



## Journey to peace

*Nobel Laureate inspires CSU*

*By Selena Rodriguez*

“Don’t wait for a Gandhi, don’t wait for a King, don’t wait for a Mandela. You are your own Mandela, you are your own Gandhi, you are your own King.” This is the message Leymah Gbowee, who shared the Nobel Peace Prize in 2011, has for the world.

During the second Liberian Civil War, Gbowee played a key role in brokering peace within the nation. The atrocities of the war inspired her to become a trauma counselor to former child soldiers. But she wanted to do more to heal the world crumbling around her. Through grassroots efforts, she managed to gather women of varying faiths and differing backgrounds together in a movement for peace.

Thousands of women staged pray-ins, nonviolent protests and sex boycotts. Their actions demanded high-level peace talks which eventually turned the tides of the war. This paved the way for the election of the country’s first woman president, Ellen Johnson Sirleaf. Through their efforts, Gbowee, Sirleaf and Tawakei Karman became the second African women to win the prestigious Nobel Peace Prize.

On March 6, Gbowee made a special appearance at Colorado State University in honor of International Women’s Day. She drove home the importance of finding our common humanity in the face of great adversity. She implored the crowd that filled the Lory Student Center Ballroom not to lose faith in one another. Gbowee spoke on her firm belief that we can find justice and we can find oneness if only we put forth the effort.

Gbowee didn’t sugar coat the journey to peace. She emphasized that the choice is in our hands. And she acknowledged that this choice isn’t always an easy one. It takes extreme empathy to look outside of your own scope of reality. But, as her story highlights, it pays off.

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Colorado State University

Photos by CSU Photography



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# APPLAUSE

## COLLEGE OF HEALTH AND HUMAN SCIENCES

**Dennis Pettitt** and **Mostafa Khattab** of the Department of Construction Management were named Educators of the Year by the Mechanical Contractors Association of America at its annual meeting in early March. The annual award goes to the MCAA student chapter faculty advisor who demonstrates excellence in mentoring, project planning and support, interacting with the chapter's local association sponsor, promoting professional interactions and relationships between the students and association members, membership recruitment and assisting chapter members with securing internships and full-time positions. The award is traditionally given to an individual faculty member, but this year, the CSU MCAA Student Chapter lobbied the organization to recognize both Pettitt and Khattab.

**Susana Muñoz**, assistant professor in the School of Education, is among the "Top 25 Women in Higher Education and Beyond," according to the magazine *Diverse Issues in Higher Education*. The profile of Muñoz recognizes her research on issues of

college access, persistence and identity among underrepresented student populations, with an emphasis on the experience of undocumented and Latino/a students.

**Donna Cooner**, a professor in the School of Education's Center for Educator Preparation at Colorado State University, is celebrating the release of her newest young adult novel, *Worthy*. The novel explores the impact of a popularity app on a high school student and her peers.

**COLLEGE OF NATURAL SCIENCES/ SOGES**

**University Distinguished Professor Diana Wall** was recognized March 1 by the Ecological Society of America, which announced that she will receive its highest honor, the 2017 Eminent Ecologist Award, at the society's annual meeting in August. The award honors a senior ecologist for an outstanding body of ecological work or sustained ecological contributions of extraordinary merit. ESA has more than 10,000 members worldwide. Sixty-four ecologists have received this top honor since it was first awarded in 1953.

## DIVISION OF ARMED FORCES SERVICES

**Judy Rogers**, administrative assistant in the Department of Aerospace Studies, was selected as Air Force Reserve Officers' Training Corps (AFROTC) "University Employee" for January-March 2017. This recognition is open to distinguish one individual from 145 AFROTC Detachments across the country and speaks highly of her devotion, dedication and commitment. Rogers is a 35-year employee of the CSU system and was recognized for her work executing Department finances, arranging commissioning events for 20 new Lieutenants, and mediating facility issues. Her dedicated liaison between CSU and AFROTC benefits over 120 student/cadets annually.

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# APC shares employee voices with CSU President Tony Frank

By Administrative Professional Council

Your voice matters and the Administrative Professional Council is listening, sharing your feedback with CSU leadership, and taking action to make real change.

Each year, the Administrative Professional Council (APC) makes it a priority to meet with President Tony Frank to discuss goals and themes currently of interest to the APC and administrative professionals with this year's meeting taking place on Feb. 27.

In preparation for the meeting, the APC listened to AP voices from across campus by soliciting feedback and researching key themes. These details were shared in the APC 2016-2017 Feedback and Recommendations Memorandum sent to Dr. Frank prior to the meeting. The document focused on compensation, work/life balance, annual evaluations, professional development opportunities and funding, continued commitment to supervisory training, and parking.

During the meeting, Dr. Frank emphasized that compensation is the biggest concern among all employee groups.

Addressing this concern is no easy task, and Dr. Frank stressed that university leadership continues to balance investment in employee compensation with other priorities. Earlier in his presidency, employee groups indicated that other aspects of employee compensation besides salary needed attention. Hence, past investment focused on such areas as improving health benefits and creating discount programs like Commitment to Campus.

"The pendulum now needs to swing back toward the salary side of the equation," said Dr. Frank.

Compensation at CSU is affected by various factors including benefits, state funding, and tuition rates, so allocating budget to the salary pool is a complex issue. In an effort to benefit salary and compensation in the future, Dr. Frank stated that CSU will continue to focus on increasing all revenue sources and will focus on prioritizing salaries over new employee programs and

fringe benefits.

Closely related to the discussion on compensation was an exploration of annual raises and whether or not they should be merit-based or influenced by inflation and cost of living. There is general support on both sides, but the criteria for earning a merit-based raise versus a cost-of-living raise varies.

"In reality, a merit-based-only model really only makes sense if there is a proper evaluation process," said Dr. Frank.

Creating and maintaining an effective employee evaluation process requires a consistent method for classifying positions across campus. CSU Human Resources is currently working on inputting updated job descriptions into the Talent Management System so that standard salary bands based on position classification can be implemented. HR is also turning their attention to improving the current performance management system.

Questions about employee compensation and annual raises are complex and interrelated, and while a full solution will take time, Dr. Frank remains optimistic that in the meantime there are feasible ways to alleviate concern: "By being careful and prioritizing, we can get through this and find a balance."

## FOR MORE INFORMATION

Interested in joining the conversation? Contact your area representative to learn more about how you can engage with the Administrative Professional Council.

To read the full memo sent to President Frank, go to [ap.colostate.edu/meetings-schedule-minutes](http://ap.colostate.edu/meetings-schedule-minutes).



Photo courtesy CSU Photography

## AP STAR WINNERS

ON APRIL 4, THE AP COUNCIL HONORED SIX OUTSTANDING ADMINISTRATIVE PROFESSIONALS AS AP STARS. THEY WERE SELECTED FROM AMONG 40 NOMINEES FROM ACROSS CAMPUS.

According to the nomination criteria, an AP Star demonstrates willingness to go above and beyond in their work within their department, in collaboration with other units and/or the campus community; utilizes resources in a more effective manner; contributed to the CSU administrative professionals on campus; and recognizes and honors the important of work-life balance and supports it in themselves as well as their area, department, and the University.

### CONGRATULATIONS TO THE 2016-17 SHINING AP STARS!

- CLAIR CALHOUN, OFFICE OF THE VICE PRESIDENT FOR RESEARCH
- SARAH CHASE, GRADUATE PROGRAMS
- DAKOTA COTNER, COLLEGE OF LIBERAL ARTS ACADEMIC SUPPORT CENTER
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# 2017 Best Teacher Awards

## CSU educators making a difference for students

Each year, the Colorado State University Alumni Association recognizes outstanding CSU educators with The Best Teacher Awards. Teachers are nominated by students and alumni and are selected by a committee of faculty, students and members of the Alumni Association Board of Directors.

**Matt Camper**  
(B.S., '01; M.S., '07)  
Department of Bioagricultural  
Sciences and Pest Management  
(Entomology)  
College of Agricultural Sciences



For seven years, Matt Camper has taught entomology in Colorado State University's Department of Bioagricultural Sciences and Pest Management as a special appointment instructor. He also serves as the director for the CSU Bug Zoo, a live arthropod collection used for Extension and outreach.

Camper has broad research interests around pest insect species in Colorado, including insect pests of horticultural commodity crops. He assists with insect samples that are submitted by companies and individuals from around the United States and helps identify and create management plans for their pest problems. His work is expanding to urban entomology and the Cimex species (bedbugs and relatives) pest complex.

He is the recipient of numerous awards including the Charles N. Shepardson Faculty Teaching Award from CSU's College of Agricultural Sciences and Pi Beta Phi's Professor/Teacher of the Month from the Pi Beta Phi Fraternity for Women, and he is a two-time International Education "Globie" Award recipient through CSU's Office of International Programs.

His favorite quote about learning is the notable quote from Bradley Millar: "Teaching a child not to step on a caterpillar is as valuable to the child as it is to the caterpillar."

### One of Camper's favorite places to visit on campus?

"Newton's Corner, which is the sculpture between the Behavioral Sciences and Yates buildings," Camper said. "There is a quote from Sir Isaac Newton that I hold at the heart of my ability as an educator. It reads 'If I have been able to see farther than others, it was because I stood on the shoulders of giants.'"

**James Klett, Ph.D.**  
Department of Horticulture and  
Landscape Architecture  
College of Agricultural Sciences



Since 1980, Dr. James Klett has been a professor in the Department of Horticulture and Landscape Architecture at Colorado State University. He also serves as director for CSU's Plant Environmental Research Center and Annual and Perennial Flower Trial Gardens. He is a director of Plant Select®, the country's leading source of plants designed to thrive in the High Plains and Intermountain regions.

Ever since his primary education, Dr. Klett has been on a quest to gain more knowledge and help others learn. He credits his college adviser for inspiring him to continue his education and pursue an advanced degree. In graduate school, he was graduate teaching assistant where he helped students with laboratories and learning the applied aspects of horticulture. This experience lead him to pursue a university-based teaching and Extension career, so that he could help students learn both the scientific and applied aspects of horticulture.

He cites the Annual and Perennial Demonstration Trial Garden and the new Perennial Demonstration Garden as two of his most significant accomplishments. They have developed into major teaching and research gardens for students and the gardening public and are major tourist attractions during the growing season in Northern Colorado.

### His teaching approach?

"I strongly believe that students learn best by exposing them to various teaching techniques," Dr. Klett said. "Therefore, in most of my courses, students are exposed to lectures with photos and videos, and plant walks where they actually see the plant material and cut specimens to learn from in the laboratory."

**Bill Shuster (B.A., '88, M.B.A.; '00)**  
Department of Management  
College of Business



Bill Shuster has taught at Colorado State University for 16 years and is a clinical professor of organization and innovation management in the Department of Management in the College of Business. His primary role is teaching business capstone, supply chain practicum, and international business courses, while providing support for students in their career development. Shuster also works with many corporations to build bridges between the college and business world. This is where he developed his research interest of investigating the correlation of employee engagement and corporate strategy.

Shuster maintains his control of a small management consulting firm that specializes in organizational integration. He serves on the boards of directors for multiple firms and has worked with employees from Facebook, Lockheed Martin, JP Morgan Chase, and Google. Shuster was named "Professor of the Year" by the CSU Business College Council, is an Honorary Inductee for Golden Key Honor Society and Sigma Iota Epsilon, and was a CSU Honor Alumnus. Shuster has also received the Accenture Professor Excellence Award and Excellence in Education Award from CSU's Department of Athletics.

### He was inspired to teach by both his parents, who were educators in small schools in Colorado. His philosophy on teaching?

"Teach students how to think and not what to think."

His favorite quote that he applies to his teaching is from Albert Einstein: "I never teach my pupils. I only attempt to provide the conditions in which they can learn."

**Abigail Veliquette, Ph.D. (M.A., '07; Ph.D., '13)**  
Department of Communication  
Studies  
College of Liberal Arts



Dr. Abby Veliquette holds a master's in communication studies and a doctorate in organizational learning, performance, and change from Colorado State University. Dr. Veliquette has taught at CSU for 10 years, specializes in organizational communication, and teaches classes ranging from professional communication to conflict management and public speaking. Her research has focused on volunteers in nonprofit settings and leadership development in organizations, and she serves as a leadership coach and consultant to organizations.

Dr. Veliquette finds the most joy alongside students, supporting them in achieving their full potential and equipping them to be engaged, strategic organizational citizens. Prior to CSU, she worked for 10 years in a faith-based nonprofit, managing volunteer training, recruitment, and retention.

### Her greatest accomplishment as a teacher?

"The times when my teaching extends beyond the classroom, and I am given the opportunity to help students apply our learning to their real-life situations," she said.

### Her philosophy on teaching?

"The classroom, like no other place, encourages everyone to engage, challenge, innovate, and critique. As a student, I loved that my instructors expected the best from me and gave me the space to explore and develop my worldview."

### FOR MORE INFORMATION

This year's Best Teacher Awards dinner is the 19th anniversary of the recongition. It will be held Wednesday, April 26 from 5:30 to 8:30 p.m. in the Lory Student Center Theatre. For more information, please visit [www.alumni.colostate.edu](http://www.alumni.colostate.edu).

**Grace Hanley Wright (M.B.A., '13)**  
Department of Management  
College of Business



For more than three years, Grace Hanley Wright has taught entrepreneurship and social and sustainable venturing in the College of Business at Colorado State University. Wright studied political science at the University of Denver and received her master's in business administration from CSU's Global Social and Sustainable Enterprise Program. Prior to CSU, Wright worked for Free the Children and Whole Foods Market, two businesses that showed her the positive impact of business and the power of young people to make a difference. As a result of the GSSE program, Wright co-founded a 501(c)(3), Ascent, which focuses on international women's health. She recently founded Aptitech, which enables technology adoption among older generations. Wright works to equip her students at CSU with the knowledge that they can be powerful entrepreneurs and change-makers in business. In 2010, Wright was recognized as a Colorado Woman of Influence and, in 2016, as a Northern Colorado Superwoman.

Making a positive impact is central to Wright. In elementary school, after learning about the horrifying situations surrounding child labor throughout the world, she raised enough money during her sixth- and seventh-grade years to build a school in India through an organization called Free the Children. In high school, she volunteered in a school in Kenya, and in college, she studied abroad in northern Brazil and worked with children who were trafficked in the sex industry. While at Whole Foods, she spent time in Guatemala working with microloans and volunteering in a school.

### Her philosophy on teaching?

"It has been clear to me throughout my life that education is a tool that can be used to lift people up; education can be used to change the world."

**Marie Villescas Zamzow (B.S., '95)**  
School of Social Work  
College of Health and Human  
Sciences



Marie Villescas Zamzow has taught in the School of Social Work at Colorado State University for the past four years, and specializes in social welfare policy, child welfare, clinical work with families and groups, and diversity. In her classes, which include bachelor's- and master's-level classes, she facilitates learning, critical thinking, and social work leadership and discussions on "how we can each be responsible to help create change – social, environmental, or economic change – to create social justice."

Zamzow leads and has served on several community committees, including the Diversity and Human Rights Committee, the Curriculum Committee, the Small Systems Committee, the Social Committee, and is the CSU faculty assigned to the student organization, Social Work in Action.

### Her inspiration for teaching?

"My father," she said. "Before retiring, he spent his life educating the children who struggled to learn. He was always patient and kind and inspiring to his students. He taught children that other teachers had given up on. He is a first-generation Mexican American and grew up in a time of rampant discrimination. He was the first in his family to go to college, and he received his bachelor's degree and several master's degrees. He taught me to value my Mexican heritage and to stand up for people who needed an advocate. He also taught me that education was the single best way to fight injustice and create a positive future."

### Her philosophy on teaching?

"Know who you are, and bring your best self into the classroom."



# Celebrate sustainability on campus during Earth Week

By Veronica Baas

This year CSU has taken on several new sustainability initiatives worth celebrating. Join in on the fun April 17-26 during Earth Week.

Toni Miyamoto, director of communications and sustainability for Housing & Dining Services, helped organize the week-long event that will encompass 19 scheduled events so far.

Miyamoto first experienced Earth Day celebrations at CSU when starting as a grad student in 2001. She immediately recognized the connection to the outdoors at CSU, not just in activity but a commitment from our students, and our faculty and staff, to work towards sustainable initiatives.

Back then the event was a single-day tribute consisting of three or four tables on the plaza. “It has been so rewarding over the past 16 years to see how much it has grown,” Miyamoto said.

This year nine days of scheduled events ranging from academics, research, student engagement and operation representatives will take place all over campus.

“It’s really cool that it’s not just the environmental piece of sustainability, we’re also really looking at that social justice and climate justice component of it,” Miyamoto said.

Every year the Earth Day Festival is featured as the week’s signature event. It will take place April 21 on the Sutherland Culture Gardens of the LSC.

## Sustainable initiatives for proud Rams

This year CSU will launch a windrow composting system that processes organic waste, a big upgrade from the Oscar composting system that has previously been used.

The bike share program has also been implemented. “We have the new bike stations,” Miyamoto said. “We have two already on campus and then we’ve got a plan in place to bring 10 more.”

Another initiative taken in 2017 worth celebrating is the Climate Reality Pledge, a commitment from President Tony Frank to move the university to 100 percent renewable energy by 2030. The campus also has a goal to reach full climate neutrality by 2050.

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# Colorado State University

# Earth Week



April 17-25, 2017

## Monday, April 17

**7:30-9:30 a.m. • Carpool to Coffee**

Parking lots 310 (Engineering)  
and 425 (Morgan Library)

**10 a.m. -12 p.m. • Earth, Sun & Fire Tour**

Bus departs from Lot 575 (South of the S.  
College Ave. Garage). RSVP required.

**10:30 a.m. -1:30 p.m. • Celebrate Undergraduate  
Research and Creativity Showcase**

Lory Student Center Ballroom

## Tuesday, April 18

**7:30-8:30 a.m. • Bus to Barista**

LSC Transit Center

**11 a.m. -1 p.m. • Compost Giveaway and  
E-Waste Collection**

Lot 740 (Research Blvd. Remote Lot).

**2-5 p.m. • Sustainable Futures Fair**

LSC North Ballroom

**5-6:30 p.m. – Biodiversity Ignite**

Avogadro's Number

## Wednesday, April 19

**7-9:30 a.m. • Bike to Breakfast**

Plaza between Education and Chemistry buildings

**1:30 -3 p.m. • Sustainability Milestones Celebration**

Bob Davis Hall at Moby Arena (RSVP required)

**4 p.m. • Distinguished Ecologist Seminar Series:  
Ruth Shaw, University of Minnesota**

LSC North Ballroom

## Thursday, April 20

**10:30 a.m. -1 p.m. • Longboard to Lunch**

Meridian and University

**11 a.m. -1 p.m. • Plate Waste Audits**

All Residential Dining Centers

**4-5:15 p.m. • Eco Leaders Project Showcase**

Laurel Village Pavilion

**4 p.m. • Distinguished Ecologist Seminar Series:  
Ruth Shaw, University of Minnesota**

LSC North Ballroom

## Friday, April 21

**10 a.m. -2 p.m. • EARTH DAY FESTIVAL**

Sutherland Sculpture Garden on the West side of LSC

**2:30 p.m. • Arbor Day/Tree Campus USA Event**

West side of the Vietnam Era Memorial Bridge

## Saturday, April 22

**11 a.m. -5 p.m. • Earth Day Fort Collins**

Civic Center Park

## Monday and Tuesday, April 24-25

**8 a.m. -5 p.m. • Environmental Justice in the  
Anthropocene Symposium**

Lory Student Center

## Wednesday, April 26

**6:30 p.m. • “Is the Poudre River Ecologically  
Sustainable? What Does ‘The Science’ Say?” Panel**

Behavioral Sciences A101

[source.colostate.edu/earth-week](http://source.colostate.edu/earth-week)



# CPC following legislative efforts

By Megan Skeehan

Are you a State Classified employee? Did you know that your benefits and wages are determined each year by how our elected state representatives vote on the state budget? The Classified Personnel Council's (CPC) Legislative Committee helps keep an eye on important discussions occurring at the state level.

This year the Legislative Committee has been keeping a pulse on six bills in both the Colorado Senate and House related to PERA (Colorado Public Employees' Retirement Association), which provides retirement and other benefits to the employees of more than 500 government agencies and public entities in the state of Colorado – including CSU State Classified employees. Four of the proposed bills have since been “postponed indefinitely.” Intentions of these bills included ideas such as changes to the PERA governance structure; allowing the State Treasurer greater access to employee data; and capping employer contribution rates for PERA. Two bills are still in motion.

In the past, the CPC Legislative Committee has also been active in supporting a change to the annual evaluation / rating system. We hope to see a change from the existing 3-point scale to a 5-point scale go into effect in 2018. CPC and the Legislative Committee maintain an ongoing dialog with our elected state representatives about the importance of wage increases for State Classified employees. More specifically, the CPC Legislative



Committee continues to gauge overall support for and the direction of the proposed State of Colorado FY18 budget, advocating on behalf of CSU State Classified employees to see not only merit pay increases, but also cost-of-living pay increases. While there is never a guarantee, CPC is actively engaged and paying attention, and we will continue to maintain and build positive relationships and support from our elected officials.

On April 20, CPC is scheduled to travel to Denver and meet with our elected state representatives and to observe proceedings from the Senate floor. CPC is excited to continue to work with our elected representatives, and appreciate the efforts of state Sen. John Kefalas and Reps. Jenni Arndt and Joann Ginal.

## FOR MORE INFORMATION

To learn more about CPC, or to come to one of our regular monthly meetings, visit [cpc.colostate.edu](http://cpc.colostate.edu)

## >> Gbowee from page 1

“We Liberian women decided to step out to change the dynamics of our communities. We fasted, we prayed, we did whatever it took. But primarily, we stood firmly on our conviction that peace was more important than politics, religion and ethnicity,” Gbowee said. Her words were met with thunderous applause.

Gbowee took some time to highlight the destructive nature of the stereotypes that we all carry. Whether we want to admit it or not, everyone has bias. But what counts is if you act on those negative perceptions. Gbowee said that if we don't let down the walls these negative stereotypes build, we're missing out on the actual person.

“You think your country is divided? Work towards uniting it. How can I do that? By seeking out one person and getting to know them,” Gbowee suggested. She went on to say how news coverage in the U.S. overemphasizes political divides. She thinks it's better to talk about the issue, not fit it into a republican or democratic scope.

In an interview before her speaking event, Gbowee gave some tips to those who want to make a real change their world. She said to find the thing that lights a fire in your soul. What issues keep you up at night? She advised that you work within these passions. And as a final piece of advice, she simply said, “Start off small, bite off what you can chew.”

What does that look like? Be kind to everyone, even those whose beliefs differ from yours. Volunteer. Educate yourself on issues you don't understand. Break down stereotypes. Maybe these actions won't win you a Nobel Peace Prize, but every ray of light cast into the dark is a step towards lighting up the world. So turn on your light.



During her visit to campus, which was sponsored by the Office of International Programs, Gbowee met with Vice President of Student Affairs Blanche Hughes as well as faculty, staff and students.



Gbowee inspires the community through her powerful words.

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# CSU Bookstore named national Collegiate Retailer of the Year

## A great team accomplishes great things on campus

By Jeff Dodge

The Colorado State University Bookstore has been named the country’s 2017 Collegiate Retailer of the Year by the NACS Foundation, a subsidiary of the National Association of College Stores.

The honor was announced at CAMEX (Campus Market Expo) 2017, the campus store industry’s largest education and tradeshow event held March 3-7 in Salt Lake City, Utah.

John Parry, director of the CSU Bookstore, accepted the award on behalf of the store and the university.

“It takes a great team to accomplish great things, and the CSU Bookstore has a great team,” Parry said during his remarks. “Thanks to our career staff as well as our student and seasonal staff, and the dedicated employees from previous years who helped set the stage for the successes we continue to experience. Thanks goes to great administrators who continue to support us and what we are doing. Thanks also to the entire CSU community.”

### Highest level of excellence

The award recognizes a college store that demonstrates the highest level of collegiate retailing excellence. Judging is based on six criteria: campus connection, academic support, customer commitment, shopping experience, workplace culture and profitability.

“Every entry made an impressive case for collegiate retailing excellence, but the submission from Colorado State University Bookstore stood out as particularly exceptional,” said Tom Hoffa, vice president of channel partnerships for Pearson Education and NACS Foundation president. “The judges loved their strong campus and community connections.”

According to the NACS Foundation, the CSU Bookstore stood out with its commitment to both campus and community. Along with developing a wide network of partner groups on campus and working to support student orientation and other programs, the bookstore serves as a key partner of CSU’s “School is Cool” program, which helps local K-12 students with back-to-school supplies. The program has provided more than 40,000 supply bags to local students over its 25-year history, and the Bookstore has been involved for nearly two decades by ordering low-cost, high-quality school supplies and having them delivered.

With a mission focused on saving students money, the CSU Bookstore has also implemented a range of course material initiatives, including one of the largest buyback operations in the country, with five campus locations. The store also maintains a robust used-book program and has implemented dynamic pricing, alternative formats, rentals, e-books and inclusive access.



The CSU Bookstore team includes career staff as well as students and seasonal staff. Photo by CSU

### Savings for students

The programs allow the store to maintain a competitive market position, with its course material sales holding steady while others in the industry have witnessed significant decreases. The store saved CSU students \$4.7 million on course materials last year alone, through lower-priced options, used books, buyback and other programs.

“We find out what is most important to our campus and then figure out how to provide it in a way that makes business sense,” Parry said.

“Colorado State University Bookstore’s submission was about a true commitment to excellence in all aspects of the criteria and beyond,” said Tommye Miller, former NACS president and retired director of the Valdosta State University Bookstore in Valdosta, Georgia. “The store totally rebranded itself in light of the changing market of higher education and publishing, and did it successfully. Colorado State University Bookstore really does reflect the passion I have for the college store and the vital importance of partnerships.”

The Collegiate Retailer of the Year Award is underwritten through the Tommye and Keith Miller Endowment Fund. The Millers’ passion for the industry inspired the couple to endow a prestigious award that would celebrate a dynamic and forward-thinking store’s achievements.

The NACS Foundation Board of Directors is solely responsible for selecting the Collegiate Retailer of the Year from all the applications submitted. The \$5,000 award is given on a biennial basis.

# Salary Equity Committee completes analysis of tenure/tenure-track faculty salaries, releases report

By Pam Jackson

The CSU Salary Equity Committee has concluded its 2017 analysis of tenure/tenure-track faculty salaries, and has released two reports with its findings and recommendations to the administration for moving forward.

“The committee is confident these findings and recommendations will serve to encourage the ongoing dialogue on campus related to salary equity for tenured and tenure-track faculty,” said Diana Prieto, executive director of Human Resources and Equal Opportunity and chair of the Salary Equity Committee. “Among other recommendations, the committee suggests the models developed for the faculty analysis be modified for application to other employee groups in CSU’s continued exploration of salary equity.”

In spring 2015, President Tony Frank called for the formation of a committee of internal and external experts to develop a reliable and transparent methodology for assessing faculty salary equity and a path to move forward. The committee was formed in the summer of 2015.

### Findings and recommendations

The committee developed two regression models to assess salary differences between groups – one model for gender and one for minority status – which were completed separately for each faculty rank to assess salary variances. The models were used for a single year analysis (FY17) and to assess change over time (FY13-FY17), but did not speak to the salary of any individual faculty member.

The committee is recommending further exploration be done to better understand the remaining unexplained salary variance by gender at

the Full Professor rank and by minority status at the Associate Professor rank.

### Seeking equity across the board

Prior to the committee’s formation, CSU had regularly conducted salary equity analyses and made adjustments accordingly. However, it was the voicing of concerns by senior female faculty to the administration that led CSU to reexamine its approach.

“The issues discussed and work completed by the Salary Equity Committee have resulted in giving us more robust models that continue to help us identify and close gaps where they exist,” said Dan Bush, Vice Provost of Faculty Affairs and Salary Equity Committee member.

Bush said the salary analysis is a continuation of the university’s commitment to improve culture and climate at CSU, and make sure there is equity across the board.

“The goal of salary equity is one very important part of what we are trying to achieve across the university,” said Bush. “CSU wants to be a leader around equity and inclusion among institutions of higher education, and we have a lot of dedicated people on campus working on multiple fronts to get us there. There’s a lot of work ahead, but we are on our way and taking concrete steps toward change.”

### FOR MORE INFORMATION

THE REPORTS ARE AVAILABLE AT  
[WWW.IR.COLOSTATE.EDU/DATA-REPORTS/FACULTY/SALARY-EQUITY](http://WWW.IR.COLOSTATE.EDU/DATA-REPORTS/FACULTY/SALARY-EQUITY).

## SALIENT FINDINGS FOR THE FY17 SINGLE YEAR ANALYSIS

Minority Associate Professors earn 94.6% of what their non-minority colleagues earn after controlling for department and years in rank. No statistically significant differences were identified at the Assistant Professor or Full Professor ranks.

Female Full Professors earn 95.1% of what their male colleagues earn after controlling for department and years in rank. No statistically significant differences were identified at the Assistant Professor or Associate Professor ranks.

## SALIENT DESCRIPTIVE FINDINGS FOR FY13 TO FY17

The salary gap for female Full Professors is observable over time but appears to be In FY13, female Full Professors earned 92.1% of what their male colleagues earned; in FY17, this increased to 95.1%. There were no statistically significant differences by gender, in any of the five years, at the Assistant Professor or Associate Professor ranks.

The salary gap for minority Associate Professors is statistically significant in three of the five years and appears to have expanded. In FY13, minority Associate Professors earned 97.8% of what their non-minority colleagues earned; In FY17, this decreased to 6%. There were no statistically significant differences by minority status, in any of the five years, at the Assistant Professor or Full Professor ranks.



# On-campus stadium to open two weeks earlier

*First game on Aug. 26 now, against Oregon State*

By Tony Phifer

If you count yourself among those who can't wait to check out CSU's new on-campus stadium, you're in luck: The opening date for the \$220 million facility has been moved up two weeks.

CSU's Department of Athletics has announced that the first football game in the new stadium will be played Aug. 26 against Oregon State. CSU had expected to play the first game at the stadium Sept. 9 against Abilene Christian but the Rams and Beavers agreed to move their game – originally slated for Sept. 23 – to the last Saturday in August.

CSU proposed the move to Oregon State in order to avoid playing 12 consecutive games this fall. CSU's original schedule did not include a bye week.

CSU's fall semester classes begin Monday, Aug. 21. The Rams' remaining home dates are Oct. 14 (Nevada), Oct. 28 (Air Force), Nov. 11 (Boise State) and Nov. 18 (San Jose State).

## National TV?

By moving the start of the season ahead by a week the Rams will now be one of just a handful of teams playing Aug. 26. CSU officials are hoping the game can be televised nationally, providing fans across the country an up-close look at the new stadium.

CSU officials are working hard to adjust schedules to complement the date change. One event that will not move is the inaugural FORTitude 10K, set for Labor Day – three days after the annual Rocky Mountain Showdown vs. the University of Colorado in Denver. Registration is open now at [fortitude10k.bolderboulder.com](http://fortitude10k.bolderboulder.com) at the Early Start rate of \$45. Registration increases to \$50 after June 1, 2017.

In preparation for the inaugural season at the on-campus stadium, the CSU athletics department has launched a special football gameday website, which provides in-depth information on everything from tickets to parking, tailgating, gameday logistics and much more. Go to [www.csurams.com/sports/m-footbl/spec-rel/football-central-2017](http://www.csurams.com/sports/m-footbl/spec-rel/football-central-2017).



## GET YOUR TICKETS

New season ticket commitments are now being accepted by contacting the Rams Sales Team at [800-491-RAMS \(7267\)](tel:800491RAMS) or visiting [CSURAMS.COM/TICKETS](http://CSURAMS.COM/TICKETS). Current season-ticketholders will have first priority to select their seats during appointed times that began March 22. Those who have purchased new

season tickets in 2017 will have the opportunity to work directly with a member of the Rams Sales Team to select their seat location beginning in May. Rams Sales Team members will contact new season ticket holders directly.



Recognized by the National Association of College Stores

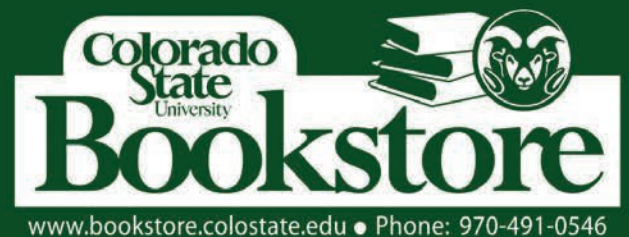
If you know what books you are using,  
**Place your textbook orders now.**  
Book order deadline is April 15, 2017

**\* Ways CSU students saved for SPRING 2016 and FALL 2016 semester.**



**Total savings \$4,722,085**

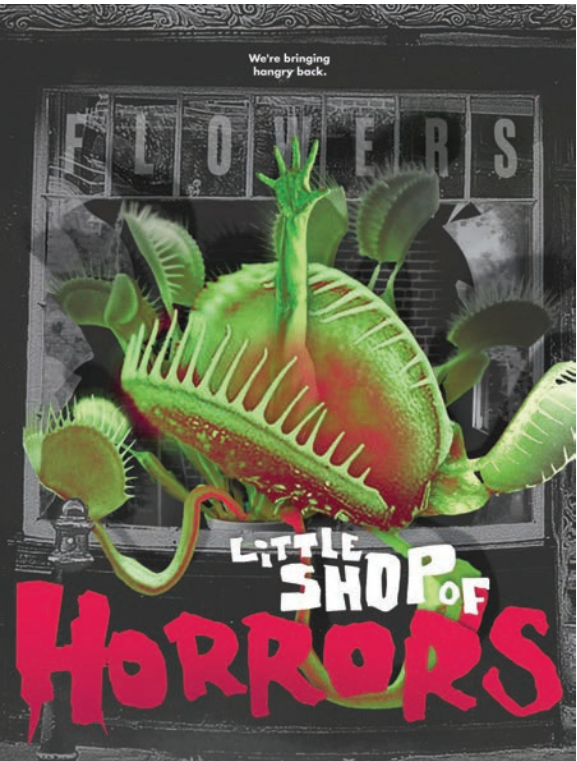
**Saving CSU Students Money**  
**You can do it, we can help!**  
For more information call (970)491-5461





# ENTERTAINMENT

## THEATRE AND PERFORMING ARTS



### “LITTLE SHOP OF HORRORS” BY HOWARD ASHMAN WITH MUSIC BY ALAN MENKEN

University Theatre, University Center for the Arts  
1400 Remington St.

Friday, April 28, 7:30-9:30pm  
Saturday, April 29, 7:30-9:30pm  
Sunday, April 30, 2-4pm  
Thursday, May 4, 7:30-9:30pm  
Friday, May 5, 7:30-9:30pm  
Saturday, May 6, 7:30-9:30pm  
Sunday, May 7, 2-4pm

Based on a 1960 American black comedy horror film directed by Roger Corman, Ashman and Menken’s sci-fi smash musical version of *Little Shop of Horrors* ranks as one of the longest-running Off-Broadway shows. Alan Menken, while better known for his Disney film scores (The Little Mermaid, Beauty and the Beast, Aladdin), continues to compose award-winning stage musicals (including Newsies and the upcoming Mrs. Doubtfire with lyrics by Harvey Fierstein).

[csuartstickets.com](https://csuartstickets.com)

## LITERATURE AND ART



### AN EVENING WITH ANNE LAMOTT APRIL 12, 7 P.M.

Hilton Fort Collins, 425 W. Prospect Road

Maybe best known for her nonfiction *Bird by Bird: Some Instructions on Writing and Life*, the author will discuss her newest work, *Hallelujah Anyway: Rediscovering Mercy*. Receive one ticket to the event for each copy of *Hallelujah Anyway* purchased at Old Firehouse Books, by phone, or online at [oldfirehousebooks.com/lamott](https://oldfirehousebooks.com/lamott). Children under the age of 5 do not need a ticket.

[oldfirehousebooks.com/lamott](https://oldfirehousebooks.com/lamott)

## MUSIC AND DANCE

### TROMBONE FEST CONCERT APRIL 11, 7:30 P.M.

Griffin Concert Hall, University Center for the Arts  
1400 Remington St.

Enjoy “A Night at the Movies,” the culminating event of the first-ever CSU Trombone Fest. In addition to his duties with the *Pittsburg* Symphony, trombonist Jim Nova is a highly-regarded arranger of music for trombone ensemble.

Free event; no tickets required.



### FOCOMX MUSIC FESTIVAL KICKOFF PARTY APRIL 13, 4 P.M.

Ramskeller, Lory Student Center

Stop by this free event, enjoy the music of Slow Caves and Write Minded, and buy your discounted wristbands for two nights with 200 bands playing only-in-Fort Collins music in 20 venues around town, April 28-29.

[focomx.focoma.org](https://focomx.focoma.org)

### JAZZ ENSEMBLES CONCERT APRIL 13, 7:30-9:30 P.M.

Griffin Concert Hall, University Center for the Arts  
1400 Remington St.

Jazz Ensembles I and II are joined by the great Matt Wilson, drummer and jazz musician extraordinaire. Wilson is universally recognized for his musical and melodic drumming style, as well as being a gifted composer, bandleader, producer, and teaching artist.

[csuartstickets.com](https://csuartstickets.com)

### SPRING DANCE CONCERT APRIL 21, 7:30 P.M.

University Dance Theatre, University Center for the Arts  
1400 Remington St.

Enjoy works by student choreographers/performers and international choreographer, Chung-Fu Chang, with Judy Bejarano, artistic director and founder of IMPACT Dance, and Sharon Wehner, principal dancer with Colorado Ballet, in a guest solo performance.

[csuartstickets.com](https://csuartstickets.com)

## CAMPUS TRIVIA WITH RUSS SCHUMACHER



**Jacque Clark** says she has known that the original Aggie colors were Pumpkin and Alfalfa “forever.” She even has framed artwork in her office from back when the

school was known as Colorado A&M. Clark, cost accountant/property manager in Business and Financial Systems, moved to Fort Collins in the 1970s when her father came from California to go to school at CSU. She graduated from Rocky Mountain High School, went to Regis University, and worked at Advanced Energy in Fort Collins for 13 years before joining the University. The busiest time of the year for her is coming up, as one fiscal year ends and the next begins on July 1; she is responsible for not only property contracts but also calculation of

fringe benefit rates for all benefit-eligible employees. While that doesn’t include all 6,000 CSU employees, it’s still a huge job for Jacque and her team. “I really like accounting,” she said. “And it’s something everyone always needs.” For having her answer chosen at random from all the correct answers submitted, Jacque received a CAM the Ram bobblehead autographed by Russ Schumacher of the Department of Atmospheric Sciences, the winningest Ram to ever appear on *Jeopardy!*, and a gift certificate to Mary’s Mountain Cookies.

The May issue of CSU Life will be the last one of the academic year. In honor of Commencement May 12-14, when an estimated 4,000 undergraduate and graduate degrees will be conferred, this month’s question is about degrees.

**Q:** The Colorado Agricultural College awarded its first honorary degree in 1896. Who received it – and why?

Email your answer to [csulife@colostate.edu](mailto:csulife@colostate.edu) by April 24 with April Trivia in the subject line.



# COMMUNITY

## MINDFUL DROP-IN GROUP

### EVERY WEDNESDAY THROUGH MAY 3, 12:10 -1 P.M.

LSC 324

Open to all CSY faculty, staff and students. Free, no registration required.

## SEXUAL ASSAULT AWARENESS MONTH

### APRIL 1-30

The Women and Gender Advocacy Center is hosting a series of events, including a keynote by Sandra Kim, founder of Everyday Feminism, on April 17 at 7 p.m. in the LSC Theatre.

## BIG DREAM GATHERING

### APRIL 11, 6:15-8:30 P.M.

LSC North Ballroom

The BDG is a fun and inspiring event that will help YOU to get clear on your dreams and goals... and get you the boost you need to make them a reality! This is simply a safe, empowering and energizing experience that will allow you to recognize, remember or reignite some of your dreams... and then get the boost you need to get started!

## BUSINESS DAY

### APRIL 13

Rockwell Hall

Every year the Dean's Student Leadership Council, along with the College of Business, hosts a campus wide event called Business Day. This event is an annual tradition that gives students, faculty, and the community a chance to learn from influential business people.

## WOMEN IN SCIENCE WORKSHOP

### APRIL 13, 1 P.M.

Celebrate the career paths of three prominent women science advocates who will share her experiences — highlighting successes, challenges and 'near misses' along the way.

## ACT HUMAN RIGHTS FILM FESTIVAL

### APRIL 14-21

[actfilmfest.colostate.edu](http://actfilmfest.colostate.edu)

## EARTH WEEK

### APRIL 17–25

See page 7 for more information.

## CURC SYMPOSIUM

### APRIL 17, 10:30 A.M.-1:30 P.M.

LSC Main ballroom

Support students as they share their research, service learning, and creative works with the CSU community. The annual CURC (Celebrate Undergraduate Research and Creativity) showcase highlights student work from all colleges at CSU, with awards given for high honors in the categories of research, service learning, art, writing and oral presentations. The awards ceremony will take place on April 25, 5-7 p.m., also in the LSC Ballroom.

## REMEMBRANCE CEREMONY

### APRIL 17, 5-5:30 P.M.

Steps of the Administration Building

Rams Remember Rams. Our campus community is invited to a candlelight ceremony honoring CSU students, faculty, staff, and retirees who passed away this academic year. After the ceremony, there will be time for silent reflection in Danforth Chapel on the Oval.

## I LOVE CSU DAY

### APRIL 18

Who doesn't? Wear your green and gold and watch for celebrations across campus -- and a few surprises.

## CELEBRATE! CSU AWARDS

### APRIL 18, 3-5 P.M.

LSC Main Ballroom

Awards ceremony to honor CSU faculty and staff for their accomplishments.

## PRESIDENT'S COMMUNITY LECTURE SERIES FEATURING DR. WAYNE MCIIWRAITH

### APRIL 18, 6:30 P.M.

LSC Theatre

This Presidents Community Lecture Series is an opportunity for CSU to engage with Fort Collins community and highlight Dr. Wayne McIlwraith.

## LOVE YOUR STATE DAY OF GIVING

### APRIL 19

Help CSU reach this year's goal of 3,000 gifts in one day.

[loveyourstate.colostate.edu](http://loveyourstate.colostate.edu)

## PUPS ON THE PLAZA

### APRIL 20, 11:30 A.M.-1:30 P.M.

LSC Plaza

Visit a variety of our four-legged friends from Human Animal Bond in Colorado (HABIC).

Free ice cream!

## CSUNITY

### APRIL 22, 10 A.M.- 2 P.M.

LSC North Ballroom

CSUnity is a one-day service opportunity for CSU students to connect with Fort Collins residents while completing outdoor spring-cleaning projects.

## BEST TEACHER AWARDS

### APRIL 26, 5:30 P.M.

LSC Theatre

SEE PAGE 5 FOR THIS YEAR'S RECIPIENTS.

## CAMPUS CLIMATE SURVEY RESULTS

### APRIL 26, 11:30 A.M.-1 P.M.

Student Center 386

## MAY 4, 11:30 A.M.-1 P.M.

LSC 376-378

Learn about what issues are most important to CSU employees, as reported in this year's version of this survey.

## TAKE BACK THE NIGHT

### APRIL 26, 6-9 P.M.

Monfort Quadrangle

Take Back the Night is a speak-out and march to support victims and survivors of sexual violence. After hearing survivors share their stories, take to the streets and march to Old Town Square, for a keynote address. Sponsored by the Women and Gender Advocacy Center.

## FAST AND THE FURRIEST 5K RUN/WALK

### APRIL 29, 9 A.M.- NOON

Oval

The Fast and the Furriest 5K is a family-friendly walk/run event for individuals and their furry friends of all ages and abilities. The race will feature chip timing on a certified course, doggie demos, awards, a raffle, and more!

## CELEBRATE! CSU MILESTONES

### MAY 2, 4 P.M.

LSC Grand Ballroom

Colorado State University employees achieving a decade of service or more this year and retirees will be honored at this annual event.

## FINAL EXAM WEEK

### MAY 8-12



# TEMPLE GRANDIN NAMED TO THE NATIONAL WOMEN’S HALL OF FAME

By Jennifer Dimas

Temple Grandin, Colorado State University professor of animal sciences and world-renowned autism spokesperson, has been named to the National Women’s Hall of Fame. Grandin is one of only 10 women to receive the prestigious honor this year.

## ‘ACHIEVEMENTS HAVE CHANGED THE COURSE OF AMERICAN HISTORY’

“We are pleased to add 10 American women to the ranks of inductees whose leadership and achievements have changed the course of American history,” said Betty M. Bayer, the Hall’s co-president and professor of women’s studies at Hobart and William Smith Colleges.

A professor of animal sciences for more than 20 years, Grandin has made enormous contributions to the livestock industry. Her autism allows her to think in pictures, and that ability has made her a visionary in her field. Her insights into animal behavior shaped innovative approaches to livestock handling, including methods and designs for humane slaughter that have become the industry standard.

## ROLE MODEL FOR YOUNG WOMEN

“Honoring Dr. Temple Grandin in this esteemed group of women not only speaks to the power of her research and advocacy, but also her impact as a role model for young women everywhere,” said Colorado State University President Tony Frank. “Early in her career, her determination helped her break into what was a largely male-dominated animal production industry, and she continues to serve as an advocate for women in the

sciences, for young people with autism, and for anyone unwilling to let artificial boundaries stand in the way of their personal and professional success.”

The Hall notes that Grandin’s life and work have revolutionized the study of autism, reflected in the title of her TED Talk: “The World Needs All Kinds of Minds.”

Grandin’s research, teaching and international consultation on autism, animal behavior and handling as well as advancing quality standards and assurance in the meat and livestock industries were highlighted in the announcement.

Women selected for the National Women’s Hall of Fame must be citizens of the United States, either by birth or naturalization, and their contribution must be of national or global importance and of enduring value.

## OTHER LUMINARIES HONORED

Previous inductees include such luminaries as Madeleine Albright, Louisa May Alcott, Maya Angelou, Susan B. Anthony, Hillary Rodham Clinton, Sylvia Earle, Ella Fitzgerald, Ruth Bader Ginsburg, Georgia

O’Keefe, Rosa Parks, Sally Ride, Eleanor Roosevelt and Oprah Winfrey.

The new inductees will be celebrated at the Hall’s biennial induction ceremony in September.

In 2010 Grandin was honored in Time magazine’s “100 Most Influential People in the World,” and in 2016 she was inducted into the American Academy of Arts and Sciences.

## ABOUT THE NATIONAL WOMEN’S HALL OF FAME

The National Women’s Hall of Fame was founded in 1969 and is the nation’s oldest membership organization and museum dedicated to honoring and celebrating the achievements of distinguished American women. In pursuit of its mission of “Showcasing Great Women... Inspiring All,” the National Women’s Hall of Fame honors the women of the past, relates the history of women’s struggles, prepares the women of the future and serves as the voice celebrating the value of women.



Temple Grandin teaches a class on livestock handling at ARDEC. Photo by CSU Photography

# CONGRATULATIONS OPERATIONS MANAGEMENT STAFF

## February Employee of the Month



**Amber Nicole Martinez** - Amber is an extremely hard worker. She often volunteers for extra assignments during her normally scheduled hours. She also volunteers to work extra weekends whenever a Supervisor needs a weekend off. She also works extra weekends during the school year when there are special tours or INTO is scheduled for Parmelee. Amber never seeks any special attention or praise she just steps it up. Amber is well respected by her staff , she always takes time to teach her staff properly, she answers any questions staff might have and goes above and beyond guiding them when they are filling out applications for advancement.



Colorado State University

# SAAM

sexual assault awareness month

APRIL 6 Supporting Survivors: Guide for Faculty

APRIL 6 Rape Supportive Culture in the Media

APRIL 10 Let's Talk About Porn!

APRIL 13 Healing and Self-Care After Trauma

APRIL 17



Keynote Speaker:

**Sandra Kim**

Building an Intersectional and Inclusive Movement to End Domestic Violence and Sexual Assault

Monday, 7:00pm-8:00pm  
LSC Theater

APRIL 24 R.E.D. Open House

APRIL 24 Consent Turns Me On Carnival

APRIL 26 Take Back the Night

For all SAAM events information go to  
[WGAC.colostate.edu](http://WGAC.colostate.edu)







# Take your spring training routine outside

By Kimberly Burke

For many, spring can be a transition time for exercise. We can start to make our way back outdoors and provide a little variety to our routines that have been stuck inside for winter. Here are a few ways to make sure that this spring gets you up on your feet and out in the heat.

## Change it up

Doing the same exercise every day unfortunately does not produce long-term progression of improved health. You can stay in shape and maintain health benefits, but eventually we all hit a plateau unless we change it up a bit. This change can be in the form of amount of weight lifted, sets and repetitions you are doing, or the speed or incline of your walk/run.

For example, spring is a great time to change up your cardio routine. The same pre-planned workouts you select on your treadmill or elliptical can also be done outside. Create intervals by setting a designated time to walk and jog/run. You can create any ratio you want, starting with a 1-to-2 minute ratio of jogging to running. Every few weeks, change the ratio, progressing to longer running intervals and shorter walking intervals.

Find a park with stairs or a hill to provide an incline workout, walk down and run up either the stairs or hill, starting with 10 reps. Gradually increase your time or number of reps as you feel more comfortable and confident. You can take the strength routine outside, too, by using playground equipment and body weight exercises.

## Consider spring cleaning

If you do not like what you're wearing to the gym or don't feel comfortable in it, you will not wear it. And if you are not interested in wearing your workout clothes, you are also likely not working out. As we

start to transition seasons we should select the appropriate clothes for the weather to maintain temperature and prevent sun damage. So, invest in new hat to run in, update that sunscreen bottle if it has expired, and pick out a great new shirt to inspire your workout.

Now for the pantry. If you have leftover Valentine's Day sweets and other holiday treats around the house, it is time to get rid of them. As Easter approaches, remember one Cadbury egg is about 150 calories — a nice treat to enjoy one at a time, not 20 in a single sitting. You do not have to deny yourself, but you also do not have to overly satisfy a craving.

## Plan a trip to the farmers' markets with a friend

This spring, make your workout a "partner workout" by setting up time with a friend to get outdoors. Sign up for a race together. Here in Colorado, we have a variety of race distances, from 5Ks to ultra-marathons, on almost every weekend, and most of them support great causes.

It is easy to set up a coffee or lunch date, but why not set up that time for an early morning farmers' market stroll? Plan to walk by every booth, making your workout longer, and you can capitalize on the time and location to get some fresh produce.

We live in a great place that has a lot to offer, so make sure you get out there to experience it all.

## FOR MORE INFORMATION

Adult Fitness offers exercise opportunities for employees of CSU as well as community members, while providing hands-on learning experiences for health promotion students.

To learn more visit:  
[hes.chhs.colostate.edu/outreach/adultfitness/](https://chhs.colostate.edu/outreach/adultfitness/)

## MEET THE COLUMNIST

Kimberly Burke is the director of the Adult Fitness Program at Colorado State University, an outreach program through the Department of Health and Exercise Science.

## PRESIDENT'S Community LECTURE SERIES



Colorado State University

presents

## Dr. Wayne McIlwraith

University Distinguished Professor  
Barbara Cox Anthony University Chair in Orthopaedics  
Founding Director of Orthopaedic Research Center  
Colorado State University



## Joint Injury and Arthritis: Helping Horses and Humans

Tues., April 18 • 6:30 p.m. • Lory Student Center Theatre

Dr. Wayne McIlwraith will discuss the development of advanced surgical techniques and regenerative therapies used to successfully treat joint injury and osteoarthritis in equine athletes. The knowledge and skills gained in treating horses can be translated to advances in treating human joint injuries and diseases including osteoarthritis.

This lecture is free and open to the public, however, tickets are required as space is limited. Tickets will be distributed on a first-come, first-served basis, and are available at <https://advancing.colostate.edu/PCLSApril2017>.



# GET YOUR RETIREMENT BACK ON COURSE

## ADVICE MATTERS

Recent studies emphasize the importance of client-advisor conversations. These reports prove that advisors can add 3% to clients' net returns<sup>1</sup> and retirement savers who sought investing advice enjoyed a median annual return almost 3% higher than those who didn't – even after the fees they paid for that advice<sup>2</sup>.

### Target Date Funds vs Personal Advice

Target Date Funds (TDFs) shift investors from stocks to bonds over time in an effort to become more conservative as retirement approaches. This transition is referred to as a "glide path" and while the basic concept seems reasonable, TDFs are widely criticized for the limits of their mass market approach. TDFs cannot incorporate all the relevant personal facts that determine the ideal allocation for one's retirement investments, and investors can find themselves either forfeiting needed growth or accepting unnecessary exposure to an increasingly volatile market.

By definition, a TDF is a fund of fund model that invests predominantly or exclusively in mutual funds with a certain maturity or specified date in mind, typically the time at which a participant is planning on retiring. Because TDFs are designed to change their allocation and objectives overtime, it is important for investors to revisit their investment selection periodically to make sure that the investment selected is consistent with their goals and objectives. TDFs are not guaranteed and past performance does not guarantee future results.

Don't settle for a generic TDF that was designed for millions of participants when you can determine and create your personal retirement date portfolio. With advice from the advisor you trust, you can have comprehensive investment management and cohesive financial planning in your company retirement plan.

**Don't let Wall Street determine *your* future.  
Take back control of your retirement.**

## Financial Educators Network

MAKING THE PIECES FIT

**Terri Fassi**, CPA, MBA, CDFA  
Registered Principal

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[michael@financialeducatorsnetwork.org](mailto:michael@financialeducatorsnetwork.org)



Sources: <sup>1</sup>Vanguard's study based on their Alpha framework. *Putting a value on your value: Quantifying Vanguard Advisor's Alpha*, Vanguard Research, 2014.  
<sup>2</sup>The study of 14 large retirement plans with more than 723,000 individual participants and over 55 billion in assets, by Aon Hewitt, a consulting firm, and Financial Engines, an investment advisory firm, between 2006-2012.

### WITH ADVICE

#### ADVISORS CAN ADD VALUE<sup>1</sup>:

- As effective behavioral coaches (up to 1.5%)
- Applying asset allocation strategy (up to 0.75%)
- Employing cost effective investments (up to 0.45%)
- Managing allocations and rebalancing (up to 0.35%)
- Managing a spending strategy (up to 0.70%)

### WITHOUT ADVICE

Portfolios of people who didn't get help suffered from<sup>2</sup>:

- Inappropriate risk levels
- Market timing mistakes
- Misunderstanding risks and market volatility





# Transportation Services provides convenience on campus

## Pay for parking with your phone and other innovations

By Veronica Baas

Providing the campus community with new parking technology has not been as challenging as teaching people where to find it and how to use it.

CSU Parking and Transportation Services constantly works to ease the process of parking on campus, but unfortunately many people are unaware of these conveniences and do not make use of them.

One example is Way to Park, an application that allows drivers to pay for parking on their cell phones. The program has been in full launch for over a year, and recent statistics show that an average of 16 percent of parkers are paying with the app.

“We launched it in January of 2016 and people picked up on it right away,” said Doug Mayhew, associate director of parking and transportation services.

Both the meters and the application used on campus are manufactured by Cale Parking Meters. Those multi-space pay stations were installed in 2008 and replaced coin-only, single space meters.

In 2013 the permitting system transitioned to virtual permits. Each space became pay by plate and the department implemented license plate recognition enforcement to monitor the new programs.

“So we changed our Cales from just putting in coin and card to now you can put in your license plate with coin and card,” Mayhew said.

It also allows anyone to purchase a permit online without ever going into the office. The provided license plate number is the permit itself.

In 2015 a new parking guiding system was installed. This allows Mayhew to monitor trends in the on-campus parking garages as they fill up.

Now that garage vacancy and parking patterns can be watched from his desktop, Mayhew would like to implement a similar technology in the surface lots.

“I’d like to try and figure out a way to do it in the

surface lots,” Mayhew said. “The issue with that is we have mixed use.”

Most lots on campus are both pay to park and permitted spaces. It is difficult to get an accurate count of how many spaces are available of each. Lots with more than one entrance pose an even bigger challenge.

Mayhew said garage vacancies provided by the parking guiding system will be posted online for the campus community to use. Eventually, a layer on the interactive campus map will indicate where all the major parking areas are, and what the occupancy is.

“If you could see where the availability is before circling the lot it would be a lot easier,” Mayhew said. “We’re constantly trying to maneuver and get the best product to our customers.”

“The Way to Park is just a small part of what we do,” Mayhew said. “We don’t get enough information out there to tell people what’s available.”

### MORE THAN PARKING

Parking & Transportation Services offers more than just a place to stash your car. Go to [pts.colostate.edu](https://pts.colostate.edu) to learn about transit – including the free Around the Horn on-campus shuttle – bicycle options, Zipcars, car and vanpooling, even longboarding and where to charge your electric vehicle.

For the latest on road closures and the location of parking lots and bicycle routes, go to [maps.colostate.edu](https://maps.colostate.edu) and click on the interactive Transportation layer.



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DO YOU KNOW ANY STUDENTS INTERESTED IN GRAPHIC DESIGN?

If you know any **freshman**, **sophomore**, or **junior** CSU students interested in graphic design, the creative services team at Rocky Mountain Student Media is looking to hire graphic designers for fall 2017!

HAVE ANY INTERESTED STUDENTS EMAIL THEIR COVER LETTER, RESUME, AND DESIGN SAMPLES TO **LILLYJLUKE@GMAIL.COM**



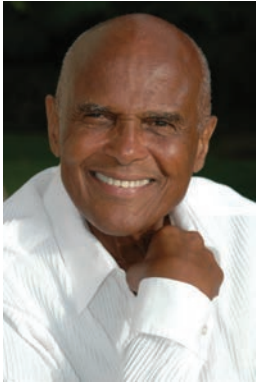
## Harry Belafonte on campus April 21 for ACT film fest

Singer, actor and activist Harry Belafonte will be on hand for the screening of the Oscar-nominated documentary *I Am Not Your Negro* on Friday, April 21, as part of the ACT Human Rights Film Festival, produced by CSU's Department of Communication Studies.

A contemporary of James Baldwin – the film's main subject – Belafonte met a young Dr. Martin Luther King Jr. on King's historic visit to New York in the early 1950s. Belafonte and King developed a deep and abiding friendship, and Belafonte played a key role in the civil rights movement, including the 1963 March on Washington.

"Like Baldwin, Belafonte brought the power of art and imagination to the civil rights movement," said Greg Dickinson, department chair and festival producer. "He brings to CSU his lived experience as an artist and an activist. We cannot think of a better person to help put Baldwin's achievements as a writer, speaker and humanitarian into perspective."

The festival kicks off on April 14 and continues throughout the week in the LSC Theatre. The final day starts at 4:30 p.m. with a free screening of *Sing Your Song*, a 2011 documentary by Susanne Rostock about Belafonte's life and work. The screening of *I Am Not Your Negro* will begin at 7:30 p.m., followed immediately by a Q&A with Belafonte hosted by CSU Ethnic Studies Professor Ray Black. The evening will conclude with a closing night reception in the West Ballroom of the Lory Student Center.



### FOR MORE INFORMATION

Full schedule and ticket information available at [actfilmfest.colostate.edu](http://actfilmfest.colostate.edu)

## Ain't no fool like an April Fool

By Jim Rodenbush

This is a story about forgiveness and a guy named Lirpa Sloof. Sloof has led a fascinating life. The Internet offers all the proof of his interesting adventures.

Once, while serving as the CEO of Uber, he introduced a promotion that allowed customers to ride with baby sloths.

Another time, after moving on to become the music director of a FM radio station in New Zealand, he was responsible for a new line of programming aimed toward attracting cows as an audience.

He's also been a politician and credited with introducing a bill that would have prohibited using the Internet while drunk.

There was that time he entered the world of professional baseball. Sloof signed a contract with the Memphis Redbirds of the Triple-A Pacific Coast League. According to the team, he was a 7-foot-2 pitcher from Sweden. Or was it Norway? More on that in a minute...

Lirpa Sloof is, of course, April Fools spelled backwards. He – in some instances, she – makes an appearance every April 1 as the subject of a story meant to be outrageous, or funny, or a little bit of both.

Much like the origins of April Fools' Day, exactly when Sloof made his debut is largely unknown. This much is certain: When he comes around, some readers are fooled. But most aren't. Even in today's world of "fake news," we understand that once a year stuff is simply going to be made up. Everyone has a good laugh.

Except, back in 2001, I wasn't laughing. That's when I came in direct contact with Sloof. He once again was connected to professional baseball.

At the time, I had just started as a copy editor in the sports department of the Pittsburgh Tribune-Review. The big story was the new baseball stadium in town and PNC Park opened March 31 for an exhibition game between the Pirates and the New York Mets.

According to information provided by the team the next

day, the first home run hit at the stadium was caught in the stands by Sloof, age 30, a native of Norway who visiting Pittsburgh. It was clearly a great moment for the tourist. After catching the ball, he clutched it to his chest and refused to throw it back on the field, a custom in ballparks these days when a member of the opposing team hits a home run.

Among those not in on the joke was my newspaper. The item appeared as fact in the April 2 edition and led to an awkward correction the following day. Though I was not working that night, it was my desk that let the mistake go through. I took it personally. To this day, 16 years later, I still get Lirpa Sloof jokes sent my way.

What it did was leave me feeling sour toward any form of an April Fools' Day story, with or without an appearance by my friend Lirpa. When I began advising student media in 2009, I made it a goal to make sure that I would never be associated with a publication that ran an April Fools' story, or was duped by any content. And I was successful until this year.

When the editors of *The Rocky Mountain Collegian* began discussing producing their own April Fools' Day content, I didn't say a word. And I braced myself when the newspaper's website greeted me with these headlines...

*CSU to start serving pot brownies*

*CSU student finds parking spot*

*CSU to add another football practice facility, liberal arts to move underground*

But, you know what? The stories were hysterical. Our readers were clearly in on the jokes, so there's no danger of people lining up for the brownies. So forget it. I'm done loathing April Fools' Day. Wherever you are, Lirpa, I forgive you.

### MEET THE COLUMNIST

Jim Rodenbush is the Advisor for Rocky Mountain Student Media.



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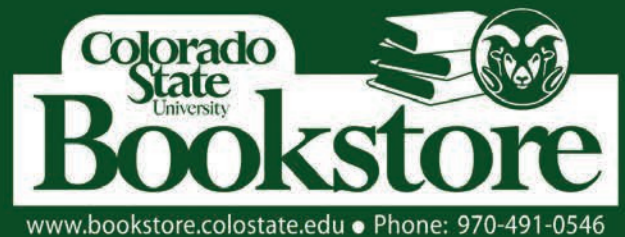
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# WILBUR'S

## TOTAL BEVERAGE

### WINE & SPIRITS

This month  
featuring:

## Spring wines

Wilbur's Total Beverage features a wide variety of crisp, revitalizing wines that are perfectly refreshing for the cool Colorado spring season.

Raspberry-colored with salmon-pink hues, **Rioja Bordon Rose** features fresh, elegant and broad flavors for your palate. This wine highlights notes of raspberry and citrus, and has a very persistent flavor that is both decadent and crisp. This wine is beautiful with almost any main course dish, but is paired most excellently with fish, pork, poultry and pasta with tomato-based sauce. At \$14 per bottle, this wine is sure to please any palate and pocketbook.

With grapes sourced from a number of California's most celebrated growing regions, **Mirassou California Chardonnay** exhibits a deep flavor that can be sourced from only the most celebrated vineyards. Exposure to malolactic fermentation on oak staves results in a slightly creamy texture and a fuller feel. **Mirassou California Chardonnay** highlights aromas of peaches and nectarines, in addition to tropical fruits such as pineapple. Intense fruity notes result in a satisfying concentrated finish. At \$10 a bottle, this wine



will lead you to experience the true, renowned flavors found only in California vineyards.

**Silver Beach Sauvignon Blanc** sourced from the wine region of Marlborough, New Zealand features concentrated grapefruit and passion fruit aromas. These citrus flavors are enhanced by crisp acidity to provide gratifying flavor across the palate. At \$15 per bottle, this wine is attractively paired with appetizers, seafood, light salads, chicken, pork and goat cheese.

This month at Wilbur's Total Beverage check out their great supply of wines perfect for any Easter or spring event.

## Chicken Chardonnay

### Ingredients:

2 (6 oz.) chicken breasts, boned and skinned  
2 tbsp. butter  
2 tbsp. shallots, chopped  
1 c. fresh mushrooms, sliced  
1/4 c. chardonnay (or other dry white wine)  
1 tbsp. lemon juice  
Flour  
1 tbsp. veg. oil  
1/4 c. heavy cream  
Parsley, chopped



### Instructions:

Pound chicken flat; set aside. In butter, saute shallots; add mushrooms and saute 2 to 3 minutes. Add wine and lemon juice; let simmer 6 to 7 minutes. Dredge chicken in flour and season if desired. Saute in oil in frying pan. Add cream to mushroom mixture and heat until reduced. On warm serving plates, place mushrooms over chicken breasts. Sprinkle with chopped parsley and serve immediately.

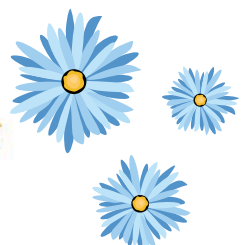
## Rosés of Spring

Rioja Bordon Rosé \$13.99

Mirassou California Chardonnay \$9.99

Silver Beach Sauvignon Blanc \$14.99

Cuvee du Roy Rosé \$16.99





# Watch for pet poisons around your home

PET HEALTH

*Common household items could be dangerous for our pets, so keep them secure*

By Dr. Timothy B. Hackett

Accidental poisoning is among the most common problems we see in emergency veterinary medicine, so it's a good idea for pet owners to understand sources of toxicity, to take preventative steps, and to have a plan for response in case of ingestion.

Food, medications and household substances often seem perfectly harmless to us, yet are dangerous – and may even cause death – if eaten or inhaled by our pets. Even the most ardent dog lovers might not know about human food and household items that pose poisoning risks.

Dogs, in particular, are curious and like to chew – a combination that can lead to trouble.

### Small items

Small objects in your home – including pennies, batteries, small toys and even clothing – could harm your pet's digestive tract or pose obstruction risks if eaten. We might joke about a friend's dog that has chewed and swallowed socks, for instance. Yet the humor drains away when surgery is required for removal.

In many cases, pet owners suspect potential poisoning when they find an empty bag, wrapper or bottle, or if they witness ingestion of something hazardous.

Pets also exhibit symptoms of toxicity. These include: vomiting, diarrhea, drooling, racing heart rate, breathing trouble, pale or discolored gums, high temperature, seizures, weakness or physical collapse. These symptoms are wide-ranging, typically the result of neurologic problems, gastrointestinal distress, internal bleeding, kidney failure or liver failure.

Because symptoms are so variable, it's crucial to be aware of your pet's normal behavior and to question the cause of abnormal behavior, just as you would for a human family member.

### Poison response and prevention

- If you think your pet has ingested something toxic, act fast in seeking veterinary help. Know that ingesting even a small amount of a poison might endanger your pet.
- Don't wait for symptoms to appear because some toxic substances, like mouse and rat poisons, might circulate in your pet's body for three to five days before you see signs.
- Program your veterinarian's emergency telephone number into your cellphone, and keep the number posted in a central place in your home. Make sure your children, other family members, babysitter or pet sitter know where to find this emergency number.
- If an emergency visit is needed, provide all the information you can about what you pet has ingested and when. Take wrappers, packages or medication bottles with you.
- Understand that dogs like to devour. So put up, lock up and close off potential toxins. In the case of marijuana edibles, be sure to stash the stash. Don't forget the kitchen trash can, which might contain any number of potentially hazardous items.
- Understand that stressful times – such as a household move, introduction of a new pet, the comings and goings of the holidays – might be the very time that your docile dog becomes a counter jumper and for the first time snags and chows something toxic. These are good times to clear counters and tabletops!

## TOXIC FOODS FOR PETS

- Chocolate
- Grapes and raisins
- Onions and garlic
- Macadamia nuts
- Products containing the sweetener xylitol, such as gum, toothpaste, gummy vitamins and candy
- High-salt foods and products, including ham, pretzels and homemade Play-Doh
- Coffee grounds
- Antifreeze
- Drugs, including prescription medications, marijuana edibles and illegal drugs
- Acetaminophen and pain relievers known as nonsteroidal anti-inflammatory drugs. The latter group includes aspirin, ibuprofen

and naproxen. These drugs are sold over the counter under brand names Tylenol, Bayer, Advil and Aleve.

- Rodenticides designed to poison gophers, mice and rats
- Cats may become very ill after ingesting lily plants, including species common in homes and gardens. These include Easter lilies, tiger lilies, Asiatic lilies and day lilies.



### MEET THE COLUMNIST

*Dr. Timothy Hackett is director of Colorado State University's James L. Voss Veterinary Teaching Hospital. He is a specialist in veterinary emergency and critical care.*

# Congratulations!



Dining Services is excited to announce that JULIE SADD, Line Cook at the Ram's Horn Dining Center, has been awarded the March Remarkable Service Award! This recognition program honors Dining Services' employees who demonstrate remarkable service by going above and beyond their normal duties.

Julie exemplifies excellent customer service and trains the hourly staff to also emulate those qualities. She volunteers to stay late or cover shifts when others need time off and she willingly comes in on her days off to provide additional help with visiting groups. Julie always has a smile and a kind word for both students and employees alike and enjoys bringing treats for all to enjoy. Julie inspires others to uphold the CSU Principles of Community values and has done so consistently throughout her 15 years of service! Congratulations, Julie!

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# BRIE CHEESE QUESADILLAS WITH STRAWBERRY SALSA

CSU COOKS

BRIE CHEESE IS A SOFT FRENCH CHEESE THAT HAS THE NICKNAME “THE QUEEN OF CHEESES.” THIS DELICIOUS, BUTTERY CHEESE IS GREAT FOR PAIRING WITH FRUIT AND DESSERT. THIS IS THE RECIPE OF THE MONTH FOR APRIL FROM THE KENDALL REAGAN NUTRITION CENTER.

### INGREDIENTS

- 2 cups small diced strawberries
- 2 teaspoons balsamic vinegar
- 2 teaspoons maple syrup, or honey
- 2-3 basil leaves cut in a chiffonade
- 1 small pinch of salt
- 1 small pinch black pepper
- 4 large tortillas, gluten free if necessary
- 7 ounce wheel of brie cheese (leave rind on if desired)
- Butter or oil for cooking

### DIRECTIONS

1. Place strawberries in a medium-sized bowl.
2. In a small cup, whisk together the balsamic vinegar and maple syrup. Add mixture to the strawberries.
3. Stir in the basil and season with a pinch of salt and pepper to taste. Set aside. This will be your strawberry salsa topping.
4. Heat a large pan/skillet over medium heat greased with butter or oil if desired.
5. Lay out the tortillas and thinly slice the brie cheese. Place brie slices on one half of the tortilla.
6. Fold the other half of the tortilla over and place in the skillet.
7. Cook for 2-3 minutes until the sides of the tortilla are browned and the cheese melts completely.
8. Repeat with the remaining tortillas and cheese and top finished quesadillas with strawberry salsa just prior to serving.

SERVING SIZE: 1 QUESADILLA  
NUMBER OF SERVINGS: 4 SERVINGS

### NUTRITION INFORMATION / AMOUNT PER SERVING (WITH WHOLE-WHEAT TORTILLAS):

Calories	335	Protein	15 g
Total fat	19 g	Total Carbohydrates	27 g
Saturated fat	11 g	Dietary Fiber	6 g
Cholesterol	52 mg	Sodium	538 mg

### FOR MORE INFORMATION

For other great ideas, check out our recipes, cooking classes and cookbooks at [www.nutritioncenter.colostate.edu](http://www.nutritioncenter.colostate.edu)



# April Savings

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# THE AMAZING LIFE OF ESTER WHEELWRIGHT HITS BOOKSHELVES

By Hannah Woolums

Ann Little, an associate professor in History here at Colorado State University, has been fortunate enough to have many of her works published; in her newest book, *The Many Captivities of Esther Wheelwright*, published by Yale University Press she covers the life of the amazing Ester Wheelwright. Ester’s story begins at age seven when she was captured by Wabanaki Indians. Little’s first discovery of Wheelwright was in 2007.

“I discovered Esther Wheelwright’s story in the course of writing my first book, *Abraham in Arms: War and Gender in Colonial New England*,” Little said. “I was 30 and had a Ph.D. in early American history with a specialization in women’s and gender history.”

Little’s first encounter with Wheelwright left her with many questions and the inspiration needed for her newest book.

“How is it that I had never heard of this remarkable woman? And when I started looking around, it wasn’t hard to find out more,” Little said. “So why was it that her story wasn’t a part of my education? That’s what I wrote the book to find out.”

Little chose to use a biography in order to tell Wheelwright’s story.

“Biography is among our oldest of genres of historical writing, and in the nineteenth century it was an enormously important one for women’s history -- the fashion of writing biographies of queens and great women in history was big then, but fell out of favor with the professionalization of history and the historical profession’s lack of interest in women’s history,” Little said. “Biography is still huge in my field of early America, especially biographies of the so-called ‘Founding Fathers, which dominate the popular imagination of American history before the Civil War.”

Little believes that in taking the approach of a biography readers will realize the importance and value of having Wheelwright’s story be a known part of American history.

“I thought it would be a good way to try to convince my readers that Esther Wheelwright deserved space on that shelf, although a French-speaking woman, a Catholic, and a nun -- not the kind of person we have traditionally imagined at the center of our national history!” Little said.

With every writing experience there are always challenges that accompany the process. For this particular book, it was finding enough primary sources that covered the life of Ester Wheelwright.

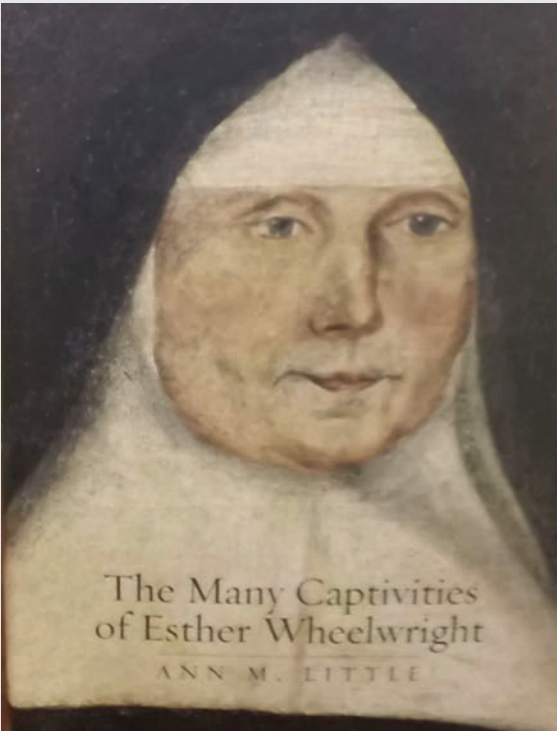
“I had very few traditional (textual) primary sources that mention her specifically at all, especially before she lands at the Ursuline convent at age 12 in the winter of 1709,” Little said. “In order to reconstruct her childhood in Maine and among the Wabanaki Indians, I looked to material culture and environmental history. What would she have worn on her body? What kind of school or work would she have engaged in? What did she eat for supper? All of these questions guided my work and led me to some surprising insights.”

However, the writing process also leads the joy and findings that stick with the author.

“I loved discovering all of the intrigue inside the Ursuline Convent, which I detail in chapters 4-6 of the book. She remains suspect as a non-native born French or French Canadian, especially after the British conquest of 1759, which coincides with her election to Mother Superior,” Little said. “And it’s not just her French Canadian sisters who are suspicious. Bostonians in the 1760s suspect her of being a part of an espionage operation with her Anglo-American nephew! So there’s a lot of high political intrigue in this book, half of which is set inside an 18th century convent.”

Throughout Little’s experience in publishing she describes it in relation to childbirth.

“It’s (publishing) like childbirth -- a long and sometimes excruciatingly painful process, which we conveniently forget until the next time,” Little said.



Through the difficult yet rewarding process Little is continuing to find new projects to work on. Her next will begin with research on the Royal Archives in Windsor Castle.

“I’m looking at fashion and culture at the turn of the 19th century and the ways in which free (European and Euro-American) women’s bodies were dressed and portrayed in this era,” Little said. “I think it has a great deal to do with the Age of Revolutions just past in America and in France, and how their societies are coping with new questions about women and citizenship in the early U.S. in particular.”

## JBS gives \$12.5 million for food innovation center

Thanks to a substantial gift from one of the world’s leading global food companies, JBS® USA, Colorado State University has begun construction on the JBS Global Food Innovation Center in Honor of Gary & Kay Smith, a new \$15 million facility that will advance best practices in food safety, meat sciences and animal handling and welfare.

The state-of-the-art facility will enrich CSU’s teaching and research in meat sciences, as well as offer a space for industry collaboration through continuing education and training, equipment development and testing, and a place to engage in meaningful dialogue to advance the animal agriculture industry.

The facility will also include an educational space designed by CSU professor Temple Grandin, where students will learn about animal handling and welfare in a hands-on setting.

Professor Emeritus Gary Smith, who, along with his late wife Kay, are honored in the naming of the building, held one of CSU’s oldest endowed chairs, the Monfort Chair, and spent more than 20 years as a professor in CSU’s Department of Animal Sciences. Smith, a world-renowned expert in meat science and food safety, is a University Distinguished Professor Emeritus and serves as a visiting professor of animal sciences and special advisor to CSU President Tony Frank.

## East Drive closed through May 13

East Drive will be closed from Pitkin to Lake Street through Saturday, May 13, for repaving. Sidewalk and pedestrian routes are also closed, as is the sidewalk on the north side of Lake Street from Mason Trail to Center Avenue.

Westbound lanes of Prospect Road from College Avenue to Mason Trail will be closed until April 24.

### FOR MORE INFORMATION

More information is available at [source.colostate.edu/construction-and-parking](http://source.colostate.edu/construction-and-parking)

## Volunteers needed to help disabled students take exams

Resources for Disabled Students is in need of volunteers for finals week, May 8 – May 12. Last semester RDS administered 1,400 exams during finals week for students who need specific accommodations when taking exams. This volume is increasing each semester; satellite areas are set up all over campus to meet the need. Volunteers are needed to act as monitors/proctors for these areas. Hours are from 7 a.m. to 8 p.m., so there are plenty of opportunities for you to pitch in.

Graduate students or professional staff; no undergraduates.

All volunteers will be trained (mandatory, about ½ hour) before you are assigned.

Returning volunteers are not required to attend a training session, but are welcome.

Available for at least 2 hour blocks of time, or whatever time you can offer.

Monitors are needed especially for Monday through Thursday of finals week, both morning and afternoon.

### FOR MORE INFORMATION

Contact Dede Kliewer at [dede.kliewer@colostate.edu](mailto:dede.kliewer@colostate.edu) for more information and to volunteer.

## Commitment to Campus launches new website

It’s easier to find the latest offerings for CSU faculty and staff through Commitment to Campus with the new website at [commitmenttocampus.colostate.edu](http://commitmenttocampus.colostate.edu).

The new site, curated by the Office of the Vice President for University Operations, divides the benefits, discounts and other programs into Rams Athletics, Health and Wellness, Family, Rams for Rams, Education and Lifestyle, and Get Green, Save Green, which includes one of the newest discounts: on parking at Denver International Airport.

The site also provides links to resources across campus, such as Tell Someone, the Community Resource Coordinator (CARE Program), and the Employee Assistance Program.

### FOR MORE INFORMATION

Check it out at [commitmenttocampus.colostate.edu](http://commitmenttocampus.colostate.edu)







# VARIETY PACK

12 BOTTLE MONTAGE

*The new year brings a season of transition. As the days start to get longer and warmer, we turn to beers inspired by fresh starts and new ingredients. We've handpicked three of our favorites plus our latest Exclusive Release, Wolf Picker Experimental Pale Ale.*



EXCLUSIVE  
RELEASE

*Wolf Picker's name pays homage to a classic hop harvesting rig and is brewed with a hop variety so rare, it's known only as HBC 638.*

12  
BOTTLES

3 OF EACH  
VARIETY