



INFORMATION. TIPS. EVENTS.

UC MATTERS

# THE SOURCE

OCTOBER 2016

## UC PEOPLE

George Nehme, Vice President for Advancement

*By Marissa Filletti '18, PR Intern*

**Q. You have been associated with UC for many years in a consulting role. Why did you decide to join the College as an employee?**

**A.** I just want to start out by saying that I feel so very fortunate and excited to be here. I think my long relationship with the College as

and with the entire Advancement team. I became close with them as colleagues and ultimately as friends. I saw an opportunity to really help build a comprehensive advancement program for the College and help UC reach its fullest potential. I knew it would be exciting, challenging, and rewarding. In working closely with Laura, I began to really appreciate how she approached problem-solving and embraced challenges.

**Q. What opportunities and challenges have come with your new position?**

**A.** The good news is, given my tenure with the College in a consulting capacity, I'm not coming into the organization without very good hindsight. I know what the challenges are, and I've worked with the staff to identify them. Before, I could consult the Advancement team, but I really couldn't implement

*continued on page 7*

a campaign and development consultant really drove my decision. My previous role helped me to see the College's potential; I got to work very closely with President Hutton, Laura Casamento, when she was chief advancement officer,

*"I saw an opportunity to really help build a comprehensive advancement program for the College and help UC reach its fullest potential."*

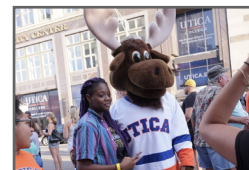
- George Nehme



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Kudos



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Homecoming  
2016 and  
Inauguration  
Week



PAGE 6  
In the News



BACK COVER  
Events &  
Trainings



Newly-inaugurated President Laura Casamento with Mace bearer Thomas Rossi, professor of management. See more photos from Inauguration on page 4.

**UTICA**  
COLLEGE

*Never stand still*

# HR NOTES

## Welcome

Karen Hawley, *Administrative Assistant III, School of Business and Justice Studies*

Tara Gates, *Transfer Admission Specialist, Registrar*

Margaret Spires, *Reference Librarian: Coordinator of Library Services for Distance Education, Library*

Rachel Shaver, *Receptionist, Registrar*

## New Titles

Brian Gleitsmann, *Admissions Counselor, Undergraduate Admissions*

Michelle DeLaFleur, *Resource Sharing and Electronic Reserves Coordinator, Library*

Paul Prentice, *Library Assistant: Circulation and Information Desk, Library*



## OPEN ENROLLMENT

Utica College's Open Enrollment period runs Wednesday, Nov. 2 through Wednesday, Nov. 30, 2016.

NEW in 2017: Low Cost Health Insurance Plan (Without HSA and Healthy Rewards), Healthy Reward changes, New procedures for Out of Network, 2017 Mandates,

Preventative Rx and Telemedicine. Four informational sessions will be held this year to take a comprehensive look at the benefits offered by the College.

### DePerno Hall, Willard Conference Room 208:

Monday, November 7, 2016 from 11:00 AM – 12:00 PM

Wednesday, November 9, 2016 from 1:30 PM – 2:30 PM

Thursday, November 10, 2016 from 11:00 AM – 12:00 PM

### Clark City Center Room K106 Computer Lab:

Friday, November 11, 2016 from 1:30 PM – 2:30 PM

For individual questions, please make a personal appointment with Michele Witt, Benefits/HRI Coordinator, at 315-792-3063 or [mkwitt@utica.edu](mailto:mkwitt@utica.edu).

## CONGRATULATIONS!

The Kudos Card program monthly drawing winner is...

**Jeremy Gibbs**

Congratulations, Jeremy, enjoy your \$50 gift certificate to Symeon's Restaurant!



You can access the link below at any time to recognize a colleague for his/her great work:

[utica.edu/kudos](http://utica.edu/kudos)

*"[Jeremy] your involvement in constructing and maintaining the Internet connections at Ramada has been great. Internet at Ramada is a significant satisfaction factor for our students. Thank you for all of your hard work and time."*

## IDAY 2016



A. Scott Fischer, executive superintendent for insurance, NYS Department of Financial Services, gives the keynote. B. From left, Tom Eschen, Larry Gilroy and Dick Poppa on the Presidents' Panel. C. Full house listens attentively. D. Joseph Giordano, professor of practice and chair of cybersecurity, speaks on cyber crime. 10/5



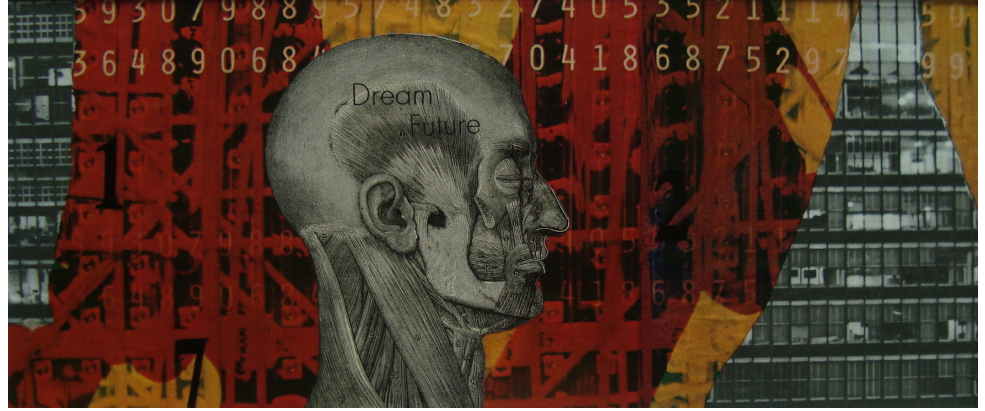


**Heather G. Abrams**, adjunct professor of art history, received a Judge's Choice award for her monotype Taos Pueblo No. 3 at the Central New York Watercolor Society juried

exhibit at Kirkland Art Center this fall. A Signature Member of the society, Abrams also received Gold Medallion status for her continuous string of entries in signature member and judged shows during the past four years. At the most recent society annual meeting, when she retired after four terms on the board of directors, she was honored with the "Pillars of Vision Award" in recognition "of dedicated and devoted service to the organization over a period of many years." Abrams is also a Signature Member of the National Watercolor Society and a juried member of the National Association of Women Artists.

**Hossein Behforooz**, professor of mathematics, wrote and published a chapter section titled "Some Notes on the Evaluation of Magic Sums of Magic Squares" in the book "Topics in Recreational Mathematics" by Charles Ashbacher, No. 2, 2016.

**Leonore Fleming**, assistant professor of philosophy (photo below), gave a presentation at Clemson University in South Carolina on Sept. 24 as part of the "SoCIA: Social and Conceptual Issues in Astrobiology" conference. Her talk was titled, "Teleology and Upper Directedness in Astrobiology."



**Steven Specht**, professor of psychology, co-edited the book "Identity and Anonymity: An Artful Anthology," Mizzentop Publishing. Specht also contributed an essay, poem and artwork to the book, which has works from 40 artists and writers, including actor Peter Coyote and artist Judy Chicago.

- **Specht** exhibited a collection of his artwork as part of a two-man show with Anthony Morgan of Harrisburg, Pa. The exhibit was at The Dev in Downtown Utica during the month of September.

- **Specht** had a piece accepted into the 32nd Annual Juried Exhibit of the National Collage Society, which has an acceptance rate of less than 15 percent. The exhibit will be up through this month at Kent State University art gallery, and will be available for viewing online through next summer.

*Please send information, and photos, for KUDOS to source@utica.edu.*

## ATWOOD GARNERS AWARDS

Benjamin Atwood, assistant director of Utica College's Young Scholars Liberty Partnerships Program (YSLPP), was recently recognized by New York State with the Empire State Excellence in Teaching Award. The award of \$5,000 recognizes individuals who exemplify the highest standards of teaching and work to foster creativity, instill a love of learning, and inspire independent thinking and student initiative. The award was presented by RoAnn Destito, Commissioner of the Office of General Services under Governor Andrew Cuomo. The award is to be used for professional development.

"I am so excited to have garnered this recognition on behalf of Utica College, the Utica City School District, and the NYS Liberty Partnerships Programs. Utica is a tremendous city for education. We truly have some of the hardest working teachers in the country right here and great things are happening as a result," said Atwood.

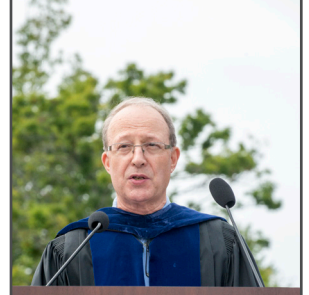
Atwood will also receive the Pride of Workmanship Award from the Rotary Club of Utica on Oct. 21. Congrats, Ben!



*From left, Ali Yusuf, Jada Hall, Jackie Gomez, Ben Atwood, Ariane Frank, Ajla Muheljic, Commissioner RoAnn Destito and Somnang Son.*



# INAUGURATION AND HOMECOMING 2016







Just a sampling of memories from Inauguration Week and Homecoming, Alumni and Family Weekend 2016. Many thanks to everyone who joined us and to the many volunteers and staffers who helped make this special week possible. 09/19-25

See more images on the Homecoming Facebook page - [www.facebook.com/UticaCollegeHomecoming](http://www.facebook.com/UticaCollegeHomecoming) and click on the Photo Albums tab. Keep track of plans for next year's festivities and join the conversation at [www.utica.edu/homecoming](http://www.utica.edu/homecoming).





Kyle Green, assistant professor of sociology, spoke with WKTU News Channel 2 reporter Rachel Murphy about the ongoing debate regarding athletes who refuse to stand when the national anthem is played prior to sporting events. 09/28

- **Provost John Johnsen** spoke with *Observer-Dispatch* education reporter **Alissa Scott '13** about diversity requirements in “core” classes at UC. 9/3
- *WIBX News Radio 950's* news director Jim Rondinelli reported on the upcoming Downtown Block Party. 9/8
- **President Laura Casamento's** appointment to the Mohawk Valley Regional Economic Development Council (MVREDC) of the Empire State Development Corporation appeared in the *Rome Daily Sentinel*, *Oneonta Daily Star* and *Schenectady Daily Gazette*. 9/9-14
- **Luke Perry**, associate professor and chair of government and politics, wrote a column for *The Observer-Dispatch* on “Hillary Clinton, an unpopular victor.” 9/11
- The *Rome Daily Sentinel* highlighted members of the UC Men's Hockey Team who assisted with selling tickets for the Mohawk Valley Health Care Center's Miracle Home raffle. 9/12
- UC student **Muslima Ali '19** spoke with *Observer-Dispatch* intern **Tionna DeFreitas '17** about hardships her family faced in migrating from Somali to Kenya to the U.S., before landing in Utica. The story highlighted a photo exhibit on the life of local refugees. 9/14
- **Kyle Green**, assistant professor of sociology, spoke with *WUTR Eyewitness News* reporter Sean Martinelli about the amount of time that is appropriate for children to use technology and mobile devices. 9/15
- **Corey Giacovelli '17** posted a blog, “Money Over Schools,” highlighting UC's recent tuition reset, in a discussion about costs and choosing colleges, on [ucmillennials.com](http://ucmillennials.com). 9/17
- **Chancellor Harris '18**, president of Brothers On a New Direction (BOND), spoke with *WKTU News Channel 2* weekend anchor Gary Liberatore about the group's participation in the 2016 Utica Kidney Walk. 9/18
- **Luke Perry**, associate professor and chair of government and politics, wrote a column for *The Observer-Dispatch* on “One simple way to improve each campaign.” 9/18
- Featured in the banner campaign “Faces of a New Downtown” are **Nick Accordino**, director of annual giving; **Chris Cirelli**, transfer credit evaluator; **Shannon Farrell**, project management, School of Online and Extended Studies; **Zhaodan Huang**, professor of finance; **Jessica Munn**, assistant director, enrollment operations; **Stephanie Nesbitt**, director of the MBA and RMI programs and assistant professor of RMI; and **Jessica Nelson**, executive director of enrollment operations and director of online admissions. The banners are on display in Franklin Alley. 9/19
- The *Rome Daily Sentinel* highlighted Alicia Dicks, president and chief executive officer of The Community Foundation of Herkimer and Oneida Counties Inc., as the keynote speaker in the College's Executive Lecture Series. 9/20
- **President Laura Casamento** spoke with *WUTR Eyewitness News* anchor **Angie Pavlovsky '15** and *WKTU News Channel 2* reporter **Rachel Murphy '11** about challenges and opportunities she will face as the new president of Utica College. 9/20
- *WKTU News Channel 2* Chief Meteorologist Bill Kardas broadcast live from the Utica College “Celebration of Utica” Downtown Block Party, speaking with **Jeffery Gates**, vice president of Student Affairs and Enrollment Management, about the event. The evening was also covered by the *Observer-Dispatch*. 9/22
- **President Laura Casamento's** inauguration was covered by the *Central New York Business Journal*, the *Observer-Dispatch*, *WKTU News Channel 2* and *WUTR Eyewitness News*. 9/23
- UC football player **Dehstin Smart** made a very unusual interception during the game against SUNY Cortland during UC's Homecoming Weekend. The play was so spectacular that it made *ESPN SportCenter's* weekly *Top Ten*, and was replayed around the country. 9/23-24
- **Luke Perry**, associate professor and chair of government and politics, wrote a column for *The Observer-Dispatch*: “Debates can help shape public opinion.” 9/24
- Gary Liberatore, *WKTU News Channel 2* weekend anchor, spoke with **Dave Fontaine**, director of physical education and athletics, about the positive vibes on campus regarding the UC football team. 9/26
- **Jeffery Gates**, vice president of student affairs and enrollment management, spoke with Philadelphia Enquirer reporter Susan Snyder about how the tuition reset has affected enrollment. 9/26
- *The Observer-Dispatch* ran a story about the second annual I-Day, cosponsored by the Utica area CPCU chapter and Utica College. 9/26
- **Kyle Green**, assistant professor of sociology, spoke with *WKTU News Channel 2* reporter **Rachel Murphy** about the ongoing debate regarding athletes who refuse to stand when the national anthem is played prior to sporting events. The debate started over San Francisco 49 Colin Kaepernick and his protest over police brutality and racism. 9/28
- *WIBX News Radio 950* covered the Banned Book Read-In. 9/28
- An article on *FuzeHub.com*, “How Would You Handle A Cyber Attack?” highlighted presentations by **Leonard Popyack**, associate professor of cybersecurity, and **Anthony Martino**, director of the Northeast Cybersecurity and Forensics Center, at thINCubator's industry workshop in September. 9/29



and see those ideas through. Now, I can. The College's history is unique in that for many years we were a commuter campus. One of the challenges we face as an institution is lack of alumni engagement. We don't have a history of our alumni being engaged with us as substantially as the College deserves and requires. I use the term engagement very broadly here. Engagement is everything from attending events on and off campus, to encouraging their children and friends to enroll here, to assisting UC students with career exploration opportunities, and, most importantly, being philanthropic to the College. There are many alumni who show this support, but I think we need greater numbers of them. One of our biggest challenges is creating a culture of giving back. We need to build upon the success that we've experienced over the past 12 years and really create a stronger foundation in which alumni will support our new president, faculty, staff, and students. Another challenge we face is the ever-changing philanthropic landscape. Donors are demanding a greater degree of accountability in terms of what we do with their charitable dollar. The fundraising space is crowded. Social media has really created an explosion of non-for-profit institutions and organizations that traditionally didn't have access to the donor space. This means that UC, like many other colleges, has to compete with all of the other worthy organizations that are seeking a greater share of the charitable dollar. I think the new presidency paired with the College's decision to reset tuition will invigorate alumni participation. The College has really positioned itself as a leader in higher education, and it can only keep growing from here.

**Q. What are your responsibilities in taking on this new role?**

**A.** As a member of the President's cabinet, I oversee one of the major operating divisions of the College. One of my responsibilities is to manage the marketing and communications functions here at UC. This department not only supports our fundraising initiatives and outreach to alumni, parents, and friends, but also supports the greater communications needs of the College including admissions, athletics, and academics. In addition, we have our development team, which focuses on annual giving through the Utica College Annual Fund, major gifts, and planned giving. The Annual Fund is one of the principal sources of operating revenue for the College. Therefore, the goal that we have every year of raising \$1 million is a must-attain goal. It's not one of those things that would be nice to have, rather it is expected and calculated into the budget. A major gift for UC is one of \$25,000 or more directed toward a capital purpose such as endowment, facilities, or equipment. That's in addition to what we might ask that donor to give in support of the Annual Fund every year. While the majority of alumni and friends of the College participate through the Annual Fund, there is a much smaller percentage that have the financial resources and the inclination to support UC at a capital level. We are also stepping up efforts in planned and deferred giving because many of our alumni and friends remember us in their estate plans. We also have a division of constituent relations and the principal thrust of that is parent and alumni relations. This department plans our regional alumni gathering events across the country as well as Homecoming. Corporate and professional programs promotes the use of College facilities for corporate professional development and training programs. It's a great way to generate auxiliary revenue for the College beyond the efforts headed by Development. Similarly, we have a department that deals

with corporate foundation and government relations, which secures support from corporations, private foundations, and the government. We also have an advancement services team, which is really the backbone of all the things we do externally.

**Q. You were involved in the last comprehensive campaign here at UC. What can you tell us about the launch of the next one?**

**A.** The Achieve Campaign originally had a goal of \$25 million, and reached \$34 million in gifts and pledges. That was over a seven-year period, which is typical of college comprehensive campaigns. There were three major components to the campaign: the Annual Fund, support for facilities, and support for endowment. During the course of that campaign, we broke ground for and built two academic facilities: Romano Hall and the Economic, Crime, Justice Studies, and Cybersecurity Building. We had various gifts given for endowment and financial aid, and were able to complete the first endowed professorship at UC, the Harold T. Clark Jr. Professorship. This campaign was very comprehensive in scope, which is why we refer to it as a comprehensive campaign. We are very proud of that achievement. There are several steps leading up to the planning for the next campaign. First, President Casamento will lead the Cabinet and Board of Trustees through determining what our core needs are. We are reasonably sure that we will be working hard to obtain the resources to renovate Gordon Science Center. We also absolutely need to increase our endowment in the next campaign, which goes hand in hand with our affordability initiative. There are also likely to be several capital projects and renovations for academic facilities and residence halls. It's all yet to be determined, but that's a rough sketch of what the next campaign could entail. We are likely to begin this process in the 2017-2018 academic year.

**Q. Why is development so important, especially for an institution like UC?**

**A.** Well, you're talking to someone who has been doing this for more than 33 years. I can tell you that beyond the caliber of the faculty and the students that we can attract and retain, the next biggest aspect of what defines the strength of an institution is its access to resources. If you look across the higher education landscape, public or private, the biggest factors beyond tuition and fees are the endowment, the gifts that are given in support of the operating budget and support of facilities. Alumni play such a critical role in an institution's ability to have or not have what it needs to make the educational experience really meaningful and impactful. That's why development is so important. It's that critical margin that the institution doesn't already have through general operating revenue. It gives the College the opportunity to build new academic buildings and offer students competitive financial aid packages- all the things that attract students that really want to be here. We also want to provide resources for faculty so that they can continue conducting research. We believe this is critical, and the strength of the faculty is the degree to which they are dedicated to teaching and research. That just continues to advance them as educators. I'm just so excited about the work we can do here together to advance the mission of the College.



# UPCOMING EVENTS/TRAINING

Please visit [utica.edu/hr/training](http://utica.edu/hr/training) for updates and to register.  
For Health and Wellness events, visit [utica.edu/hr/wellness](http://utica.edu/hr/wellness)

## October

**10/27/16 H&W Lunch & Learn.** 1:00 - 2:00 p.m. TBD

## November

**11/02/16 H&W Lunch & Learn.** 12:00 - 1:00 p.m. TBD

**11/03-**

**11/05/16 Get Smart, Fall Play.** 8:00 p.m., Strebel Auditorium

**11/04/16 Utica Camera Club Exhibit,**  
Edith Langley Barrett Fine Art Gallery

**11/06/16 Get Smart, Fall Play.** 2:00 p.m., Strebel Auditorium

**11/07/16 Open Enrollment Info Meeting,** 11:00 a.m. - 12:00 p.m.  
DePerno Hall, Willard Conference Room 208

**11/09/16 Open Enrollment Info Meeting,** 1:30 - 2:30 p.m.  
DePerno Hall, Willard Conference Room 208

**11/09/16 H&W Lunch & Learn.** 12:30 - 1:30 p.m. TBD

**11/09/16 Town Hall,** 3:00 p.m., Strebel Auditorium

**11/09/16 TIAA-CREFF Consultant on Campus**

**11/10/16 Open Enrollment Info Meeting,** 11:00 a.m. - 12:00 p.m.  
DePerno Hall, Willard Conference Room 208

**11/11/16 Open Enrollment Info Meeting,** 1:30 - 2:30 p.m.  
Clark City Center Room K106 Computer Lab

**11/23-**

**11/25/16 Thanksgiving Break**

Check out HR's new page for training and development:  
[utica.edu/hr/trainingopp.cfm](http://utica.edu/hr/trainingopp.cfm)



Students were treated to fun and games on "Squirrel Day," even though the calculating critters haven't caused power outages this year. 9/28

# HEALTH & WELLNESS



UC's Health & Wellness hosts Yoga Nidra programming on campus led by UC's own Andrea O'Brien OTR/L.

While Yoga Nidra is often compared to meditation, it is so much more. YN is translated simply as "yogic sleep" meaning that your brain transitions into the state of deep sleep, yet you remain consciously awake. Unlike more modern forms of yoga, there are no poses in Yoga Nidra, but rather you sit or lie in a way to promote deep relaxation.

## Upcoming Events

### Chair Massages - 3rd Friday of every month

**10/17/- Yoga Nidra with Andrea O'Brien OTR/L**

**11/28/16** Mondays, 1:00-2:00 p.m. Six sessions.  
Barrett Art Gallery *Must Pre-register Online*

### UC Knitting Group

Fridays 12:30-1:30 in the library.  
*All levels welcome.*



## Market Bags For Sale

\$15 value  
only \$10

Contact Caren at  
[cbsummers@utica.edu](mailto:cbsummers@utica.edu) for info

# HEALTH AND WELLNESS KICKOFF



This year's annual Health and Wellness Kick-Off event also kicked off Inauguration Week with a well-attended farmers market and flu clinic. Employees, along with students, enjoyed free chair massages, and shopped a variety of local artisans and farmers right here on campus. The first 100 registered also received a UC market bag to carry home their treats. In addition, a number of employees took advantage of our free Rite Aid flu shot clinic. 9/17