 24. He previously worked at SUNY Oneonta, and holds a bachelor’s in education. Wynn enjoys reading, carpentry, and spending time with his wife, Kristen, and their two children.
## Anniversaries

<table>
<thead>
<tr>
<th>5 YEARS</th>
<th>20 YEARS</th>
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| **JILLIAN COLE**, advancement, annual giving  
**TAMALA FLACK**, office of equity and diversity  
**NIKI KEATING**, counseling & psychological services  
**CONNIE McGREGOR**, purchasing  
**JAMES MLASGAR**, facilities  
**GARY ORENDORFF**, facilities  
**KATE SAEGER**, alumni relations  
**GUNOG SEO**, mathematics | **Randy Head**, facilities  
**CHRISTINE LAFAVE**, biology  
**MIKE MURRAY**, facilities |
| 10 YEARS | 25 YEARS |
| **JULIE DUDRICK**, Upstate Institute  
**SARA GROH**, advancement - research | **CINDY ALBERTINA**, facilities  
**NANCYRIES**, sociology & anthropology  
**BUTCH WOOTTON**, facilities |
| 15 YEARS | 35 YEARS |
| **RUTHIE BRIDGE**, health services  
**DAVID GANTT**, campus safety  
**KIM TAYLOR**, dean of the college | **Bob Tyburski**, president’s office |

## New Arrival

**SEVERIN FLANIGEN**, financial analyst, and his wife, Mary, welcomed a son, Michael, on July 24. He was 10 lbs. 12 oz. and 22 inches long.

## In Memoriam

**AGNES KÖRNER DOMANDI LANGDON**, July 23, professor of German emerita, was also married to Colgate’s 12th president, George Langdon.

## Transfers & Promotions

**LAUREN ELLIS**, assistant coach, women’s basketball  
**MIKE JASPER**, director of grounds and environmental services  
**KATIE KAMMERDIENER**, director of recreation & physical education  
**COLEEN NASSIMOS**, administrative assistant, outdoor education
President Casey welcomed a record turnout to the summer picnic on July 18. The combination of beautiful weather, Ray Brothers BBQ, musical entertainment, raffle prizes, and Gilligan’s ice cream was hard to resist.

Nearly twice the usual number of attendees joined the festivities — those who missed the lunch bell were consoled by President Casey, who announced that the celebration of summer would continue with a second picnic. Summer Picnic Part II was held on August 1 with food available for all.

**Photos are by Mark DiOrio.**
The fall semester will be upon us soon. Now is a good time to make sure your contact information is up-to-date for the on-line directory and Colgate emergency alert notifications.

For the on-line directory:
1. Log into the portal at portal.colgate.edu using your Colgate username and password.
2. Locate the My Contact Information portlet on the Home tab.
3. If updates are made, click the Submit Changes box.*
4. Checking the Show photo in the View Book will allow Colgate users to see your Gate Card ID photo in the View Book portlet.

*Submitted updates to your personal information may take several days to appear online so please verify your listing accordingly. Please note that due to automated processes in the system, not all changes can be made exactly as submitted.

For Colgate Alerts: Log into the RaveAlert system on the portal and make sure you are signed up to receive emergency notifications via text, email, and/or voicemail.

Emergency Contacts:
Employees are responsible for updating their emergency contacts. These should be reviewed and updated as necessary.
1. Log into the portal at portal.colgate.edu using your Colgate username and password.
2. Under the HR section, select My Personal Information.
3. Select View or Update Emergency Contacts; updates are made immediately to the database.

Should you have any questions, feel free to contact the Human Resources Department at x7411 or at humres@colgate.edu.

Check Your Federal Tax Withholding

Due to the changes to the tax law for 2018, it is helpful for individuals to perform a quick checkup for federal withholding. The IRS has released a Withholding Calculator (https://www.irs.gov/individuals/irs-withholding-calculator) to project your appropriate tax withholding status. Should you wish to update your current withholding, please complete a new Form W-4, Employee's Withholding Allowance Certificate, and submit the completed form to the human resources department.

While the human resources department is not able to provide tax advice, we are happy to provide you with your current withholding status and review your paystub and deductions with you should you have questions. This information is also available via Banner Self-Service in the portal (portal.colgate.edu). You may wish to consult with a tax adviser to evaluate your individual tax situation.

Check Your Data!
BIOMETRIC SCREENING
AUGUST 7

On **August 7**, 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](http://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](http://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](http://connect.viverae.com).
2. Complete the new user registration:
   a. Identifier: DOB (MMDDYYYY) + Last 4 digits of SSN
   b. Registration Code: colgate (lowercase)

*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 November 13, 2018, and will be communicated again closer to that date.

Please contact Human Resources at x7565 with questions.

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Madison County Trails Website Goes Live

A new website created by the Partnership for Community Development is now live. Follow the link below for a comprehensive map of walking, hiking, and biking trails in southern Madison County, including Colgate’s Harry Lang cross country and fitness trails.

[www.gosomad.com](http://www.gosomad.com)
Junior Raiders Fan Club

Benefits include:

- Free admission to all regular season, ticketed games, including: football, men’s & women’s basketball, and men’s hockey
- Free Junior Raiders T-shirt
- Free membership credential (with lanyard)
- Opportunities to be bench and floor kids at hockey and basketball games
- Invitations to special events with Colgate Athletics
- Chance to meet and interact with Colgate’s student-athletes and teams

More than $275 worth of benefits that you can have for as low as $30!

For updated information on upcoming games and promotions for Junior Raiders, please visit: GoColgateRaiders.com
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.

Dar Williams Book Signing & Presentation
SATURDAY, AUGUST 25 | 3 p.m. | ARTS AT THE PALACE FREE

Join Dar Williams, a beloved folk singer, as she presents an impassioned account of the fall and rise of the small American towns she cherishes. Her book, What I Found in a Thousand Towns, is more than a love letter to America's small towns, it's a deeply personal and hopeful message about the potential of America's lively and resilient communities. Drawing on her own travels and the work of urban theorists, Williams offers real solutions to rebuild declining communities.

Shop online at: colgatebookstore.com
Our academic calendar calls for classes to be held on Labor Day, Monday, September 3. Labor Day is a designated holiday for staff; supervisors should be clear if staff are required to work. Hourly employees who work on a holiday will be paid for the number of hours worked on the holiday and, in addition, will either 1.) receive pay for the holiday or 2.) be granted another day off within 60 days. The method of payment will be at the discretion of the supervisor.

Reminder: Labor Day
Monday, September 3

Call for Colgate Community Collaboration!
Fall 2018 exhibit, Not a Costume at the Longyear Museum of Anthropology

The Longyear Museum of Anthropology is planning an exhibit on contemporary Native American (broadly defined as all indigenous communities in the Americas) fashion which will examine stereotypes, cultural appropriation, and the relation between tradition and innovation.

Tying into the bicentennial celebration, we are inviting Colgate University students, faculty, staff, and alumni who identify as a member of an indigenous community in the Americas to share their fashion items, stories, and Colgate experiences.

If you are interested in collaborating, please e-mail cdelair@colgate.edu with your name, connection to Colgate, and a brief description and/or image of the fashion item by August 15.

Not a Costume will open on September 27, 2018, and close on December 16, 2018.

Opens August 3!

Responsibly Dispose of Excess Prescription Medication

DROP BOX
DROP OFF 24 HOURS A DAY, 7 DAYS A WEEK
Hamilton Police Department Lobby

Provided in partnership by: Hamilton Area Community Coalition
A TIAA Financial Essentials Webinar

Market-proof your retirement

You’ve likely heard repeatedly throughout your career how important it is to save for retirement. However, as the day approaches, there are additional questions you’ll have to ask yourself: Am I overexposed to market losses? Will I outlive my money? Am I confident that I can retire on my terms?

In retirement—and the years leading up to it—protecting your savings becomes just as important as growing it. Join us to learn how to create your own personal pension* with TIAA Traditional, offered by Teachers Insurance and Annuity Association of America (TIAA).

Register today for our August 8 live webinar (12 to 1 p.m. ET).

Sign up today!
- It’s quick.
- It’s easy.
- It matters.

Schedule online

And it’s at no additional cost to you!

200.colgate.edu goes live on August 20. Be the first to know.

Join the priority mailing list and receive an e-mail when the celebration begins online.
15 FOR ME CHALLENGE

Learn to manage stress with the 15 for Me Challenge.
Taking time for yourself isn’t always easy, but it is important for your physical and mental health. Learning to manage stress can help you sleep better, control headaches, and keep illness and depression away.*

CHALLENGE DATES:

HOW IT WORKS:
Give yourself one point for each day you spend at least 15 minutes:
» Getting a massage
» Meditating
» Journaling

» Being physically active
» Doing yoga and other stretching exercises

The goal: reach 20 challenge points to earn 15 wellness program points.
Daily max challenge points: 1 per day

Register and track your progress on connect.viverae.com or the Viverae® mobile app under the Well-being section.

* 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.

Questions about this challenge or your wellness program? Call 888-VIVERAE (848-3723).
COMPLETING YOUR
MEMBER HEALTH
ASSESSMENT

One of the first steps in your wellness program is to complete your Member Health Assessment (MHA). The MHA asks questions about specific lifestyle habits, including your health, activity, and nutrition. Your responses are analyzed along with your Biometric Screening to generate a Health Index, including a Health Age and Health Score. These MHA results will show your risk level to help you improve your overall health and well-being.

GETTING STARTED

Step 1
- Visit connect.viverae.com or the Viverae® app
- Select Register
- Enter your last name and date of birth (DOB)
- Enter your identifier: DOB + last 4 of SSN (MMDDYYYY1234)
- Enter the registration code: colgate

Step 2
- Create a username and password
- Select a security question and answer, and click Save

COMPLETE YOUR MHA

- Complete when prompted during registration
- OR
- Complete later by logging in to your wellness program and following the prompts on the homepage

Don’t Wait
Completing the MHA takes less than 10 minutes, and the results can get you started on a path to better health!

Questions?
Contact the Viverae Health Center at 888-VIVERAE (848-3723).

Note: MHA results show your risk level to help you understand what metrics you can improve in the future.
PREVENTIVE CARE RECOMMENDATIONS

Regular Preventive Care can help find problems before they start—or early on, when chances for treatment and cure are better. Your specific Preventive Care services will vary depending on your age, health, family history, and lifestyle, so consult with your physician.

Report completion of your three exams at connect.viverae.com or the Viverae® app to earn program points.

**Preventive Care Compliance**

**Gender-specific recommendations**

**MALE**
- Physical Exam
- Dental Exam
- Prostate Exam
- Influenza Vaccine (Flu Shot)
- Skin Cancer Screening
- Eye Exam
- Pneumonia Vaccine (Pneumococcal Vaccine)
- Shingles Vaccine (Herpes Zoster)
- Fecal Occult Blood Test (Stool Test)
- Prostate-specific Antigen Test (PSA Test)
- Colonoscopy
- Osteoporosis Screen (Bone Density Test)

**FEMALE**
- Physical Exam
- Dental Exam
- Well Woman Exam/Pap Test
- Influenza Vaccine (Flu Shot)
- Eye Exam
- Skin Cancer Screening
- Pneumonia Vaccine (Pneumococcal Vaccine)
- Shingles Vaccine (Herpes Zoster)
- Mammogram
- Fecal Occult Blood Test (Stool Test)
- Colonoscopy
- Osteoporosis Screen (Bone Density Test)

Look-back Period (all): 12/1/2017

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1 The Viverae Medical Advisory Board supports these proactive Preventive Care compliance recommendations, provided by recognized specialty medical organizations. Preventive Care compliance recommendations do not take into account health plan benefits or personal and/or family health and medical history.

Questions?
Contact our wellness partner at 888-VIVERAE (848-3723).