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.
MAR 6 | 104 ALANA
MAR 12 | 515 CASE-GEYER
APR 12 | 104 ALANA
APR 16 | 535 CASE-GEYER
MAY 1 | 104 ALANA

FIDELITY
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
MAR 6 | 438 CASE-GEYER
MAR 27 | 104 ALANA

CU WELL
WELLNESS PROGRAMMING
JOIN THE 2019 WELLNESS INITIATIVE AND EARN $300 IN AN EMPLOYER-PAID FLEXIBLE SPENDING ACCOUNT (NONTAXABLE). CLICK HERE TO LEARN MORE.

WELLNESS RESOURCES:
VISIT CONNECT.SIMPLYWELL.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 APRIL ISSUE IS MARCH 22.
Individual Excellence Award

Tracia Banuelos, program coordinator for Haven

Valerie Brogan, assistant director of investigations, campus safety

Marsha Collett, program coordinator, CLSI

Tamala Flack, executive director for equity and inclusion and EEO

David Herringshaw, digital production specialist, communications

Niki Keating, assistant director of counseling and psychological services

Stacey Millard, director of residential life

Janine Rasmussen, student account assistant, accounting and control

Cindy Terrier, administrative assistant, political science dept. & international relations program; center for freedom & western civilization

Outstanding Contribution

Alan Mosher, custodian, facilities

Yolanda Vasquez, late night circulation supervisor, library

Team Excellence Award:
Colgate at 200 Bicentennial Website

Jason Kammerdiener, web manager, communications

Rebecca Downing, senior director, communications initiatives

Emily Jeffres, digital history project manager, library

Employee of the Year 2018-2019

David Herringshaw, digital production specialist, communications

Pictured at top: Individual Excellence Award Recipients
Bottom left, Dave Herringshaw. Bottom right: Colgate bicentennial website team.
New Arrival

KIRSTYN RUSSELL, associate registrar, and her husband, William, welcomed a son, Peyton James, on January 30. He was 8 lbs. 4 oz. and 22 inches long.

March Anniversaries

5 YEARS
LESLEY CHAPMAN, art & art history
SEVERIN FLANIGEN, budget & decision support
BRIDGET GAUDREAU, information technology
ELLEN HOLM, dean of the college

15 YEARS
JEAN SCHRODER, advancement, capital support
BOB THOMAS, facilities

25 YEARS
JIM JEROME, information technology

30 YEARS
TIM RATCLIFFE, facilities

Transfers & Promotions

TAMMY ERTLY, senior administrative assistant to the office of the provost and dean of faculty
AMANDA STEWART, residential life area director
SARAH CURTIS, classroom digital media and events manager

Retirements

BOB PINNEY, instrument technician in chemistry, March 29
DEBBIE BOLTON, career services coordinator, March 31
Book Published

Brian Reece, associate director of residential life, recently co-published a book on hiring practices in higher education. *Debunking the Myth of Job Fit in Higher Education and Student Affairs* features contributions from a number of scholars and practitioners, interrogating hiring practices in higher education through a social justice lens. “Each chapter explores a different aspect of the concept of “job fit” and its various uses in the ways we search for jobs and hire people for jobs in this field,” Reece said.

The idea for the book came about five years ago at the convention for ACPA -College Student Educators International. “Everything about the book came about through community dialogue,” added Reece.

EMPLOYEE SPOTLIGHTS

By Jasmine Kellogg

Sisters Reunited

Congratulations to Colgate’s Lead Custodial Supervisor, Barbara Springer, who was recently featured in a CNY Central news story. Thanks to a DNA testing kit she was reunited with her older sister (also named Barbara) more than 70 years after Springer’s parents were forced to give her sister up for adoption. Part one of the story aired on February 3, right after the Super Bowl. Part two includes the full story as well as a video of Springer and her family reuniting with their long-lost sibling.
1. **Katy Jacobs** accepted the position of landscape project manager on January 28. She previously worked at Appel Osborne Landscape Architecture in Syracuse. Jacobs holds a bachelor's in landscape architecture and enjoys gardening and travel.

2. **Stacy Jeffris** accepted the position of accounting assistant on January 28. She previously worked at Dunn, Bruno & St. Leger Law Firm. Jeffris holds a bachelor’s in business management. She enjoys sports.

3. **Njeri Jennings** accepted the position of assistant educator, Picker Art Gallery, on February 4. She previously worked at the University of North Carolina Greensboro as a public history graduate assistant. Jennings holds a master’s in museum studies. She enjoys dance and knitting.

4. **Brigid St. Leger** accepted the position of athletic administrative fellow on February 7. She has previously worked as events/marketing coordinator. St. Leger holds a bachelor’s from Canisius College and a master’s from LeMoyne College.

5. **Melvin Herbert** accepted the position of senior systems analyst programmer on February 18. He previously worked at PNC Bank as lead software developer, and holds a bachelor’s in computer science. Herbert is a classical guitarist, enjoys hiking with his wife and dogs, and looking for mushrooms.

6. **Jasmine Johnson** accepted the position of assistant director of sports performance on February 18. She previously worked at Rutgers University as assistant strength and conditioning coach. Johnson holds a bachelor’s in kinesiology and a master’s in higher education administration. She enjoys snowboarding, watching NCAA gymnastics, and the Detroit Redwings.
This year, Colgate’s Martin Luther King Jr. Celebration included two weeks of robust programming, Jan. 21–Feb. 1, centered on the theme “Thriving in the Current Times.”

“Thriving involves the wisdom of the community,” said LeAnna Rice, director of the ALANA Cultural Center and chair of the MLK Committee. In keeping with this theme the committee organized workshops aimed at promoting healing and self-care, as well as events focused on career and networking for people of color.

The celebration culminated with a keynote speech by noted author and poet Nikki Giovanni. More than 300 students, faculty, staff, and community members braved the polar vortex to attend Giovanni’s lecture and book signing.

Giovanni charmed the audience with her wit, candor, and compassion for the human condition. Her speech was filled with stories, poems, and laughter. “Sometimes people forget that to be black is a wonderful thing,” she said. “Life is about joy, do something that makes you happy, do your job no matter how small it may seem. Our job is to make life a little better.”

“Life is about joy, do something that makes you happy … our job is to make life a little better.”

-Nikki Giovanni
On February 1, 2019, Community Memorial Hospital and Colgate’s Human Resources Department hosted its most successful Go Red Event in the Hall of Presidents. Listen to Your Heart; a Fireside Chat included survivor stories and provider perspectives and was moderated by Dr. Merrill Miller.
ColgateWoLF March Update

Save the date: On March 29 the Picker Art Gallery and Longyear Museum of Anthropology will host ColgateWoLF members for private gallery tours and a light lunch. An invitation will be sent to ColgateWoLF members in the coming weeks. Space is limited. Not on the mailing list? Contact ColgateWoLF@colgate.edu.

We encourage all ColgateWoLF members and professional women in the Colgate community to register for the New York State ACE Women’s Conference. ColgateWoLF steering committee members Jen Servedio, Robin Bridson, Sarah Curtis, and Jasmine Kellogg will be presenting a panel on the creation of ColgateWoLF.

Information on upcoming American Sign Language workshops and book discussion groups will be available in the coming weeks.

INTRAMURAL ESPORTS
SMASH BROS. TOURNAMENT

- When: Wednesday, April 10 at 4 p.m.
- Where: Parker Commons
- Registration deadline is Wednesday April 10 at 3 p.m.
- Tournament is open to all Colgate Students/Faculty & Staff
- Register through IMLeagues.com
- Come join the fun in our first Intramural Esports event
- Contact C.J. Molina at cmolina@colgate.edu for more info
Thank You Note
On behalf of the Holobosky Family.

No words could ever express our appreciation for the love and support the Colgate Community has shown us after the passing of our father, Nicholas Holobosky, on February 10, 2019. We are deeply grateful.

Warm Regards,
Michael B. Holobosky
*Lead graphic designer and digital print specialist*

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**RAIDER NATION**
Young fans enjoying a Colgate Basketball game. Go ‘Gate!

*Submitted by Michelle Jacobson*

Send YOUR department photos to humres@colgate.edu.
Deadline for April issue is March 22.
Colgate is a very special place to work. Let’s spread the word! Periodically, human resources will showcase jobs listed on our Careers @ Colgate website in hopes that staff will share these opportunities and links with colleagues and/or potential applicants who may be interested in working at Colgate.

The following positions are presently available:

- **Senior Writer Advancement**
- **Assistant Director Stewardship**

Careers.colgate.edu
Control What You Can: Cancer Risk Reduction

Presented by Pat Salzer, RD Workplace Wellness Consultant
Excellus BlueCrossBlueShield

Be aware of what you can’t control and what you can. That’s the positive approach this risk management program takes. Individuals will be encouraged to practice a healthy lifestyle and follow recommended screening guidelines.

April 2 | 560 CASE-GEYER
11:30 a.m.—1:30 p.m.
Lunch will be provided
Register here
Everyone age 50 and older should talk to their doctor about being tested for colon cancer. Regular testing increases the chance of stopping colon cancer before it starts or finding it early when treatment may be most effective. If you or someone in your family has had colon cancer or certain other conditions, you may need to start testing earlier than age 50.

Colgate’s health insurance covers preventative colon cancer screenings in full for participants 50 and older. The screenings include:
A. Colonoscopy; or
B. Fecal occult blood test* (e.g., guiac-based (gFOBT) or immunochemical (FIT)). Other screening options include:
C. Flexible sigmoidoscopy*; or
D. Virtual colonoscopy (CT colonography)*; or
E. DNA analysis of stool samples using the Cologuard® multi-targeted stool DNA test*.

*If positive test results, colonoscopy should be performed.

Talk to your doctor about when you should start being tested and your screening options to find the best test for you. For more information about these and other cancer screening tests, visit the CDC website. For more information visit the NYS Department of Health website.

Medicare 101
April 9 | 560 CASE-GEYER | 11:30 a.m.—2:00 p.m.

Relph Benefit Advisors, Colgate’s employee benefit consultant, will be on campus presenting on retiree healthcare options. The presentation will include an overview of our retiree plan as well as general information on Medicare, such as, enrolling deadlines, coverage choices, and coordination of benefits. You may wish to attend the session if you are planning to retire in the next year, you are turning age 65, or you are helping a loved one as they retire. If applicable, your spouse or domestic partner may attend as well. REGISTER HERE
BE ACTIVE CHALLENGE

Take small steps toward better health with the Be Active Challenge.
Breaking a sweat with moderate or vigorous daily physical activity is recommended by doctors, but every little bit helps. Sneaking more activity into your day can get your heart beating and help lower your risk of some chronic diseases.*

CHALLENGE DATES:

HOW IT WORKS:
Give yourself one challenge point for each day you:

» Take the stairs instead of an elevator or escalator
» Skip the drive-thru window and go inside instead
» Park farther away from your building entrance
» Do at least 30 minutes of physical activity

The goal: reach 20 challenge points to earn 15 wellness program points.
Daily max challenge points: 1 per day.
Tiered: Reach the following challenge points to complete each tier

» 15 challenge points = Tier 1
» 20 challenge points = Tier 2
» 23 challenge points = Tier 3
» 26 challenge points = Tier 4

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

Questions about this challenge or your wellness program?
Call 888-848-3723.
EMPLOYEE FOCUS ON FITNESS
SPRING 2019 SCHEDULE

CLASSES WILL BEGIN JANUARY 21 AND END MAY 3.

MONDAY:
DEEP WATER AEROBICS
12:10 – 12:50 PM
Lineberry Pool
Suzie Meres

SPINNING
12:10 – 12:50 PM
Huntington Spin Studio
Tracy Kelly

ZUMBA
12:10 – 12:50 PM
Huntington 303
Marni Manwarren

JAZZERCISE
12:15-12:45 PM
Huntington 301
Christine Moskell

SHRED
12:10 – 12:50 PM
Huntington 303
Carol Sykes

TUESDAY:
SPINNING
12:10 – 12:50 PM
Huntington Spin Studio
Tracy Kelly

WEDNESDAY:
DEEP WATER AEROBICS
12:10 – 12:50 PM
Lineberry Pool
Suzie Meres

SPINNING
12:10 – 12:50 PM
Huntington Spin Studio
Marni Manwarren

ZUMBA
12:10 – 12:50 PM
Huntington 303
Marni Manwarren

INTERVAL STRENGTH
2:00 – 2:45 PM
Huntington 303
Carol Sykes

THURSDAY:
SPINNING
12:10 – 12:50 PM
Huntington Spin Studio
Tracy Kelly

YOGA
12:10 – 12:50 PM
Clark Room,
J.C. Colgate Hall
Kerry Koen

ZUMBA
12:10 – 12:50 PM
Huntington 303
Marni Manwarren

FRIDAY:
BEXERCISE
12:10 – 12:50 PM
Huntington 301
Becky Gough

STRENGTH BLAST
12:10 – 12:50 PM
Huntington 303
Eli Barrett

SIGN UP ONLINE:
COLGATE.EDU/FITNESS

Shuttle service provided to and from Huntington Gymnasium
Sponsored by CU Well
LIVE BETTER TODAY
The 2018-19 CU Well Program will reward you for making healthy choices. Get the motivation you need to reach personal health goals along with the education and support to make wellness a lifestyle.

Who can participate?
Beginning 12/18, all benefit-eligible employees are eligible to log on to connect.simplywell.com or the SimplyWell® app to start the program. Download the mobile app by searching “SimplyWell” in the App Store or Google Play.

HOW TO REGISTER
- Visit connect.simplywell.com or the SimplyWell 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
- Then follow the prompts to complete registration

SYNC YOUR DEVICE
To sync your app or device, visit connect.simplywell.com:
- Select the Preferences icon in the top right corner
- Select Apps & Devices
- Select the “+” icon
- Follow the prompts to sync your app or device

Note: If you’re using an Apple Watch, sync your Apple Health app using the SimplyWell mobile app.

GETTING STARTED
Start at connect.simplywell.com or the SimplyWell app to see where your health stands and take action toward a healthy lifestyle.

Member Health Assessment (MHA)
The MHA consists of questions about specific lifestyle habits. Your MHA responses are analyzed to show your risk level and generate a Health Index. You can complete your MHA at connect.simplywell.com or the SimplyWell app.

Biometric Screening
Biometric Screenings will be offered onsite this year. These screenings provide vital information about your overall health, including cholesterol (total, LDL, and HDL), triglycerides, cardiac risk, glucose, blood pressure, height, weight, Body Mass Index (BMI), and waist measurement. If you are unable to attend a Biometric Screening event, you may fulfill the screening requirement by visiting your physician or a Quest Diagnostics® Patient Service Center.

Contact the SimplyWell Health Center at 888-848-3723 with any questions or concerns about the wellness program.

Please note: Depending on your method of testing or location of onsite screening, not all metrics may be included.

Profile
This section of connect.simplywell.com or the SimplyWell app shows you an analysis of your MHA responses and Biometric Screening results to help you understand your health risks and your options to improve your results.
EARNING INCENTIVES

Earn credit for completing program activities in 2018-19 CU Well Program and earn rewards. Manage all your program activities at connect.simplywell.com or the SimplyWell app.

Colgate will offer an enhanced wellness incentive starting with the 2019 program. Employees will be able to earn $300 in an employer paid flexible spending account.

The payment will be deposited into a flex account on 1/2020 for employees that complete an MHA, Biometric Screening, Preventive Care Services and earn a total of 200 points between 12/18 and 11/30/19.

All benefit-eligible employees hired between 9/119 and 10/31/19 must complete the MHA and earn a total of 100 points by 11/30/19 to earn $150 flexible spending account reward.

The employer paid flexible spending incentive will not be taxed and can be used on out-of-pocket medical, dental, and vision expenses for you and your dependents. The payment will be in addition to any employee flex election and the flex debit card can be used at the time of purchase.

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ADDITIONAL ACTIVITIES

For more activities or support in your wellness program, you have plenty of available resources:

- Register for any Employer Challenges Colgate University is hosting
- Learn how to better manage your health with Featured Content, including educational articles and videos
- Participate in or start a Peer Challenge

Challenges

Challenges let you earn extra points and stay involved in the program while managing risk factors or lifestyle changes. Sign up for Employer and Peer Challenges, log activity, and view your status from the Well-being section.

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FREQUENTLY ASKED QUESTIONS

What is the SimplyWell Health Center?

The SimplyWell Health Center is a health and wellness resource available to all SimplyWell members. It is staffed with a variety of highly trained customer care representatives, including certified Health Coaches.

Is my health information confidential?

All programs are confidential and in compliance with the Health Insurance Portability and Accountability Act (HIPAA). Any information shared with the SimplyWell team will not be disclosed, except in accordance with HIPAA laws. Your Protected Health Information (PHI) will not be shared with your employer.

How do I contact the SimplyWell Health Center?

You can send a secure message to your coach via your wellness website or the SimplyWell app, or call toll-free: 888-848-3723.

What are the SimplyWell Health Center hours?

- Monday – Thursday: 7 a.m. – 7:30 p.m. CT
- Friday: 7 a.m. – 6 p.m. CT
- Saturday – Sunday: Closed
- Closed holidays

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2018-19 CU Well Program

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<th>ASSESSMENTS</th>
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<tr>
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<tr>
<td>High Health Score (&gt; 80)</td>
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<tr>
<td>Moderate Health Score (70 – 79.9)</td>
<td>10 each / 20 max</td>
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<td>Low Health Score (&lt; 70)</td>
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<td>TOBACCO-FREE</td>
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<td>Tobacco-Free Affidavit OR</td>
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<tr>
<td>Tobacco Reasonable Alternative Content</td>
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<th>PREVENTIVE CARE COMPLIANCE</th>
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<td>Compliant with any three exams during the plan year</td>
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<td>Moderate Health Score</td>
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<td>High Health Score</td>
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<tr>
<td>Featured Content: Videos</td>
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<tr>
<td>Healthy Events</td>
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| PROGRAM GOAL | 200 |
Sign up for the April 9 on-campus biometric screening, which is required for your 2019 Wellness Incentive. Registration is open until March 26. 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.

Sign up now at http://www.connect.simplywell.com under Biometric Screening, Register with Quest. First-time users will need to create an account.

REGISTRATION - FIRST TIME USER
1. Log into http://www.connect.simplywell.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 Simplywell 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).

Participation in CU Well is entirely optional, but we encourage everyone to take advantage of this exciting opportunity. Sign up today!