

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.

APR 12 | 104 ALANA
APR 16 | 535 CASE-GEYER
MAY 1 | 104 ALANA
MAY 7 | 515 CASE-GEYER
JUNE 12 | 104 ALANA

FIDELITY

FIDELITY APPOINTMENTS CAN BE SCHEDULED ONLINE AT WWW.FIDELITY.COM/ATWORK/RESERVATIONS OR BY CALLING 1-800-642-7131.

APR 10 | 415 CASE-GEYER
APR 24 | 415 CASE-GEYER
MAY 14 | 104 ALANA
MAY 28 | 104 ALANA
JUNE 10 | 535 CASE-GEYER
JUNE 12 | 515 CASE-GEYER

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 MAY ISSUE IS
APRIL 19.



Open 'Gate

April 2019



New Arrivals

Meghann Losee, human resources associate, and her fiancé, Mike Kennedy, welcomed a daughter, McKenzie Shea Kennedy, on March 10. She was 7 lbs. 4 oz. and 20 inches long.

Yedida Eisenstat, visiting assistant professor of religion and Jewish studies, and husband, Phillip Lieberman, welcomed a daughter, Sadie Meira Lieberman, on March 18. She was 8 lbs. 5 oz. and 22 inches long.

Michael Jordan, assistant coach of men's basketball, and wife, Katie, health services, welcome a daughter, Jayla Marie, on March 16. She was 7 lbs. 4.4 oz. and 21 inches long.

April Anniversaries

5 YEARS

Brian Bain, campus safety

Leslie Pasco, bookstore

10 YEARS

John Pumilio, sustainability

15 YEARS

Tracy Hull, facilities

Retirements

Dana Yerton, custodian, March 1

Mark Goff, groundskeeper, April 30

In Memoriam

George Dix, business manager, January 27

Bernard Green, custodian, February 28

Marriage

Lauren Cassulis, marketing and events coordinator, bookstore, married Luke Marshall on February 23.



New Faces At COLGATE

1. **ROB KAUTZ** accepted the position of high tech digital press operator on March 4. He previously worked at MPI Label Systems of New York. Rob is a graduate of Pratt MWP College of Art and Design. He enjoys painting, photography, and sporting events with his two young sons.
2. **KELLY BEST** accepted the position of assistant director of alumni relations on March 11. She previously worked at Jefferson Community College, and holds a master's from Binghamton University. Kelly enjoys snowboarding, boating, traveling, and her four dogs.
3. **ALLISON JAEGER** accepted the position of office assistant, accounting and human resources, on March 18. She previously worked at Empire Tractor in Cazenovia. Allie holds an associate degree from Herkimer County Community College. She enjoys reading, crocheting, sewing, and spending time with friends and family.



SUMMER EMPLOYMENT

The human resources department is looking forward to assisting our colleagues with their 2019 summer hiring needs!

In order to serve you better, and ensure we have a compliant hiring process, we have a [website](#) dedicated to providing you with guidelines and procedures for requesting and processing temporary casual wage and summer hires. We are committed to following all federal and state employment law requirements as well as the policies of Colgate for fair and equitable treatment.

All temporary casual wage and summer hires (including camps and student employees) must be coordinated with the human resources department before any offer of employment may be made. Those being considered for employment or selected for hire must have an up-to-date application on file at careers.colgate.edu. Applicants may apply to any of the summer postings for which they are qualified and interested in.

Preference for summer hires must be given in the following order assuming applicants meet the requirements of the position:

- Regular employees of the University who work less than 12 months
- Colgate students who are on campus for the summer
- Children of Colgate employees (*NYS Department of Labor regulates the employment of minors for those under age 18. Given these specific regulatory requirements, those hired at Colgate, in most cases, must be 18 years or older. On occasion, based on the position (e.g. lifeguards and bookstore clerks, someone 16 years or older may be hired. Working papers must be provided and the limitations, as outlined by the NYSDOL, must be strictly adhered to.)*)

It is the hiring manager's responsibility to adhere to all applicable regulations and policies.

If you have any questions, please feel free to contact Human Resources at humres@colgate.edu or x6442.



EMPLOYEE “GREEN” SPOTLIGHT: KAREN AUSTIN

By Pamela Gramlich

If you walk into a classroom in Alumni Hall, you will notice an absence of trash cans and recycling bins. Karen Austin, administrative assistant for sociology and anthropology, spearheaded a “Carry In, Carry Out” waste program in 2018, with the support of the Academic Administrative Assistant’s Best Practices Committee.

Students, faculty, and staff use large recycling stations in the hallways instead of disposing of waste in the classrooms. This model saves the custodians time, reduces the use of plastic trash bags, and ensures that people have the option to recycle while disposing of their waste. The program expanded to Lawrence and Lathrop halls in the fall.

Thanks to Austin scouring local garage sales for dish and silverware, the SOAN department uses no disposable plates or utensils for any of their events. Faculty, staff, and students wash their own dishes.

Beyond Austin’s work with waste reduction on campus, she has served as a member of the Sustainability Council for more than two years and has been instrumental in helping the council to create effective programs and communications. She was awarded the 2017 Oak Award in recognition of her contribution to campus sustainability.

If you are interested in adopting the “Carry In, Carry Out” waste program in your building, please email sustainability@colgate.edu.



Carbon Offset Projects

By Dan DeVries

Through much deliberation, community feedback, and careful examination, Colgate is proud to announce its investment in several impactful carbon offset projects to mitigate remaining University emissions for air and automotive travel, and energy consumption related to buildings.

A working group of the University's Sustainability Council researched approximately 50 projects from 20 different suppliers, evaluating their effectiveness, social and ecological benefits, cost, capacity for increased learning experiences for Colgate students.

"I'm particularly excited about offsets with a local Seneca Falls, N.Y., landfill-to-gas energy project. It was exciting to hear students in discussions express that local offsets were important — to benefit our immediate community — and then see the committee create a plan accordingly, focused on ideas from the campus community," said committee member Christina Weiler '21.

THE PROJECTS INCLUDE:

Seneca Meadows landfill gas to energy (New York): This Waterloo, N.Y., project, supported by NativeEnergy, helps to fund a methane capture system for 413 landfill gas extraction wells to generate 18 megawatts of electricity. Importantly, the project also protects a wetlands preserve that is home to more than 215 species of birds. According to the project managers, this effort generates enough electricity to power more than 20,000 homes and businesses.

May Ranch Avoided Grassland Conservation (Colorado): This carbon sequestration and conservation project protects more than 14,500 acres of native grasslands in Prowers County, Colo. These native grasslands provide critical habitat for a number of migratory birds and other wildlife, including endangered species. Preservation work like the ranch project helps to prevent the release of carbon sequestered in the soils while also serving to protect and enhance one of the most endangered ecosystems in the country.

Rimba Raya Biodiversity Reserve (Indonesia): With the development of palm oil plantations threatening endangered Borneo orangutan, and the potential destruction of carbon-dense tropical peat swamps, this United Nations-supported project, by Natural Capital Partners, shields roughly 160,000 acres of forest from development for oil production.

Danjiang River Solar Cookers (China): This project aims to reduce coal consumption, and the resulting carbon emissions, by installing solar cookers in nearly 100,000 households. The solar cookers also help to reduce air pollution and related respiratory diseases that stem from coal use.

Renewable Energy Certificates - RECs (United States): To further support renewable energy in the United States, Colgate has purchased renewable energy certificates (RECs) from the Greenlight Energy Group, the first woman-owned renewable energy marketing company in the United States. Colgate's purchase of Green-e certified RECs means that 100 percent of our electricity is supplied from renewable energy that meets the highest environmental benefits.

The total cost of the RECs, and the four new offset projects for 2019, is about \$61,000.

"Over the past 10 years, through the implementation of dozens of on-campus projects, Colgate has reduced its carbon footprint by a remarkable 46 percent," said Colgate Director of Sustainability John Pumilio. "With the establishment of the Green Revolving Loan Fund as well as an ongoing commitment to renewable energy, energy efficiency, and green buildings, the University will continue to draw down our footprint while reaffirming our role as a leader in higher education."

COLGATE

Take Part in Colgate's 13 Days of Green Tradition



Each year Colgate begins the Earth Day celebration early with a full slate of events focused on sustainability in the 13 days leading up to April 22. The entire community is invited to join together for the 13 Days of Green Kickoff Celebration on April 10 from 4–6 p.m. in the Coop.

There will be food, music, games, and sustainability-related activities. Find the full schedule of events [here](#).

The 2019 Oak Awards will take place as a part of the annual Green Summit on April 11 in the Ho Atrium. The Oak Awards celebrate those who have made a significant contribution toward sustainability efforts at Colgate.

Submit your nomination for this year's Oak Awards [here](#).

Salvage - Volunteers Needed

The Max A. Shacknai COVE will collect donated items in the residence halls as students move out for the summer. Items collected are redistributed to local nonprofit organizations in need of supplies. Last year, we collected and redistributed over \$40,000 worth of items to 44 local agencies. This could not happen without the help of volunteers like you!

Shifts are available beginning Friday, May 10 and ending Tuesday, May 21. We are seeking help to collect donations as well as with sorting and organizing. All abilities are welcome.

Please sign up [here](#) before May 3 to assist us with this important effort.



Colgate welcomes three new businesses to the Village of Hamilton

During the first quarter of 2019, the Hamilton Initiative welcomed three new tenants to the village.

Friends & Pho, a new Vietnamese restaurant at 7 Lebanon Street, is a family-owned and -operated business offering traditional Vietnamese cuisine. Newt & Jen Ho serve an eclectic mix of family recipes, passed down through generations.

FoJo Beans, a coffee roaster with an impressive reputation in central New York, opened its first retail location at 10 Utica Street. Its goal is to become a destination spot for coffee and tea aficionados. In addition to the roastery, FoJo Beans has a full-service coffee bar, locally baked goods, and a unique menu.

Shole Strand, a Marcellus, N.Y., native, opened Shol's Boutique in March. Located next to the movie theater, Shol's incorporates a mix of contemporary women's fashion, offering styles from BB Dakota, Three Dots, Z Supply, Rag & Poets, Velvet, and much more.



2019 Holiday Schedule

Half Day Good Friday	Friday, April 19, 2019, (second half of normal workday)
Memorial Day	Monday, May 27, 2019
Independence Day	Thursday, July 4, 2019 Friday, July 5, 2019 [^] *

2019—20 Holiday Schedule Announced

HOLIDAY

OBSERVED

Labor Day	Monday, September 2, 2019
Thanksgiving Day	Thursday, November 28, 2019
Day after Thanksgiving	Friday, November 29, 2019
Winter Holiday Break	Monday, December 23, 2019 [^] *
Full Day before Christmas	Tuesday, December 24, 2019
Christmas Day	Wednesday, December 25, 2019
Winter Holiday Break	Thursday, December 26, 2019 [^] *
	Friday, December 27, 2019 [*]
	Monday, December 30, 2019 [*]
Day before New Year's	Tuesday, December 31, 2019 ^{**}
New Year's Day	Wednesday, January 1, 2020
Half Day Good Friday	Friday, April 10, 2020 (second half of normal workday)
Memorial Day	Monday, May 25, 2020
Independence Day	Friday, July 3, 2020

[^] The University has granted an additional day off on July 5, 2019.

[^] The University has granted an additional day off on Monday, December 23, 2019.

^{*}Applies to all regular full- and part-time employees that are benefit eligible and active on the payroll.

^{**}Includes 1/2 day winter holiday break.

NOTE: For offices that must remain open during the winter holiday break because the time is essential to their work, an equivalent amount of time off may be scheduled, with the approval of the supervisor. This time should be taken prior to June 30, 2020. Time must be taken in increments of full or half day(s) only and must be recorded when taken.

Please contact human resources at 315-228-7003 if you have any questions or need additional information.

Administrative Professionals Day

All support staff, technicians, casual wage support staff, and their supervisors are invited to attend a breakfast in recognition of Administrative Professionals Day.

Monday, April 22, 2019

9:00 a.m. to 10:00 a.m.

Hall of Presidents

For planning purposes, if you have not RSVP'd yet, we would appreciate your [RSVP](#) by Monday, April 8, 2019.

We hope to see you there!



Charter Day Marks Colgate's
200 Years as a Leader in
Higher Education

Read the full story [here](#).

2019 Summer Hours

This year, summer hours will be in effect from Monday, June 3, 2019 – Friday, July 26, 2019. The Summer Hours Policy applies to support and technical staff employees who hold regular full-time and regular part-time positions. The policy is not applicable to salaried (non-hourly) employees, the Office of Campus Safety, or employees covered under the Facilities collective bargaining agreement.



ColgateWoLF Update

Jen Servedio, ColgateWoLF co-chair, is this year's recipient of the N.Y. State ACE Women's Network Catalyst Award given in recognition of her contributions to the ACE Women's Network and to women leaders in higher education.

Servedio began her career at Colgate 20 years ago as a help desk technician and rose through the ranks of a male-dominated profession, becoming director of budget and strategic planning in the Office of the Chief Information Officer in 2017.

During her time at Colgate, Servedio has dedicated herself to efforts around diversity, inclusion, and equity, serving on a variety of campus task forces and committees that helped to improve campus hiring and retention policies. She co-founded the NY6 Women in Technology group that brought together women working at the NY6 Consortium of Liberal Arts Colleges, which now numbers 50 members. As Colgate's Institutional Representative for the NYS ACE Women's Network, she co-founded the Colgate Women's Leadership Forum (ColgateWoLF), which is committed to supporting women in their lives and careers by offering personal and professional development opportunities, mentoring, and workshops and discussion groups. In just over a year, ColgateWoLF has grown to more than 150 members.

Servedio has been a trailblazer beyond Colgate as well – she was the first female member and the first female president of the Hamilton Lion's Club. And in 2018, when she was diagnosed with breast cancer and discovered there were no support groups in her area, she founded the Hamilton Breast Cancer Support Group. She also serves her community as a Hamilton Village Trustee.

She earned her master's degree in information management with advanced studies in data science from Syracuse University and a Bachelor of Technology in Network Administration from Morrisville State College, where she is a member of the Alumni Board and has worked for more than a decade to support the Computer Information Technology Program, mentoring a diverse group of students interested in careers in technology.

Servedio will receive her award on April 5 at the statewide ACE Women's Network Conference.



C Men's Basketball

Congratulations to Colgate's men's basketball team for defeating Bucknell for the Patriot League championship on March 13, and representing the University at the NCAA championships.

President Casey issued a challenge to his cabinet members to encourage Colgate faculty and staff to support the team at the game. The division with the best representation won lunch provided by the President.

Admissions:	30 employees, 4 attended, 13.3 percent
Communications:	22 employees, 8 attended, 36.36 percent
Dean of the Faculty:	507 employees, 19 attended, 3.74 percent
Dean of the College:	91 employees, 13 attended, 14.2 percent
Finance and Administration:	224 employees, 34 attended, 15.2 percent
Advancement:	71 employees, 16 attended, 22.5 percent

In addition, there was a raffle for a piece of the original Cotterell Court floor.

Individual raffle winners were:

Admissions:	Sue Dolly Lathrop
Communications:	Jason Kammerdiener
Dean of the Faculty:	Tim Smith
Dean of the College:	Christian Beck
Finance and Administration:	Kevin English
Advancement:	Patty Caprio

Thank you for your enthusiastic support of our student-athletes throughout this tournament and across our sport programs.



EASTER STORY TIME

WITH BABY
DUCKLINGS & CHICKS!



SATURDAY, APRIL 13TH, 10:30AM
COLGATE BOOKSTORE

JOIN THE COLGATE BOOKSTORE FOR AN EASTER STORY TIME WITH SPECIAL GUESTS - BABY CHICKS AND DUCKLINGS! CRAFTS AND SNACKS WILL FOLLOW STORY TIME. THIS EVENT IS FREE AND OPEN TO CHILDREN OF ALL AGES.

3 UTICA STREET || COLGATE BOOKSTORE || HAMILTON, NY
315-228-7480 || COLGATEBOOKSTORE.COM

BOOKSTORE WILL BE CLOSED EASTER SUNDAY.

Feel More Secure about your Social Security Choices

April 23, 2019 | 560 Case-Geyer
12:00 p.m. - 1:00 p.m.
Lunch will be provided.



Please join us as Fidelity Investments helps you to understand the importance of Social Security in your savings plan and take the steps you need to maximize your claiming strategy plan for your retirement income.

Reserve your seat by calling 800.642.7131 or by visiting getguidance.fidelity.com. Choose "Attending a Special Event," fill in your information, select "Attend Workshop," and then confirm your appointment. Please register by Monday, April 22. This session will be limited to the first 50 individuals to respond.



READING & BOOK SIGNING WITH ANNE VALENTE Thursday, May 16 | 6:30 p.m.

Join us at the Colgate Bookstore on Thursday, May 16, at 6:30 p.m. for a reading and book signing of, *The Desert Sky Before Us*, with Anne Valente! Originally from St. Louis, Valente currently lives in Hamilton, N.Y., where she teaches creative writing and literature at Hamilton College.

Colgate Emerging Professionals... for young professionals and beyond

Thursday, April 25, 4:30-7:00 p.m.
Good Nature Farm Brewery
Free to attend, appetizers provided

We're forming a new group to provide social and professional development opportunities and resources. Come join us for an informal social where you can share your ideas, and also enjoy the company of other members of campus.

RSVP not required. Ideas and input welcome to group organizers Rodney Agnant, Pamela Gramlich, Rebecca Roser, and Carolyn Strobel.



Cazenovia Rowing Club Learn to Row

Saturday, June 1, 2019

9 a.m.—noon

Fee: \$20

You will learn about the equipment that is used, the mechanics and language of rowing, and will get in a boat with experienced rowers to get the feel of what it's like to row. We always have a lot of fun!

If you are inspired to continue, you will have the opportunity to join a coached spring program, where you will learn how to pull together as a team! Whether you go on to race or to row recreationally, rowing is a great way to meet new people, have fun, and get in shape!

Registration: 9 a.m.

To register, please go to Cazenovia RecDesk [here](#). Or download forms [here](#) to complete ahead of time to expedite the registration process and bring your check or cash payment to the event. Extra forms will be available at the event.

Adults and scholastics - Those aged 12 (or turning 12 within 6 months) or older can participate.

What to Wear:

Snug-fitting clothing, socks and sneakers or Crocs (do not wear flip-flops!). Sunscreen and a hat optional. Remember to bring a water bottle.

Where to Go:

Cazenovia Rowing Club's boat and dock area of Gypsy Bay Park. Parking is free; the lot is located on the east side of the park.

Rain Date: Sunday, June 2, 2019

Questions? Contact Sarah Keen, skeen@colgate.edu, Julie Dolly, jdolly@colgate.edu, or Mara Schwartz, CRC Membership Coordinator, cazrowingclub@gmail.com.



'GATE FIT CHALLENGE

April 1 - 28, 2019

**21 workouts in 4 weeks - earn
prizes along the way:**

7 Workouts: Water bottle

14 Workouts: Sweat towel

21 Workouts: T-shirt

**Grand Prize Raffle:
Beats Wireless Headphones**

Visit colgate.edu/fitness for full details.

Level One

- 7 completed workouts
- Prize: 'Gate Fit Challenge water bottle
- First 150 individuals to complete



Level Two

- 14 completed workouts
- Prize: 'Gate Fit Challenge sweat towel
- First 125 individuals to complete



Level Three

- 21 completed workouts
- Prize: 'Gate Fit Challenge t-shirt
- First 100 individuals to complete



Raffle Prize

- One winner, chosen randomly at the end
- Must complete all three levels to qualify
- Prize: Beats Wireless Headphones

