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.
JULY 24 | 535 CASE-GEYER
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 AUGUST ISSUE IS JULY 24.
On the evening of June 28 more than 170 staff and retirees gathered in the Hall of Presidents to celebrate Colgate employees who reached 15, 20, 25, 30, 35, 40 and 45 years of service during the 2017-18 academic year. Only 13 of our 29 honorees were able to attend, but their service represented 395 years of service to Colgate University. That’s over 102,000 work days and well over 750,000 hours of work! A welcome was given by Tracey Hucks ’87, MA ’90, provost and dean of the faculty. President Casey also provided remarks in which he expressed his deep appreciation for Colgate employees. Lori Chlad, associate vice president for human resources introduced each honoree with warm words about their contributions to Colgate and the community. She extended a special thank you to all of the employees who give their all each and every day to make Colgate such a special place to work.
Service Awards Honorees

15 YEARS
Tammy Ayers
Amanda Bridge
Heather Binelli
Emerson Buell

20 YEARS
Rene Beers
Michele Carney
Douglas Chiarello
Karen Forni Austin
Diane Janney
Tabitha Kane
Christopher Naylor
Barbara Springer
Patricia St. Leger

25 YEARS
Joseph Bello
Kimberly Manner
Tracy Ogren

30 YEARS
Michael Bonsie
Mark Button
Charles Izard
Michelle Reese

35 YEARS
Brian Belden
Bonnie Button
Barbara Cook
Nancy Orth
Lois Wilcox

40 YEARS
Deborah Rhyde

45 YEARS
Patricia Caprio
Leslie Lollman

2018
Anniversaries

5 YEARS
DANNY BARRETO, LGBTQ Studies
REID BLACKMAN, philosophy & religion
JENS CHRISTENSEN, mathematics
RYAN ENDRI, music
MIEKA ERLEY, Russian & Eurasian studies
PAUL HELSEL, athletics, fitness center
JENNIFER HULL, history
SILVIA JIMENEZ BOLANOS, mathematics
JASON KEITH, chemistry
AMELIA KLEIN, English
PENNY LANE, art & art history
NIMANTHI RAJASINGHAM, English
JENNIFER TOMLINSON, psychology
SUSAN WOOLLEY, educational studies

10 YEARS
JEFF BARY, physics & astronomy
JANEL BENSON, sociology & anthropology
CATHERINE CARDELUS, biology
LESLIE COWEN, athletics, sports medicine
ED FOGARTY, political science
GEOFF HOLM, biology
DEBBIE KRAHMER, library, reference/instruction
ELIZABETH MARLOWE, art & art history
DEAN SCRIMGEOUR, economics
EDDIE WATKINS, biology

15 YEARS
JENNIFER BRICE, English
ROBERT DWYER, facilities
FRANK FREY, biology
DEWITT GODFREY, art & art history
JASON KAWALL, philosophy
NOOR KHAN, history
ULRICH MEYER, history
DANIEL BERTRAND MONK, geography
BRIAN MOORE, history
KEZIA PAGE, English
KEN SEGALL, physics & astronomy
MARK SHINER, chaplain’s office
NATALYA STOLOVA, romance languages
BILL STULL, classics

20 YEARS
KAREN HARPP, geology
IAN HELFANT, Russian & Eurasian studies
CLARICE MARTIN, religion
DAMHNAIT MCHUGH, biology
NINA MOORE, political science
PATRICK RILEY, romance languages
LYNETTE STEPHENSON, art & art history
ED WITHERSPOON, philosophy
Anniversaries

25 YEARS
BARBARA HOOPES, biology
ANN JAN TIERNEY, psychology

30 YEARS
KIKO GALVEZ, physics & astronomy
CONSTANCE HARSH, English
PADMA KAIMAL, art & art history
STEVEN KEPNES, religion
LAURA KLUGHERZ, music
DI LUNDRIGAN, accounting & control
ANDY ROTTER, history

35 YEARS
MARK BROEDEL, facilities
TAM MICHL, economics
JOHN NAUGHTON, romance languages
GERT NEUBAUER, campus safety
BOB TURNER, economics

40 YEARS
SCOTT KRALY, psychology
ROBERT KRAYNAK, political science
DEBORAH KNUTH KLENCK, English
TOM O’NEILL, accounting & control
Transfers & Promotions

NEIL ALBERT, university registrar & director of institutional planning, assessment, & research

SAMANTHA ALEXANDER, senior administrative assistant to the vice president and dean of admission and financial aid

KRISTEN BASHER, assistant director, annual giving

JON BEERS, service desk supervisor

MIKAYLA BRENNAN-BURKE, assistant dean of admission

CHRISTY DELAIR, curator, Longyear Museum of Anthropology

BRITTENY DOROW, assistant dean of admission

BRENT FARRELL, senior data warehouse analyst and developer

BRIDGET GAUDREAU, senior systems analyst and programmer

CATHERINE MARHENKE, senior associate director, annual giving

BRUCE MOSELEY, director of corporate, foundation and government relations

MEGHAN PILS, relationship development analyst

JAMES REED, assistant director, career services

DAN SHANLEY, senior assistant dean for admission operations /CRM administrator

TANITH SHERMAN, assistant director for housing operations

SHANNON SINGLETERRY, senior regional advancement director

Marriages

KARLI HARRIS, administrative assistant, admissions, was married to BARTOLO CAPUTO on June 9.

New Arrival

VIJAY RAMACHANDRAN, associate professor and chair of computer science, and his wife, EMILY JOHNSON, welcomed a baby girl, IRIS OLIVIA RAMACHANDRAN, on June 13. She was 6 lbs, 6 oz, and 19.5 inches long.

In Memoriam

SHIRLEY BENNETT, JUNE 29 - retired, custodian
1. Laura Chrissley accepted the position of career advisor on June 11. She previously worked at the College of Brockport as career services coordinator. Laura holds a bachelor’s in business administration and a master’s in higher education. She enjoys concerts, reading, spending time with friends and family, and traveling.

2. Daniel Esworthy accepted the position of operations assistant, registrar on June 11. He previously served in the US Army as an intelligence analyst. Dan graduated Summa Cum Laude from Keuka College. He is a movie buff, a gamer, and enjoys playing guitar.

3. Tristan Hilpert accepted the position of assistant dean of students and director of fraternity and sorority advising on June 11. He previously worked at San Bernardine Valley College. Tristan holds a bachelor’s in geography and a master’s in higher education. He enjoys major league baseball (LA Angels) and traveling.

4. Casimer Sowa accepted the position of associate director of off-campus study on June 11. He previously worked at Butler University. Cas holds a bachelor’s in French and business and master’s in American studies from Penn State. He enjoys biking, hiking, and tennis.

5. LeAnna Rice accepted the position of director of ALANA Cultural Center on June 18. She previously worked at the Jed Foundation as campus advisor. LeAnna holds a master’s in clinical mental health counseling. She enjoys gardening, writing, cooking and baking.

6. Courtney Young accepted the position of university librarian on July 1. She previously worked as head librarian at Penn State Greater Allegheny. Courtney holds a bachelor’s in English, and a master’s in library science. She enjoys MLB (Pittsburgh Pirates), NFL, shopping, photography, baking and museums.
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 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 November 13, 2018 and will be communicated again closer to that date.

Please contact Human Resources at x7565 with questions.

Invest In Your Future!

Saving enough can be hard to do. For those just starting a career, retirement is often the farthest thing from one’s mind. Your retirement provider can help you set achievable goals. Getting a raise is a great time to invest in your future! Complete a new Salary Reduction Form to increase your contributions or schedule an appointment with your retirement provider to work on your goals (see schedule on page 1 of this issue).

SUMMER PICNIC

President Brian W. Casey cordially invites faculty and staff to a picnic in celebration of summer

WEDNESDAY, JULY 18, 2018
11:30 A.M. – 1:00 P.M.
MERRILL HOUSE LAWN

Catered by Ray Brothers Barbeque
Musical entertainment and raffle prizes
In May, Colgate community members traveled to Puerto Rico for a week devoted to hurricane relief. The group performed service work at Plenitud, a non-profit educational farm and learning center located in the mountains of western Puerto Rico near a town called Las Marias. Associate Professor of English and Africana and Latin American Studies Kezia Page and executive director for risk management and legal affairs Andrew Fagon led the group of 10 undergraduates, composed mostly of students enrolled in CORE Caribbean or Introduction to Caribbean Studies.

The 2017 hurricane season was one of the most destructive on record, and it left much of the Caribbean devastated. In late summer of last year, a concerned group of Colgate faculty and staff with ties to the Caribbean met to coordinate hurricane relief efforts.

"We were not alone in our desire to help; there were student-led initiatives as well as a program out of the Office of International Student Services," said Page. The group met with Krista Saleet, director of the Max A. Shacknai Center for Outreach, Volunteerism, and Education (COVE), and developed the idea of a service trip to Puerto Rico. Provost and Dean of the Faculty Tracey Hucks provided grant funding for the project.

Throughout their stay at Plenitud the group learned about bio-construction, permaculture and sustainable farming. "We planted, harvested, weeded, mulched, cleaned, and assisted in building," Page said. "We also started a garden at a pre-school in Las Marias."

Up and out of their tents at 6 a.m. every day, the team helped build earthbag structures, which are resilient to floods and hurricanes. Bags of soil or sand are layered on top of each other, reinforced with barbed wire, and then covered in adobe or concrete. In the afternoon they gathered to enjoy cultural experiences such as African bomba, a traditional Puerto Rican form of call and response dance, and share a meal of local cuisine. They took classes on ecology and enjoyed the natural environment. Saleet said it was "about paying honor to the community they were in."

"The people we met, the work we did, and the journeys we took not only bonded us closer as a group, but also granted each of us a more intimate relationship with serving and helping others," said Molly Adelman '21. "The trip was truly remarkable in every facet."

Hucks has arranged funding for two more service trips devoted to hurricane relief. Danny Barreto, Assistant Professor of LGBTQ studies, will lead the next group in May 2019.
One of the biggest events held on campus every year, Reunion Weekend is an especially demanding time for many in the Colgate community.

- Buildings and grounds staff work diligently to make the campus look its best, set up event spaces, and clean up afterwards.
- Campus safety makes sure all event spaces meet fire code requirements and have the necessary permits to secure the wellbeing of Colgate staff and alumni.
- Information technology services supports all lectures, presentations, and other events.
- Academic departments organize lectures, panels, film screenings, and exhibitions.
- Institutional advancement pulls it all together, working long hours to ensure a fantastic three-day event.

This year, Open ‘Gate reached out to the special group of Colgate staff members who are also Colgate alumni to find out how they celebrated Reunion 2018. Here’s what two of them had to say.

Darcie Loveless ’98, associate director of stewardship

“My favorite part was all the positive energy and smiling faces. I celebrated by catching up with old friends, dancing, and laughing so hard my stomach hurt.”

Sue Dolly Lathrop ’88, senior associate dean for admission operations

“My favorite part of Reunion 2018 was being able to see not only my classmates but also alumni with whom I have worked during my 29 years in Colgate’s admission office. This year, I was able to see former admission staff members, student workers, and alumni volunteers. I spent most of my time with my close friends, attending meals and events hosted by the advancement staff — including the Friday night awards ceremony and torchlight procession.”
Colgate weathered several emergencies throughout the spring 2018 semester, from a meningitis case in March to winter storms severe enough to close campus.

How does Colgate prepare for an emergency? What systems are in place to ensure the wellbeing of the campus community? Hoping to find out, Open ‘Gate caught up with Dan Gough, associate vice president for campus safety, emergency management, and environmental health and safety, and Gary Bridge, fire safety and emergency preparedness manager.

**How does Colgate prepare for and deal with emergencies?**

**Dan:** Since 2010, we have used the Incident Command System, or ICS. This is a standardized, flexible approach developed by FEMA. It enables a coordinated response among university divisions and outside agencies, both public and private.

**How does ICS work?**

**Dan:** ICS divides our emergency response staff into three sections: an incident commander, the emergency operations center, and the executive group. The emergency operations center, or EOC, provides emergency response support in operations, planning, logistics, and communications among other things. The executive group — the president and his cabinet — provides guidance and overall direction.

**So, in the case of an emergency, all of these sections come together?**

**Gary:** Yes, there are roughly 50 members in the EOC, drawn from departments all over campus. The most qualified person on the scene is chosen to be the incident commander. For example, during the meningitis incident, Dr. Merrill Miller was the incident commander. If there had been a fire on campus, I would have been the incident commander, at least until the fire department arrived. The system is designed to be flexible.  

(continued on next page)
Where do you meet during a crisis?
Gary: We don’t advertise that, if there were an active shooter, we wouldn’t want them to know where it is.

Fair enough, how do you train your team?
Dan: We do one training session per month. We have an emergency management strategic planning group, and we intentionally design training exercises based on the crisis most likely to affect our community at any given time.

We heard that you conducted a meningitis scenario exercise just a month before the actual incident on campus. What made you choose this theme for the training?
Gary: It was actually less than a week before!
Dan: It’s a testament to how we train the EOC staff and the executive group. We chose the scenario because it was deemed to be the most probable crisis at that time of year with the students returning from spring break.

Can you tell me other scenarios you’ve worked on?
Dan: Hazardous materials spill, severe weather, fires, cyber security, terrorist attack, hostile intruder...

Tell me more about how you responded to the real meningitis case.
Gary: We pre-planned for this sort of emergency several years ago. Madison County has open points of distribution (PODs) where all members of a community can get treatment depending on the type of public health emergency. But Colgate was designated as its own closed POD. This ensures the Colgate community has access to prophylaxis/vaccinations.

Dan: The ambulance workers who responded to the call about the sick student alerted us that it was a possible meningitis case. The EOC began planning right away, even before the diagnosis was confirmed. In fact, the County and State Dept. of Health stated that they believe it set a record for setting up a closed POD in the state: from the time of confirmation that it was a meningitis case to issuing prophylaxis, it was approximately four or five hours.
Gary: We’ll never know how many other cases we prevented by rapidly identifying those close to the patient, setting up the POD, and offering prophylaxis.

Thanks very much to both of you, is there anything else you’d like to add?
Gary: Can we do a sales pitch? We are available to meet with offices and divisions on campus to provide emergency preparedness training. We’ve already provided training to many departments and we’d like to get as many more trained as possible.

To set up a training session, call Gary Bridge at 315-228-6531 or e-mail gbridge@colgate.edu
Colgate Day
Friday, July 13

We're combining Colgate Day with our annual Customer Appreciation Day, and it's going to be EPIC!

The entire store will be 13% off!
(in-store and online, some exclusions apply)

Enjoy FREE ice cream (while supplies last)
Sale includes S'well, Alex and Ani, and Patagonia. Sale can be combined with standard employee discount.
Where’s Waldo? In Hamilton, NY, of course! This July, the iconic children’s book character in the striped shirt and black-rimmed specs is visiting over 20 local businesses throughout our community, including Flour and Salt Bakery, Hamilton Movie Theater, Oliveri’s Pizzeria, Parry’s, Arts at the Palace, and more!

Pick up a “Find Waldo Local in Hamilton” passport at the Colgate Bookstore. It contains the names of all the participating sites. Get your passport stamped or signed for each Waldo you spot. To make things a little more challenging, Waldo and his friends have each dropped a precious item in the Colgate Bookstore.

Collecting store stamps or signatures at 20 or more businesses will entitle diligent seekers entry into a grand-prize drawing on July 31. The top prize: an eight-volume set of Waldo books. Celebrate a great month of Waldo-searching at the end-of-the-month Find Waldo Local party, July 31 at 4 p.m. in collaboration with the Hamilton Public Library. A special scavenger hunt will start at the Hamilton Public Library and end at the Colgate Bookstore with pizza and prizes.

www.colgatebookstore.com

Iconic Children’s Book Character Continues to Create Summertime Fun To Support the Shop Local Movement

FIND WALDO IN ALL YOUR FAVORITE HAMILTON BUSINESSES!
JULY 1-31, 2018
Responsibly Dispose of Excess Prescription Medication

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

In the meantime, non-controlled substances can be disposed of at Kinney Drugs on the last Saturday of each month.

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

I personally would like to thank everyone who donated to the catastrophic fund.
I really appreciate it!
~Sherry Cook, late night circulation assistant
You can register for upcoming titles at TIAA.org/webinars

All live webinar times are EST.

Summer is a good time to boost your financial know-how with TIAA’s live webinars. Reserve your spot today.

**Special Topic: Asset Location—A practical guide for income and estate planning**

We often think about our investments in terms of how much we should invest in stocks or bonds or other investments so that we can achieve the greatest return according to our own risk tolerance, goals and time frame. Equally as important is where those assets are located to maximize the benefits of different account types—usually to minimize taxes. Learn about how the location of your assets may impact your retirement income and your beneficiaries.

July 17 at 12 p.m. (ET)

**Tomorrow in Focus: Saving for your ideal retirement**

Find out how retirement savings, planning and the real benefit of time are essential features of retirement investments.

July 17 at 3 p.m. (ET)

**Inside Money: Managing income and debt**

Discover how to help make your money work harder by using your cash flow more effectively, developing good saving habits and better managing debt.

July 18 at 12 p.m. (ET)

**Within Reach: Transitioning from career to retirement**

You can plan ahead to help make the most out of your retirement—from paying yourself to allowing for taxes, healthcare and estate planning wishes.

July 18 at 3 p.m. (ET)

**Special Topic: Quarterly economic and market update**

TIAA’s Chief Investment Strategist will discuss economic and market developments that may impact your retirement savings strategy.

July 19 at 12 p.m. (ET)

**Healthy Numbers: Integrating healthcare into your retirement plan**

You can learn and plan for the cost of healthcare in retirement, including supplemental insurance, and the real benefits and costs of Medicare.

July 19 at 3 p.m. (ET)
As a Blue365 member you have access to Fitness Your Way™ by Tivity Health™, a great way to get healthy and feel good on your own terms. It offers you the flexibility to work out at any network fitness location, on your time and on a budget that you can live with. It’s one of the most flexible, affordable and accessible ways to adopt a healthy lifestyle and remain committed to it. You and your dependents who are 18 years of age and over are eligible.

Meet your goals
- View your gym visits online to keep on track and stay motivated.

On your time
- Network includes more than 10,000 national and local fitness locations.
- Finding locations is quick and easy: Simply visit blue365deals.com/FYW.
- Visit any participating location — anytime, anywhere — as often as you like.

On your budget
- Pay only $29 a month per person.*
  
  * Taxes may apply. Individuals must be at least 18 years old to purchase a membership. $29 enrollment fee with a three-month commitment.

Enroll today in Fitness your way!

1. Go to Blue365Deals.com/FYW.
2. Click “Log in” or “Register”.
3. Click on “Redeem Now”.

Or enroll over the phone: Call one of our dedicated customer service team members at 1-888-242-2060 Monday through Friday, 8 a.m. – 8 p.m. Eastern time zone.

Facebook.com/TivityHealthFitnessYourWay
Share your favorite workout spot by tagging us @tivityhealthfyw or use #FitnessYourWay.
A HIKE IN THE WOODS shouldn't be hazardous to your health. Enjoy your walk while safeguarding against Lyme disease by wearing long shirts, pants and sturdy hiking footwear, as well as using an insect repellent that specifically targets ticks. As an added preventive measure, take a shower within two hours of walking in grassy, wooded areas.

**PARENTS:** Check for ticks under your kid's arms, around and in their ears, inside their belly button, behind their knees, between their legs, around the waist and in their hair.