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.
MAY 16 | 515 CASE-GEYER
JUNE 13 | 104 ALANA

FIDELITY
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
JUNE 19 | 515 CASE-GEYER

MEMORIAL DAY - MAY 28

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 JUNE ISSUE IS MAY 18.
It is an exciting time to be working at Colgate as we prepare for the upcoming bicentennial celebrations.

The official website for Colgate's bicentennial celebration launched on April 12. Beginning on August 13, the website will feature articles on the history of Colgate, a calendar of upcoming events, and opportunities for all members of the Colgate community to participate in our institutional storytelling.

Even now, the new website gives a sneak preview of the aesthetics that have developed around the bicentennial celebration. The Office of Communications, in partnership with the Bicentennial Committee, and in consultation with a wide variety of community members, conducted intensive research to ensure that the bicentennial visual program reflected Colgate's past and present while also envisioning the future.

Discussions with students, alumni, faculty, and staff about what Colgate means to them uncovered numerous common themes that will be highlighted in the bicentennial website and throughout the yearlong celebration, including the beauty of the campus, intellectual rigor, wit, proud tradition, and gravitas.

Visit 200.colgate.edu for a video on the development of the visual program, and visit the site regularly for bicentennial celebration updates.
Anniversaries

5 YEARS
ANJA CHAVEZ, Picker Art Gallery

10 YEARS
LINDSEY HOHAM, advancement operations

20 YEARS
DOUG CHIARELLO, advancement, capital support

30 YEARS
DI KELLER, geology

Transfers & Promotions

JAMIE-LEE BROEDEL - conference and marketing coordinator

Retirements

ROXANNE BENSON -
administrative assistant, athletics - outdoor education, June 1

HELEN KEBABIAN -
director of corporate, foundation & government relations, June 5

In Memoriam

ELEANOR MARKS - retired, custodian, April 15
Colgate Hot Jobs: Spread the Word

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:

- Area director, residential life
- Assistant/Associate director of financial aid
- Chemistry stockroom supervisor

https://careers.colgate.edu
1. Cindy Geertgens accepted the position of environmental health & safety manager on April 2. She previously worked as environmental scientist at Delta Engineers, Architects & Land Surveyors. Geertgens has a bachelor’s in environmental science and enjoys spending time outside, hiking, and ice hockey. She has two children.

2. Jenna Nash accepted the position of environmental health & safety specialist on April 9. She previously worked at Triumvirata Environmental, Inc. and is a graduate of the University of Vermont. She enjoys hiking, cooking, and gardening.

3. Garrett Mutz accepted the position of graphic design specialist on April 9. He previously worked as graphic designer at Agency Arms, and is a graduate of SUNY Oswego. Mutz enjoys art and volleyball.

4. Aaron Foster accepted the position of assistant football coach/safeties coach on April 17. A graduate of Bowling Green University, he enjoys staying active and traveling.
Maroon Citations

Congratulations to Joe Bello, director of planning, design, and construction; Ann-Marie Guglieri, chief of staff and senior associate director of internal operations/instructor of athletics; and Tim Mansfield, associate vice president, institutional advancement, alumni relations. They have been selected by the Alumni Council to receive Maroon Citations this year. This special award is given in grateful recognition for significant and invaluable personal contributions to Colgate University and our alumni. They will be honored at the Awards Ceremony during Reunion Weekend on Friday, June 1, at 7:00 p.m., in the Chapel.

Alumni Weekend

We will welcome over 2,000 alumni and friends to campus for Reunion '18, May 31-June 3. This event places extensive demands on the Colgate community and we are grateful for the support we receive from so many of you. Thank you for helping us to make this important event so successful. We hope you have the opportunity to see old friends during the weekend.
Congratulations, Alan Leonard!

Alan Leonard, Colgate’s director of purchasing, was honored as Volunteer of the Year by the National Association of Educational Procurement at their annual conference in early April. He has served on the NAEP board since 2015 and is currently the vice president of the NAEP upstate New York region. Throughout his career in procurement for higher education institutions, Leonard has dedicated himself to volunteer service, helping to promote the development of innovative procurement strategies for smaller, private educational institutions that don’t have the same purchasing clout as state schools. Leonard will be retiring from Colgate in November of this year; he’s looking forward to spending time with his family in Indiana and traveling around the country.
I’m pleased to announce that I have been appointed as Colgate’s Institutional Representative to the New York State chapter of the ACE Women’s Network. The network consists of women administrators, faculty, and staff associated with or supportive of higher education in the state. Formed under the auspices of the Office of Women in Higher Education of the American Council on Education in 1977, the New York State chapter is part of the national ACE Women’s Network. Their mission is to promote and support women leaders in higher education in New York State.

On April 5 and 6, ten women from Colgate attended the annual New York State ACE Women’s Network Conference at the Otesaga Resort Hotel in Cooperstown. We had the largest number of attendees from a single institution. The conference theme was “Building an Authentic Bridge to Community.”

The conference kicked off with a networking reception and dinner on Thursday with nearly 100 women in higher education. Friday began with mindful meditation and another opportunity to network over breakfast. Throughout the day we were inspired and motivated by a panel of six women presidents, a keynote by author Maren Showkeir about “Authentic Conversations,” and a series of informative breakout sessions led by strong women in education from across the state. The panel of presidents were from Buffalo State College, Vaughn College, Hartwick College, Herkimer County Community College, The College of St. Rose, and SUNY Cobleskill. The discussion focused on ways to lead decisively – how to make decisions without data to know if they will be right or wrong as well as how to create the organization you want to lead.

As the Institutional Representative for NYS ACE Women’s Network, I will serve as an advocate for women’s leadership at Colgate and be a liaison between women at Colgate and the NYS ACE Women’s Network Executive Board. With the help of others on campus, I hope to build a Colgate Women’s Network that will celebrate women and create opportunities for us to get to know one another’s interests, ambitions, and talents. Together we will support each other, thrive, and grow. Additionally, through NYS ACE Women’s Network, we will have the opportunity to collaborate with women from other institutions by attending workshops and events. Watch your email for more information. Please feel free to email me with any questions: jservedio@colgate.edu.
Thank you to all our Administrative Assistants. On April 23, we honored the talented assistants who keep our departments running smoothly.

"Your work is the true art and science of the university."
President Brian W. Casey
“Campus Safety participated in an SRS Dash at Dusk charity event for Bosnian refugees and survivors of concentration camps.”

-Submitted by Gert Neubauer
Employee Appreciation Sale
MAY 23 | 9 a.m. — 5:30 p.m.

Buyback Store Hours
MAY 7 | 9 a.m. — 6 p.m.
MAY 12 | 9 a.m. — 5 p.m.

Graduation Weekend Store Hours
MAY 17 & 18 | 9 a.m. — 7 p.m.
MAY 19 | 9 a.m. — 8 p.m.
MAY 20 | 11 a.m. — 6 p.m.

Memorial Weekend Store Hours
MAY 26 | 10 a.m. — 4 p.m.
MAY 27-28 | CLOSED

Chuck D'Imperio: Graves of Upstate NY
WEDNESDAY, MAY 23 | 6:30 p.m.
Join us at the Colgate Bookstore on Wednesday, May 23, at 6:30 p.m. for a book signing and presentation by Chuck D'Imperio, an award-winning radio broadcaster and newspaper columnist. Enjoy his lively stories of the region, its people, events, and folk tales. Refreshments will be provided.

We will be open until 7 p.m. on Thursday, May 17, as part of a villagewide campaign called “Third Thursdays”

Colgate University faculty and staff receive a 10% discount on all purchases* at the Colgate Bookstore. This discount is in addition to any ongoing sales.

(*excludes computer department and textbooks)
Attention Boilermaker Runners!

Are you interested in joining a Colgate University employee team to compete in the 2018 Boilermaker 15k Corporate Cup on July 8?

Every July, over 14,000 runners participate in the Utica Boilermaker 15k run. Some of those runners are representing their workplace by participating in the Boilermaker’s Corporate Cup challenge. For three years, Colgate University has fielded a team showing our Colgate pride at the Boilermaker 15k.

Participation is simple. If you are a Colgate employee or retiree (part-time employees must work 20 hours per week), and are already registered for the Boilermaker 15k (sorry, there is no Corporate Cup for 5k runners), and want to be part of Colgate’s team, just submit your name and email address to Drew Porter (aporter@colgate.edu). There is no obligation to run as a group on race day as many runners may already be planning to run with a friend or family member. And, there are no additional fees! Team registration deadline is June 30.
New Hire Orientation

On April 25, the Human Resources Department hosted an all-day new hire orientation session for staff hired between October 17, 2017, and April 23, 2018. It was an opportunity for everyone to get acquainted with others at Colgate who they might not otherwise interact with as part of their typical work day. Participants learned more about members of the University Cabinet, Colgate traditions, and policies/benefits that apply to them. In addition, there were many members of the campus community who were present sharing information regarding the work their respective areas are responsible for, the services and resources they provide to employees, and their perspectives as members of the Colgate and/or surrounding community.

Please take a moment to welcome our new employees, and better yet, extend an invitation for a cup of coffee or lunch!
SAFE & HEALTHY BUSINESS TRIP

In 2012, an estimated 5.1 million US residents traveled overseas for business. With the increasingly global economy, this number is expected to increase. Because of the nature of the trip, business travelers may face different health risks than do leisure travelers.

- Business travelers are frequently under a lot of work-related stress, in addition to the stress of traveling. To minimize the negative effects of stress, eat healthful meals, exercise regularly, avoid alcohol, and get a good night’s rest. On longer trips, to maintain your mental health, stay in regular contact with your friends and family at home.

- In developing countries, be careful about what you eat and drink. Bottled water and food that is cooked and served hot are generally safe. Be careful about tap water, ice, and raw fruits and vegetables.

Source: cdc.gov

YOGA

Yoga does more than burn calories and tone muscles. It’s a total mind-body workout that combines strengthening and stretching poses with deep breathing and meditation or relaxation.

FORMS OF YOGA:

Hatha: The form most often associated with yoga. It combines a series of basic movements with breathing.
Ashtanga: A series of poses, combined with a special breathing technique.
Lyengar: A type of yoga that uses props like blocks, straps, and chairs to help you move your body into the proper alignment.

TYPES OF YOGA:

Flexibility: Yes. Yoga poses stretch your muscles and increase your range of motion. With regular practice, they’ll improve your flexibility.
Strength: Yes. It takes a lot of strength to hold your body in a balanced pose. Regular practice will strengthen the muscles of your arms, back, legs, and core.
Low-Impact: Yes. Although yoga will give you a full-body workout, it won’t put any impact on your joints.

Source: webmd.com

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.
You can register for Upcoming titles at TIAA.org/webinars

All live webinar Times are EST.

- Spending
- Saving
- Planning
- Investments
- Living

Keep your financial goals on track with TIAA’s live webinars. Reserve your spot today.

- **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.
  - May 8 at 3 p.m. (ET)

- **Special Topic: Washington update—Policymaking in the age of disruption**
  - Hear from TIAA’s Head of Government Relations on the current political climate, what lies ahead in this mid-term election year, and how it could impact policy, markets and the economy.
  - May 9 at 12 p.m. (ET)

- **Special Topic: The 411 on 529 college savings plans**
  - You can learn all about how 529 college savings plans work and how to invest in one for a child, grandchild, yourself or other loved ones.
  - May 10 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.
  - May 10 at 3 p.m. and May 16 at 3 p.m. (ET)

- **Special Topic: Online tools**
  - TIAA’s online tools and calculators can help everyone from savvy investors to those who need basic guidance to create a financial roadmap. This webinar will help you learn how to make the most of them.
  - May 15 at 12 p.m. (ET)

- **Gaining insight: Navigating debt consolidation and understanding the mortgage process**
  - Discover how to manage and consolidate debt, and get a primer to help make the mortgage process easier to navigate.
  - May 15 at 3 p.m. (ET)

- **Special Topic: Demystifying life insurance**
  - Life insurance can play a critical role in your financial plan. You can learn how much you may need, what types exist, how much you can afford and much more.
  - May 16 at 12 p.m. (ET)

- **Special Topic: How smart investors ride out market volatility**
  - What’s the best way to handle market ups and downs? TIAA offers best practices and actionable steps to help you pursue financial security.
  - May 17 at 12 p.m. (ET)

- **Charting Your Course: A financial guide for women**
  - Women can face unique financial challenges. You can discover tailored approaches to saving for retirement and tips to make your money work hard.
  - May 17 at 3 p.m. (ET)

- **Special Topic: Top 5 estate planning mistakes**
  - Estate planning done correctly serves as an essential part of an individual’s overall financial plan. This webinar will discuss the most common errors people make in estate planning and how to help steer clear of them to help provide greater peace of mind both now and down the road.
  - May 22 at 12 p.m. (ET)
You don’t need to own an estate to have an estate plan

Your estate plan includes documents such as your will, living trust and health proxy

Help keep your assets protected and key documents up-to-date.

THINK AHEAD

Having a plan helps make your wishes clear

Preparing documents and naming beneficiaries help ensure your plans are in place.

- A designated decision maker
- Guardianship for your dependents
- Your healthcare wishes

This is especially important after changing jobs, having a baby or other life changes. Consider holding a family meeting to talk about details like where documents are located or whom to call for next steps.

Your TIAA Advisor Can Help!
Congratulations CLASS OF 2018

“The future belongs to those who believe in the beauty of their dream...” Eleanor Roosevelt