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.
OCTOBER 12 | 515 CASE-GEYER
NOVEMBER 8 | 438 CASE-GEYER
DECEMBER 5 | 515 CASE-GEYER
DECEMBER 7 | 515 CASE-GEYER

FIDELITY
FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.
OCTOBER 20 | 535 CASE-GEYER
DECEMBER 1 | 535 CASE-GEYER

DAYLIGHT SAVINGS TIME: NOVEMBER 5

CU WELL
WELLNESS PROGRAMMING
JOIN THE 2017 WELLNESS INITIATIVE AND EARN $250! CLICK HERE TO LEARN MORE.

WELLNESS RESOURCES:
VISIT WWW.CONNECT.VIVERAE.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 NOVEMBER ISSUE IS OCTOBER 20.
Congratulations to Kerra Hunter, Assistant Dean for Administrative Advising and Director of International Student Services, who was recognized by Women in Student Affairs (WISA) with the Phenomenal Friday recognition on September 8, 2017.

The purpose of the WISA Knowledge Community is to give voice to the needs of women in student affairs and to provide professional development opportunities through both regional and national activities designed to address gender equity and promote personal growth.

Kerra received two Phenomenal Friday nominations:

“Kerra is one of the strongest women I know, and I’ve been so grateful to have her as a colleague and close friend. She’s an amazing advocate for equal opportunities for women in our field. Kerra has mentored many, many, many young women (both students and professionals alike, including myself) to find their voices and make their mark within Student Affairs. She’s inspired us to stand up for ourselves, advocate for our beliefs and students, and chase our dreams as opportunities unfold. I wouldn’t be where I am today if it wasn’t for Kerra’s guidance, friendship, and support.”

“Dean Hunter has done tremendous work with the international student population. She goes above and beyond to make sure each student has the necessary resources to be successful both inside and out of the classroom. She truly embraces the theory of student development, and plays a vital role with each initiative that she develops.”

Kerra has been at Colgate since June 2012, holding leadership positions in Residential Programs, prior to her January 2016 appointment in International Student Services. Kerra is also currently providing leadership for the ALANA Cultural Center, while a search for a director is underway.

Thank you Kerra for all you do for Colgate and our students!
Starting January 1, 2018, eligible employees can receive Paid Family Leave benefits through New York’s disability benefits laws. PFL provides eligible employees with job-protection and partial wage replacement for the following:

- Bonding with a child during the first 12 months after the birth, adoption or fostering of a child.
- Caring for a spouse, domestic partner, child, parent, parent-in-law, grandparent or grandchild with a serious health condition.
- Assisting loved ones when a spouse, child, domestic partner or parent is deployed abroad on active military duty.

Paid Family Leave benefits offer participants a percentage of the employee’s average weekly wage, or of the State’s average weekly wage (“SAWW”), currently $1,305.92, whichever is less.

- Both the percentage of pay and duration of leave are slated to gradually rise, starting at 50% for eight weeks of leave in 2018 and capped at $652.96 per week (50% of the SAWW).
- Benefits are scheduled to step up in January of 2019, 2020 and 2021, with the final target of a maximum payment of 67% of the SAWW and a twelve-week leave period.

The law intends for Paid Family Leave to be fully funded by employees, and is not optional. Beginning December 1, 2017, eligible employees will be required by state law to have PFL premiums deducted from their paycheck.

- The premium is .126% of weekly wage capped at New York’s average weekly wage, which is currently $1,305.92 per week, which caps the deduction at $1.65 per week ($85.56 per year).
- For example, an employee earning $40,000 per year will pay .97 per week/$1.94 biweekly ($50.44 per year).

We will continue to monitor the regulations and the impact on our employees as the regulations are being finalized by the State. We are reviewing how PFL impacts our leave policies and will provide further communications as implementation is finalized.

Covered employees will be able to apply, after January 1, 2018, for Paid Family Leave benefits for the situations outlined above.

Further information can be found at www.ny.gov/new-york-state-paid-family-leave/paid-family-leave-how-it-works.
Anniversaries

5 YEARS
DANIEL DeVRIES, communications
DAVE HERRINGSHAW, communications

10 YEARS
JAMES “WILSON” WILSON, facilities
MONICA GENGE, alumni relations

15 YEARS
EMMETT HOUSE, facilities

20 YEARS
DIANE JANNEY, natural sciences

35 YEARS
BRIAN BELDEN, facilities
BONNIE BUTTON, athletics, equipment services

45 YEARS
LESLEY LOLLMAN, accounting & control
Marriages

HANS WRAGE, teaching and research support specialist, married MARGARET BENZE on March 18, 2017.

MEGHAN MORAN, associate director of the center for outreach, volunteerism and education married BRYAN NEIDT on July 26, 2017.

New Arrivals

MICHELLE SMITH, assistant professor of special collections, and her husband, TRAVIS, welcomed a baby girl, ALEXANDRA HARPER, on September 4. She was 8 lbs 6 oz. and 21 in. long.

AHMAD KHAZAEE, director of engagement and support, and his wife, EMILY, welcomed a baby boy, ROGELIO AGUSTIN, on September 8. He was 7 lbs. 7 oz. and 20.75 in long.

CHANDRA RUSSO, assistant professor of sociology, and her husband, ANDREW PATTISON, assistant professor of environmental studies, welcomed a baby girl, SABINE RUSSO PATTISON, on September 11. She was 6 lbs 13 oz. and 19 in. long.

MIKE ROBERTS, classroom and event specialist, and his wife, MEGAN, welcomed a baby girl, ISLA RUTH, on September 14. She was 7 lbs 4 oz, and 20.5 in long.

KATIE LAUBE, sr. designer in communications, and her husband, DREW, welcomed a baby girl, ELLA ROSE, on September 24. She was 6 lbs 12 oz. and 20 in long.

SHANNON ROHER, student records coordinator, and JOSHUA TWISS, welcomed a baby girl, MAKENZIE MARIE TWISS, on September 25. She was 7 lbs. 2 oz. and 21.5 in long.
Reminder: Daylight Savings Time
Monday, November 5

Change your clocks and smoke alarm batteries.
Saving your life can be as simple as changing your
smoke alarms every seven to ten years.
Having a smoke alarm and carbon monoxide alarm
that works 24 hours a day greatly increases your
chance of survival if your home catches fire.

Transfers & Promotions

TAMALA FLACK - executive director for equity and inclusion,
equal opportunity and affirmative action

ANDREW FAGAN - executive director for risk management
and legal affairs

CHRISTOPHER LANE - millwright

Retirement

MATT LEONE, director of summer programs, September 30

In Memoriam

JEROME BALMUTH - Harry Emerson Fosdick professor of
philosophy and religion, September 28
1. **Laura Bernotas** accepted the position of assistant women’s lacrosse coach on August 29. She previously worked at the University of Michigan as the assistant women’s lacrosse coach. Bernie holds a bachelor’s from East Stroudsburg University in health & phys ed, and a master’s in exercise science and health promotion. She enjoys cooking, home remodeling and hiking.

2. **Gordon Brillon** accepted the position of web content specialist on September 5. He previously worked in Baton Rouge, Louisiana. Gordon holds a bachelor’s in mass communication and journalism from Louisiana State University. He enjoys soccer, twitter, and his dog Zelda.

3. **Rebecca Docter** accepted the position of assistant editor, university publications on September 5. She previously worked as the editor of DIG Magazine. Rebecca holds a bachelor’s in mass communication from Louisiana State University. She enjoys trivia and hanging out with her dog.

4. **Rebecca Roser** accepted the position of special events coordinator on September 6. She previously worked at SUNY Potsdam as a career advisor with career planning. Becky holds a bachelor’s in environmental studies from SUNY Potsdam. She enjoys organizing and planning, being outdoors, and spending time with family.

5. **Scott Phillips** accepted the position of assistant director of employer relations, career services, on October 2. He previously worked at Total Health Pharmacists as a business relations manager. Scott holds a bachelor’s from Worcester Polytechnic Institute, and trained in advanced military leadership at the USAF Squadron Officer School. A former captain in the US Air Force, Scott enjoys doing anything with his wife and two children, collecting vintage photography, working with veterans, all things astronomy and NASA, as well as restoring and fixing things.
Colgate Learn-To-Skate Fall Session

Learn To Skate: (Ages 4-Adult)
$60 FOR 5 LESSONS

Dates:
October 22 & 29
November 5 & 12
December 3
Sunday’s 4:30-5:30 p.m.
REGISTER BY OCTOBER 15 WITH ColgateFigureSkating@gmail.com

Skate with RAIDER
Sunday Oct 29 3:30-4:30 p.m.
Open to all youth, no charge
Skates required, NO rentals available.

Sunday Public Skating
2:30-4:30 p.m.
Begins November 5
Skates required, NO rentals available

All skating is in the Class of ’65 Arena.
www.Colgate.edu/recreation

SAVE THE DATE!
2017 COLGATE UNIVERSITY
VENDOR FAIR
OCTOBER 10
11 a.m.-2 p.m.
Hall of Presidents & Clark Room

Come see what Hamilton businesses have to offer! Local and regional vendors will be displaying their products and/or services. Raffle prizes will be awarded. The fair is a great opportunity for the Colgate community to get to know our regional and local vendors as well as the products and services they have to offer, and to interact and learn about each other.

We Hope To See Everyone There!
Questions? Contact Connie McGregor at x7474.
On November 14, take advantage of the on-campus biometric screening as part of the CU Well program for 2017. 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!

**BIOMETRIC SCREENINGS**
**NOVEMBER 14**
**8:00 a.m. – 5:00 p.m.**
Clark Room, James C. Colgate Hall

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 2017 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.

Questions? Contact Human Resources at x7565.

To reserve an appointment visit www.connect.viverae.com

**FIRST TIME USER - REGISTRATION INSTRUCTIONS**

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 and sign up today. Your next and last opportunity to participate in an on-site biometric screening for 2017 will be on November 14, 2017 and will be communicated again closer to that date.
November 14
11:30 a.m. - 1:30 p.m.
Hall of Presidents

Lunch Will Be Provided in Donovan’s Pub

Join us at the 2017 Wellness & Benefits Fair! This is your opportunity to:

- Gather information
- Meet your benefit providers
- CU Well Biometric Screenings
  Sign up in advance at connect.viverae.com.
- Learn more about the CU Well employee wellness program
- Register for prizes
- And more!

It Begins with you!
The first step toward good health begins with knowing all you need to know about your health and your healthcare options.
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:

- Museum security officer (casual wage, no benefits), Picker Art Gallery
- Campus safety officer (Two positions)
- Communications and outreach specialist - Career Services, communications
- Lifeguard (casual wage, no benefits)

Please remember to view all of our jobs at https://careers.colgate.edu
While many consider the number 13 (triskaidekaphobia) and particularly Friday the 13th to be unlucky, at Colgate it is embraced. Why is 13 so lucky.....

The university was originally founded as The Baptist Education Society of the State of New York by 13 men who each offered $13 and 13 prayers. The society’s original constitution contained 13 articles. Our address is 13 Oak Drive, and we are located in the zip code 13346 (the first two digits are 13, and the last three digits add up to 13!). Even the university’s motto has a connection with 13. There are — no surprise here — 13 letters in “Deo ac Veritati,” a Latin phrase meaning “For God and For Truth.”

So, that is why Colgate has adopted the most notorious 13 – Friday the 13th – as a celebration of Colgate. Every Colgate Day students, faculty, staff, alumni, and families around the world don their Colgate regalia and celebrate the university and its community. And tweet!

Join us on Friday, October 13 to celebrate Colgate Day!

Colgate Day Specials can be found at:

• Colgate Inn
• #10 Tavern
• Colgate Bookstore Sale
  8:30 a.m. - 6 p.m.

  13% off entire store (excludes Patagonia, textbooks, computer departments items, S'Well, Alex and Ani, ENO, consignment, and sale items.) 13% off Apple Accessories
COLGATE DAY
FRIDAY, OCTOBER 13

13% off entire store (excludes Patagonia, textbooks, computer department items, S’Well, Alex and Ani, ENO, consignment, and sale items) 13% off Apple accessories.

More info

NANCY FULLER BOOK SIGNING
SATURDAY, OCTOBER 28 | 10 a.m.
BOOKSTORE EVENTS ROOM

Join us for a book signing with Nancy Fuller, host of “Farmhouse Rules”, a cooking show on Food Network. Copies of her bestselling cookbook will be available for signing and purchase after her talk and food sampling.

2ND ANNUAL
HALLOWEEN IN HAMILTON
TUESDAY, OCTOBER 31

3 p.m. “Lego Batman” Halloween Party in 3rd floor events room. There will be pizza, crafts, and goodie bags.

4 p.m. Costume parade down Lebanon St. Lebanon St. will be closed for traffic from 3:30-4:30 p.m. for safety.

4:30 p.m. Hamilton Movie Theater will play the 2017 film, “The Lego Batman Movie” for FREE.

More info

FAMILY WEEKEND STORE HOURS:
Fri& Sat, Oct 27-28 | 9 a.m.- 7 p.m.
Sunday, Oct 29 | 9 a.m.-4 p.m.
Would you like to try a sport where you throw rocks at houses, you need a vice to play, and you can get your messy spouse or roommate to use a broom? Try curling, a sport that has been called “chess on ice”. You can try curling at the Utica Curling Club on Thursday, Friday or Saturday, October 12, 13, 14. Each event begins at 7:30 p.m, and it’s free! Bring a clean pair of sneakers and warm, comfortable clothes that stretch. No experience necessary; people of all ages and abilities welcome.

For more information go to [http://uticacurlingclub.org](http://uticacurlingclub.org) or contact Mary Jane Walsh, Roger Rowlett, Julie Chanatry.
SUNDAY, OCTOBER 1
Field Hockey vs Rider | 1 p.m.

WEDNESDAY, OCTOBER 4
Men’s Tennis vs. LeMoyne | 4 p.m.
Men’s Soccer vs Lehigh | 7 p.m.

FRIDAY, OCTOBER 6
Women’s Hockey vs. St. Cloud St. | 2 p.m.
Men’s Swimming & Diving | 5 p.m.
Women’s Swimming & Diving | 5 p.m.
Men’s Hockey vs. Merrimack | 7:30 p.m.

SATURDAY, OCTOBER 7
Men’s Swimming & Diving | 9 a.m.
Women’s Swimming & Diving | 9 a.m.
Football vs. Lehigh | 1 p.m.
Women’s Hockey vs. St. Cloud St. | 2 p.m.
Women’s Soccer vs. Lafayette | 7 p.m.
Men’s Hockey vs. Merrimack | 7:30 p.m.

SATURDAY, OCTOBER 14
Field Hockey vs. American | 11 a.m.
Football vs. Fordham | 12 p.m.
Men’s Swimming & Diving | 1 p.m.
Women’s Swimming & Diving | 1 p.m.
Men’s Soccer vs Bucknell | 4 p.m.
Volleyball vs. American | 4 p.m.
Women’s Hockey vs. Northeastern | 6 p.m.
Women’s Soccer vs. Bucknell | 7 p.m.

SUNDAY, OCTOBER 15
Field Hockey vs. Cornell | 1 p.m.
Women’s Hockey vs. Northeastern | 2 p.m.

FRIDAY, OCTOBER 20
Volleyball vs Bucknell | 7 p.m.
Women’s Hockey vs. Mercyhurst | 7 p.m.

SATURDAY, OCTOBER 21
Volleyball vs Lehigh | 4 p.m.
Women’s Soccer vs Navy | 7 p.m.
Women’s Hockey vs. Mercyhurst | 3 p.m.

SUNDAY, OCTOBER 22
Field Hockey vs. Brown | 12 p.m.

FRIDAY, OCTOBER 27 (FAM. WEEKEND)
Men’s Hockey vs. Arizona St. | 7 p.m.

SATURDAY, OCTOBER 28 (FAM. WEEKEND)
Women’s Swimming & Diving | 12 p.m.
Men’s Swimming & Diving | 12 p.m.
Field Hockey vs. Lehigh | 11 a.m.
Football vs. Bucknell | 1 p.m.
Men’s Hockey vs. Arizona St. | 4 p.m.

SUNDAY, OCTOBER 29
Men’s Soccer vs. Navy | 1 p.m.
Field Hockey vs Pacific | 2 p.m.

For Full Schedule & Ticket Info:
GoColgateRaiders.com