



# Communicator

JANUARY 2010

## Problem?

### Consider the Employee Assistance Program!

The Employee Assistance Program (EAP) is a service provided by Bates College that offers help for you and those significant in your life; professionally trained consultants are available to help with a variety of issues affecting your personal or work life. The EAP is free and confidential; consultants are available to help 24 hours a day, 7 days a week, 365 days a year.

The EAP provides resources and help regarding many issues, including the following:

- stress
- depression/anxiety
- relationship issues; separation and divorce
- child care; parenting issues
- elder care issues
- alcohol and drug abuse; concern about another person's alcohol or drug abuse
- domestic abuse
- budgeting, financial worries, and reducing debt

- legal matters
- work-related problems and job stress
- job burnout; workplace change
- grief and loss
- crisis and trauma

No problem is too big or too small. The EAP encourages you to seek help early, before a minor problem becomes more serious. The EAP is designed to address short-term issues and to identify resources and referrals for emergency and long-term issues.

EAP services are confidential and the EAP provider doesn't let Bates College or anyone else know that you called unless you've given your consent and written permission. The only exception to this rule of confidentiality is if the EAP consultant learns that someone is at risk of harming him- or herself or others. In this case, the consultant may be re-

quired to report the situation to the appropriate authorities.

The EAP consultant will discuss your needs and concerns with you, listen, and assess the situation. Depending on your situation, the EAP consultant may:

- work with you and help you make a plan to resolve your issues or concerns
- refer you to a support group
- guide you to helpful resources in your community
- refer you to a specialist or local counselor for ongoing counseling
- send you helpful materials to read and recordings to listen to

The EAP is available to help you and can be of great assistance in times of need. Please consider using the EAP the next time you have a question!

## Contacting the EAP is Easy

Call the Employee Assistance Program's toll free number: 1-877-259-3785

OR

Request help online at [www.lifebalance.net](http://www.lifebalance.net)  
Our user ID is bates; password is bwell

#### INSIDE THIS ISSUE

Carbon Monoxide- 2  
The Silent Killer

Dates of Interest 2

2010 3  
Benefit Statement

Taking the 3  
Controls a Success

Everybody Has 4  
A Story

New Staff in 4  
December

*People are so worried about what they eat between Christmas and the New Year, but they really should be worried about what they eat between the New Year and Christmas. ~Author Unknown*

## Carbon Monoxide: *The Silent Killer*

Unless you are a college student (they seem to like having windows open) you probably are doing your best to close up your home at this time of year. After all, windows and doors are closed tight to keep the heat in and the drafts out because nobody wants high heating bills or frozen pipes!

However, given the weather conditions we're starting to experience you may also be tempted to use auxiliary heat sources or even use a generator to keep the furnace running if there is a loss of electricity. That's why we bring you this repeat reminder. Auxiliary heat sources and generators increase the risk of carbon monoxide poisoning.

Carbon monoxide is produced when combustion devices like furnaces, woodstoves, gas ranges, water heaters, gas fireplaces, kerosene heaters, gasoline or propane powered generators, camp stoves and charcoal grills are operated indoors without adequate ventilation. Carbon monoxide is a colorless, odorless gas which

displaces oxygen in the blood. The result can be deadly.

To protect yourself and



your family here are some things you need to know:

Prevent problems:

- Keep combustion devices clean, tuned and maintained
- Keep outdoor devices outside
- Do not operate combustion devices in enclosed spaces (sheds, garages, barns)
- Install Carbon Monoxide detectors with battery backup
- Keep emergency contact numbers handy (in your cell phone directory and next to a land line phone)

Learn to recognize the symptoms of exposure:

- Drowsiness or tiredness
- Chest pains
- Headache
- Breathlessness
- Giddiness
- Stomach pains
- Nausea
- Erratic behavior
- Vomiting
- Visual problems

Respond immediately! Move to a fresh air location and call the fire department for help in determining the source and stopping the release. Do not return to the house until cleared by the fire department. Seek medical treatment immediately

You may have heard recently of the family of seven who had to abandon their home in Lebanon, Maine at 3:30 AM. It's not pleasant to think about how that story might have ended if they had not had a CO detector to wake them.

~Ray Potter



*Happy New Year!*

### Performance Development Timeline Reminder

*Mid-Year Review*  
November '09–March '10

*Year-End Review*  
April '10–July '10

### Dates of Interest in January

- |             |                           |
|-------------|---------------------------|
| <b>7th</b>  | <b>Bi-weekly pay date</b> |
| <b>14th</b> | <b>Monthly pay date</b>   |
| <b>21st</b> | <b>Bi-weekly pay date</b> |

*I've learned that life is too short and you shouldn't sweat the small stuff. ~Age 46*

## 2010 Benefit Statement on the Garnet Gateway

Your 2010 Annual Enrollment elections can now be viewed through the Garnet Gateway. Simply sign into the Garnet Gateway and click on the Benefit Statement option on the Main Menu. You will have the option to view your benefits as of the current date or the beginning date of the

first pay period in 2010.

A new feature of the Benefit Statement this year is the listing of your dependents that are covered under the various benefit programs. This is a great way to verify that we have your eligible dependents correctly listed in our records.

Please take a moment and

sign on to the Garnet Gateway to review your Benefit Statement. If you believe there needs to be a correction to your 2010 elections or dependents listed, please contact:

Ken Emerson

786-8271

kemerson@bates.edu

## Taking the Controls a SUCCESS!

Last month, 35 Bates employees from various departments on campus completed their 12th and final week of Taking the Controls, a healthy lifestyle class. The class, which met for an hour each week, was run by Health Coach Pam Edgecomb, Nutritionist Judy Donnelly and Personal Trainer Mike Milliken. The purpose of the class was to educate participants on healthy lifestyle habits such as exercise and nutrition as well as to provide motivation and support to make healthy changes. At the beginning of the 12 weeks, all members of the class took part in a health screening conducted by Central Maine Conditioning Clinic. This screening tested such numbers as weight, body composition, blood pressure, and chole-

sterol. Over the course of the class employees were given assistance in developing a healthy diet and an exercise program. They also wore pedometers to track their physical activity. In December, the employees re-took that test. The results were tremendous!

The stats speak for themselves:

### Weight Loss

- 30 participants lost weight
- Total weight loss: 189 lbs

### Body Composition

- 29 participants improved body composition
- Total %: 68.3% body fat loss

### Blood Pressure

- 12 participants improved blood pressure

### Cholesterol

- 26 participants improved total cholesterol
- Total: 355 points

- 17 participants improved total cholesterol ratio of good/bad;
- 25 participants improved Triglycerides
- Total triglyceride improvement: 864 points
- 17 participants improved LDL
- Total LDL improvement: 82 points

### Glucose

- 15 participants improved glucose
- Total glucose improvement: 23 points

Congratulations to the participants on adopting healthy lifestyle habits—

*great job!*

Dressed in college garb on Dec. 4, staff at Bates College pose on the steps of Hathorn Hall for the College for ME-Androscoggin County-Wide College Going Day. The organization asked everyone in the county to wear college garb that day – from sweat-shirts to scarves, hats to tee shirts. Participants opted to wear clothing displaying the name of the college they attended or honor someone else by wearing clothing with the name of the college that person attended.

~Phyllis Graber Jensen

Photograph by Peter Senzamici '10



## Everybody Has a Story—Ethan Magoon



*Each month, the Communicator will feature a story about a randomly selected employee on campus.*

*Learning about our colleagues helps to build community and is interesting—because everybody has a story!*

He believes in love at first sight, has eclectic taste in music and is a self-proclaimed nerd. This month we'd like to introduce you to one of Bates' newest and most creative employees—Ethan Magoon.

Ethan joined the College in February of 2009 and is responsible for online media production. A creative being since youth, he attributes his success to parents who supported his dynamic self from a young age. Though he attended college intending to become an Air Force meteorologist, he soon found his true calling in graphic design and “never looked back.” After his college stint at Lyndon State in Vermont, Ethan returned to Maine and currently resides in Durham with his wife of 7 years, Janine, and their beloved beagle, Daisy.

Ethan grew up in

Cornville, ME (Yes, there is such a place!) and attended public schools in Skowhegan. What brought him back to Maine after college when so many others have not returned? He seemed a bit shocked that this was an actual question; his response was definitive—he wanted to be near his family, he loves the outdoors and after all, “it’s Vacationland!”

Ethan is clearly passionate about his love for the outdoors. He enjoys kayaking (if you will remember, his alter ego made an unassuming appearance as the Kayaker in the 2009 Bates Feud game), rock climbing, fishing and is a former competitive mountain bike racer. I couldn’t help but ask a Maine native and avid outdoorsmen about his favorite outdoor spots: the Fire

Warden’s Trail on Bigelow and the carriage trails in Acadia National Park.

In short, Ethan is an unassuming person who has found a home at Bates. He says that he’s continually impressed by the genuine warmth of our culture and our inspiring work. Thank you to all of our employees for making this such a great place to work, and thank you to Ethan for sharing your story!\*

\*There are two facts that are rather shocking considering Ethan’s history; he hates hiking (it bores him to death) and despite his active lifestyle that has included numerous accidents (including a 40 ft rock climbing fall), he has never broken a bone. In retrospect, a better question might have been, “what is your good luck charm?”

If you’re interested in seeing a video of Ethan mountain biking, visit his website:

<http://tinyurl.com/ethanmagoon>

WARNING: *Accompanying music may contain explicit lyrics.*

### New Staff—December 2009

Paul Duncan, *Custodian*, Physical Plant

### 2010 Contribution Limits—Are You Saving Enough to Retire?

The maximum amount of contributions that you can make to TIAA-CREF in 2010 remains unchanged from 2009. You may contribute a maximum of \$16,500 during 2010 and if you are over age 55 you can contribute an additional “catch-up” contribution of \$5,500.

For many of us the maximum contribution may be out of reach—how can you find out if you are saving enough to meet your retirement goals? TIAA-CREF has many planning tools available on their Web site [www.tiaa-cref.org](http://www.tiaa-cref.org). You will find a retirement goal evaluator at <https://www3.tiaa-cref.org/reteval/RetServlet>. You may also speak with a TIAA-CREF Representative at their telephone counseling center 1-800-842-2776 Monday – Friday 8:00 am – 10:00 pm EST and Saturday from 9:00 am – 6:00 pm.