



CSU Life

for Faculty & Staff

DECEMBER 2016



Gift to transform College of Engineering



Commitment from 1953 alumnus Walter Scott, Jr. is largest in CSU history

By Tony Phifer

The Colorado State University College of Engineering will be renamed the Walter Scott, Jr. College of Engineering, in recognition of a \$53.3 million gift — the largest in the University’s history — from business icon Walter Scott, Jr. of Omaha, Neb. The commitment will provide wide-reaching support for student scholarships, faculty excellence and research.

CSU’s is now the only named college of engineering in Colorado and the second of the University’s eight colleges to be named for a prominent alumnus. In 2005, the Warner College of Natural Resources was named for Edward M. Warner.

“We are humbled and incredibly grateful for this remarkable gift from Walter Scott,” said President Tony Frank. “Walter has been a passionate and generous supporter of CSU since he graduated more than 60 years ago, and this gift is truly transformational. It will allow the Walter Scott, Jr. College of Engineering to attract and support the finest faculty and students for years to come. This truly is a great, great day in our University’s history.”

Scott graduated in 1953 from what was then known as Colorado A&M with a bachelor’s degree in civil engineering. He embarked on a long career with contracting giant Peter Kiewit Sons’, Inc., and began a long history of philanthropy.

With his late wife, Suzanne, he provided a leadership gift for the Suzanne and Walter Scott, Jr. Bioengineering Building, completed in 2015. It is home to more than 30 faculty and 120 graduate students conducting research on global challenges related to water, energy, health and the environment.

Investing in young people

Scott’s passion for investing in young people shines through with this exceptionally generous gift. By significantly expanding a previous gift that established the Walter Scott, Jr. Scholarship Program, it will provide renewable merit scholarships for up to 80 undergraduates, and fellowships for up to 30 graduate students, with outstanding academic qualifications.

“As we get older, I think it’s natural to think about the generations that will follow,” said Scott. “And in a technological age, it’s important that our top students have the opportunity to study at strong research universities.”

Scott also noted the connection between the University and the company he once led. Kiewit, which has its Colorado offices in Englewood, employs more than 100 CSU alumni.

“CSU has long been near the top in the number of students the company hires each year,” Scott said. “Helping young people with their

education is one of the finest investments we can possibly make as a society, and I’m always pleased to see so many of the University’s students choose to start their careers at Kiewit.”

Four Presidential Chairs

An additional part of the gift is designed to attract world-class faculty through the creation of four Presidential Chairs in water, health, energy and environment – the College’s four “areas of excellence” – and will provide the infrastructure and labs to drive teaching and research excellence. Scott’s gift also affords discretionary funds to be invested in strategic

»GIFT CONTINUES ON PAGE 3

A P P L A U S E

ROUND OF APPLAUSE

Michael Antolin and **Carmen Menoni** have been elected fellows of the American Association for the Advancement of Science. Election as a AAAS fellow is bestowed on association members by their peers.

Antolin, professor and chair of the Department of Biology, was cited for his “pioneering contributions to our understanding of zoonotic disease transmission and promotion of evolutionary concepts to broader scientific and public audiences.” Menoni, a University Distinguished Professor in the Department of Electrical and Computer Engineering, was cited for “distinguished contributions to nanoscale imaging and spectroscopy at extreme ultraviolet wavelengths, and for advancing the science and technology of optical materials and devices.”

New fellows will be formally recognized on Feb. 18, 2017 during the AAAS annual meeting in Boston.

EVERYDAY HEROES

The Classified Personnel Council at CSU has announced another round of Everyday Hero Award winners.

Matt Oetken is a Structural Trades II employee for Housing and

Dining Operations Management. He’s worked at CSU for 13 years, and been in his current position since 2010. Oetken’s nomination comes from Sean Carroll of Housing and Dining Operations Management.

“Matt has stepped up several times to assist with projects outside his area of work. His coworkers come to him for information and rely on his knowledge of maintenance and TMA. Matt is a pleasure to work with and always knows how to get make someone smile.”

Oetken likes to spend his off-duty time doing handywork and remodeling around his house. He enjoys video games and watching movies; he is a die-hard Star Wars fan.

Maria Del Refugio Baltierra is a 12-year CSU employee and has been in her current position as a Custodian I for Facilities Management for seven months.

She currently works on the custodial team in Centennial Hall. Baltierra was nominated by five different people. One nominator commented, “Maria’s wonderful and positive attitude makes her a perfect candidate for this award. She always has a smile for everyone she meets. Maria takes pride in her work and goes over and beyond to help us all in Centennial Hall. I truly feel that she

is part of our department!”

Maria’s hobbies are dancing and spending time with her family.

Kelly Siefkes of Facilities Management was nominated by 10 people who work in Johnson Hall. One nominator wrote, “She cares about her customers, and is a big part of creating a friendly community among the various small units in Johnson Hall. Kelly is always so pleasant and engaging. She does a great job with the actual tasks at hand, but it’s her positive attitude and sincere friendly demeanor that really makes her stand out at her job. We love having Kelly visit our office!” Siefkes is a Custodian I and has been with CSU for four years. In her spare time, she enjoys camping, four-wheeling, gardening, motorcycle rides and spending time with her grandkids and family.

Kathy Brady and **Donna Balliet** both work as Accounting Tech IIIs in the personnel section for Facilities Management. Brady has worked for CSU for eight years, and in her current position for five years. Balliet has been with CSU since 1997 and in her current position for three years.

SEND IN YOUR APPLAUSE

Send good news from your department or unit to CSULife@colostate.edu for inclusion in our Applause section.

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Snow much work: Clearing campus after storms is massive effort

By Dell Rae Ciaravola

Now that we’ve had some snow in Fort Collins, we all remember that when one of Colorado’s signature snowstorms hits, campus looks like a winter wonderland. Even our historic Oval is affectionately dubbed the SnOval. All that snow also looks like work.

Clearing snow from campus sidewalks, streets and parking areas is a responsibility that falls upon Facilities Management. After a big storm, every member of that division braves snowy roads in the wee hours of the morning to get campus ready for thousands of students and employees. Even on days when campus may close, they report with shovels and snow boots, ready to work. Each has an assigned task and route to clear, be it shoveling sidewalks and stairways into buildings, or plowing streets, to make campus accessible.

To learn more about campus weather policies and how to stay informed in a storm, go to **SOURCE**: source.colostate.edu/university-guidelines-weather-closure/

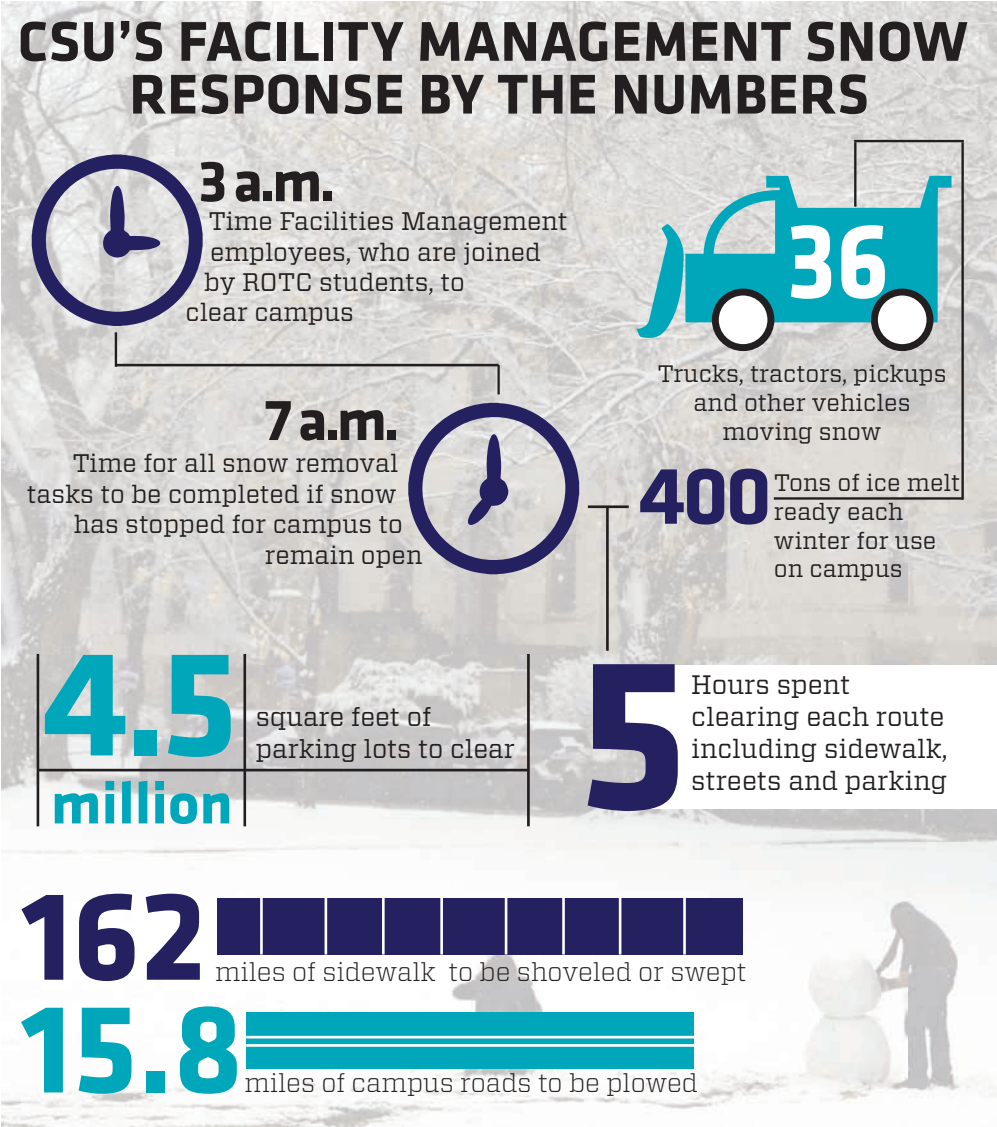
»GIFT FROM PAGE 1

initiatives and creation of leadership programs supporting innovation and excellence across the college.

“This amazing gift from Walter Scott will transform the College of Engineering and equip our faculty and students to achieve new and greater impact on our world,” said Dean David McLean. “This gift truly allows us to focus on excellence and being one of the best engineering programs in the country. We will be able to attract top students and faculty from around the world, and give them the opportunity to work in a premier facility that Walter and Suzanne helped us build. It will add to our already remarkable legacy of excellence in the college.”

The University will celebrate this gift with Scott at a campus event in April.

Read more about the life of Walter Scott, Jr. and his remarkable gift on SOURCE, www.source.colostate.edu.



If it’s January, it’s time for PDI sessions for faculty and staff



The 38th annual Professional Development Institute takes place Jan 9-11, 2017.

PDI offers CSU faculty members, state classified personnel, administrative professionals, and graduate students an opportunity to explore a wide range of topics designed to enhance their professional growth and personal enrichment.

Its purpose is to provide an opportunity to share ideas, explore issues, and gain insights into learning, teaching, and service, as well as other professional and personal activities.

This year’s theme, “Go For It!,” encourages effort along with some risk-taking to promote growth and development. The program includes over 100 sessions covering a wide range of topics. PDI is presented by The Institute for Learning and Teaching, and the TILT staff hopes you’ll find the sessions you attend both useful and engaging.

Interested in what PDI has to offer? Visit the TILT website at tilt.colostate.edu to browse the schedule and register; the complete list of sessions is extensive.

Sessions fill up quickly, and seating may be limited, so don’t wait — Go For It!

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Campus street renamed to honor legendary Coach Harry Hughes

By Tony Phifer

The name of the football coach who won the most games in Colorado State University history is still part of campus.

With the off-campus stadium named in his honor officially closed, the name of Harry Hughes will now live on with the renaming of South Drive — the street to the south of the Intramural Fields — to Hughes Way. A ceremony making the change official, featuring remarks from director of athletics Joe Parker, was held Nov. 18.

“In many ways, Harry Hughes created the foundation of Colorado State Athletics that we enjoy today; serving for 42 years as both a head coach and athletics director,” said Joe Parker, CSU’s director of athletics. “As Hughes Stadium is decommissioned at the conclusion of this season, it is important to transition Coach Hughes’ legacy back to campus with the naming of Hughes Way.”

Hughes Way will be visible to fans as they approach CSU’s new on-campus stadium, which opens in 2017.

Dean of American Football Coaches

Hughes, whose combined coaching career in football, basketball, baseball and track at Colorado Agricultural College spanned four decades, won more games (126) and more conference championships (8) than any other CSU coach, finishing with a career record of 126-92-18. He was known nationally as the “Dean of American Football Coaches” for his long, successful tenure at CSU.



Jack Hughes, nephew of Coach Hughes, and Phyllis Vondra attended the renaming ceremony along with CSU Athletic Director Joe Parker and CAM the Ram. Photo by John Eisele, CSU Photography

Among his many innovations and accomplishments, Hughes is credited with inventing the “million-dollar play” – a triple-pass play run from the single wing formation. That play helped the Aggies win several close games over the years.

In addition to coaching four sports, Hughes served as director of athletics from 1911 to 1953. Hughes, who played at Oklahoma from 1904-07, was inducted into the Helms Football Hall of Fame in 1952 and the Colorado Sports Hall of Fame in 1972, and was a member of the inaugural class of the CSU Sports Hall of Fame in 1988.

Hughes died in 1953, just 26 days after retiring as athletics director.

CPC wishes you a safe and happy holiday season

By Classified Personnel Council

Preparing for the Holidays

- You may not be able to avoid stressful situations during the holidays. However, you can plan to respond to them in a healthy way.
- Know your spending limit.** Lack of money is one of the biggest causes of stress during the holiday season. This year, set a budget and don't spend more than you've planned. It's OK to tell your child that a certain toy costs too much. Don't buy gifts that you'll spend the rest of the year trying to pay off.
- Give something personal.** You can show love and caring with any gift that is meaningful and personal. It doesn't have to cost a lot. Words of inspiration or kindness instead of an expensive gift lets people know how important they are to you. Make a phone call or write a note and share your feelings.
- Get organized.** Make lists or use an appointment book to keep track of tasks to do and events to attend.
- Share the tasks. You don't have to do everything yourself. Share your “to do” list with others. Spend time with friends and family while you share tasks like decorating, wrapping gifts, and preparing the holiday meal.
- Learn to say no.** It's okay to say “no” to events that aren't important to you. This will give you more time to say “yes” to events that you do want to attend.
- Be realistic.** Try not to put pressure on yourself to create the perfect holiday for your family. Focus instead on the traditions that make holidays special for you. Remember that just because it's a holiday, family problems don't go away. If you have a hard time being around your relatives, it's OK to set limits on your time at events and visits.

During the Holidays

- Take breaks from group activities.** Pay attention to your own needs and feelings. Spend a little time by yourself if you can. Meditate, or do some relaxation breathing. Go for a short walk.
- Keep a regular schedule for sleep, meals, exercise and drink responsibly.** Taking care of yourself will help you deal with stressful situations during the holidays.
- Reach out for support.** Holidays can sometimes trigger depression. They can be especially hard if you are already dealing with the death of a loved one or the breakup of a relationship. You may feel embarrassed to ask for help, or you may think that you'll get over “the blues” on your own. But most people need treatment to get better. Talk with your doctor about counseling and medicine for depression.

Opening a dialogue around workplace discrimination at forum

By Selena Rodriguez

- In a perfect world, every workplace would be one of acceptance. Employees would feel safe to share ideas, knowing higher-ups will be receptive of their thoughts. Every individual regardless of race, age, gender, or any other characteristic would have a fair shake at success.
- Unfortunately, that's not always the case. Workplace discrimination is a very real problem. Some people enter the workforce with an advantage while others are hindered by unfair stereotypes and disadvantages due to their identities. With growing diversity nationwide, the need to take on this issue is ever present.
- Colorado State University and the City of Fort Collins are dedicated to inclusion. On Nov. 15, the Lory Student Center opened its doors for a Discrimination in the Workplace Forum. The Associated Students of Colorado State University hosted the event, which featured five women from both CSU and the City who spoke on the matter.
- Each panelist explained how her organization is dealing with discrimination in the workplace. There were a diverse array of perspectives: For instance, Lupe Salazar, director of El Centro, spoke on gender-based discrimination, while Kristyn Emmer, who works in both Adult Learner and Veteran Services and the Career Center, shared how workplace discrimination presents itself for older folks and veterans starting new careers. Each panelist offered a peek into the lives of disenfranchised groups susceptible to workplace discrimination.
- The forum went over what discrimination looks like, and it went into detail on how a workplace should treat its employees. “I'm not talking about equal. I'm talking about equitable,” said Diana Prieto, director of Human Resources for CSU.
- Several panelists mentioned equity. Equality is giving everyone the same thing, but such an approach may not address everyone's needs. Perhaps one individual has a need for flexibility but another individual would prefer to work a full schedule. Equity assures that time off will be allotted in a way that makes sense for each employee, not just an equal amount of time off.
- “Asking to hear a story is a really powerful thing,” Emmer emphasized at one point. She aimed to nudge the audience into shifting their preconceived notions on adult learners and veterans. In fact, this was the theme of the panel: Opening up to new perspectives to give way to equity in the workplace.
- The forum also pointed toward a general goal: Getting all employees, regardless of who they are and where they come from, to feel empowered and know their voices will be heard. The panelists wish to see a culture where employees feel comfortable speaking to their higher-ups, knowing they will be prepared to work with them.
- To create an equitable environment, this power to speak up is vital, according to Prieto. She suggests another key component of diminishing workplace discrimination is an institutional dedication to equity. Programing, education and support from an industry can help address issues of discrimination. The panelists all echoed the sentiment that CSU and the City of Fort Collins are dedicated to instilling this in our community.



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Women & Gender Collaborative awards grants

Five projects selected from nearly two dozen passionate proposals

By Pam Jackson

When the Women & Gender Collaborative made its call for 2016 grant proposals, it was seeking innovative projects that promised to create long-term change and help make Colorado State University the best place for women to work and learn. The campus community responded with passion and commitment, submitting 22 applications around an array of inspiring ideas; five have been selected for funding.

"What came through in the nearly two dozen submissions from faculty and staff were robustly developed and thoughtful projects designed for impact," said Cori Wong, director of the Collaborative.

The funded projects

Thanks to the generous gift of an anonymous donor, the Collaborative will fund the five projects listed below through 2018, and provide assistance in the projects' development. The two-year time frame will enable projects to achieve proof of concept and acquire sufficient evidence of impact for potential future funding opportunities. To build sustainability and show institutional support, each project was required to partner with at least one sponsoring campus unit.

Women in Science Career Issues

Since 2013, a small community of faculty and graduate students has been meeting to discuss gender bias in science careers. The grant will enable that core group to spin-off new satellite groups. In addition to providing an honest and supportive environment that fosters an atmosphere of confidentiality and trust, the groups will work to promote career advancement in the sciences.

For more information, contact Candace Mathiason at 491-3975 or email Candace.Mathiason@ColoState.edu.

HERS at CSU Women's Leadership Workshops

Drawing on over 40 years of experience with women's leadership development, Higher Education Resource Services (HERS) is partnering with CSU to offer this new program for CSU women employees. Each year, the project will provide foundational leadership and professional planning skills for 36 early-career women at CSU.

HERS at CSU will launch a pilot program in the spring with workshops in February, March, and April. The activities will include working with a mentor to design and implement a project on campus.

For more information, contact Maricela DeMirjyn at 491-1685 or email Maricela.Demirjyn@ColoState.edu.

Women Reading @ CSU

This project builds upon the success of a 2014 grant recipient – Women's Leadership Book Club – with a renewed focus on appreciating women's differences, intersectional identities, and diverse experiences. Every six weeks, participants discuss selected books in small groups with other women employees at CSU. The next meeting will be held on Thursday, Dec. 15, noon-1 p.m., Lory Student Center, Room 382. The book: *Exile and Pride: Disability, Queerness, and Liberation*, by Eli Clare.

For more information, email Lindsay Mason at Lindsay.Mason@ColoState.edu.

Man: Educate Yourself

This project engages campus administrators, managers, and supervisors in conversations, introspection, and appropriate action to assume a large measure of men's responsibility for creating learning and working environments that allow everyone to succeed.

This necessitates open and honest conversations about how men enter and hold spaces of power and influence

in meetings, classrooms, work groups, and leadership positions. It also requires responsibility for speech, behaviors, attitudes, and decisions that affect the overall campus climate.

The first cohort will begin spring 2017. For more information, contact Oscar Felix at (970) 491-6473 or email Oscar.Felix@ColoState.edu.

Women Veteran Yoga Project

By offering free yoga classes to women veteran students at CSU through the New Start for Student Veterans Program, this project provides opportunities to develop community, enhance health and wellness, and share resources among women veteran students. Yoga classes are offered weekly and are tailored to address the specific needs of women veteran students.

The project is in support of the Women's Veteran Initiative through the Adult Learner and Veteran Services office at CSU.

For more information about the Women Veteran Yoga Project, call Erica Schelly Billingsley at 491-5809 or email Erica.Schelly@ColoState.edu.

Read more about how other proposals are moving forward on [SOURCE: source.colostate.edu](http://SOURCE:source.colostate.edu)

The Collaborative wants to hear from you

The Collaborative invites you to share what you, your department, unit or group is doing to improve the campus culture and climate around gender for faculty, staff and students. Email Cori Wong at Cori.Wong@ColoState.edu. You also can follow the Collaborative on Facebook

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DECEMBER 2016

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Dec. 16-18 at the Lincoln Center. Performed with all original songs and characters (plus a few extra!). Written and directed by Nick Turner and Troy Schuh. Showtimes and tickets:
lctix.com/a-musical-christmas-carol-2016

SANTA'S WORKSHOP

Bring the little ones to meet Santa in his workshop for FREE! He will be in Old Town Square Dec. 16-24, every day noon - 6 p.m. Closes at 4 p.m. on Christmas Eve so he can start his rounds. Santa will be present at Clothes Pony & Dandelion Toys for special musical Story Time sessions through Dec. 23, Thursdays and Fridays at 11:30 a.m. For more info contact (970) 484-6500.

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Make plans to be Downtown on New Year's Eve for First Night Fort Collins! This non-alcoholic, FREE, family-oriented, arts-based celebration attracts an all-ages audience to 30+ performances at 7 venues throughout Downtown. This event is produced by the Downtown Fort Collins Business Association. Saturday, Dec. 31, 5:30-10 p.m. Free to the public.

For more information visit: downtownfortcollins.com/?/events/first-night-fort-collins

FOOTHILLS MALL

The Foothills Mall offers holiday fun for all ages. Shopping for last-minute gifts, ice skating, meeting Santa and viewing various performances are all options when visiting the mall.

Visit Santa:
through Dec. 16: Mon.-Thurs. 11 a.m.-7p.m., Fri.-Sat. 11 a.m.-8 p.m., Sun. noon-6 p.m.
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Dec. 24: 9 a.m.-4 p.m.

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CHARLES DICKENS' A CHRISTMAS CAROL

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lctix.com

THE NUTCRACKER

The Lincoln Center presents both Nutcracker with a Twist (presented by Mountain Dance, tickets and showtimes at lctix.com/nutcracker-twist) and then an original version by Canyon Concert Ballet. Music by the Fort Collins Symphony Orchestra. Tickets and showtimes lctix.com/the-nutcracker

SANTAS QUEST

Downtown Fort Collins Santas Quest: Shopping Downtown this holiday season? 28 stores will be hiding a personalized, named Santa and Gold Star somewhere in their shop. Find all 28 Santa names and write them on your Santa Quest Sheet to enter to win a \$1,000 Downtown Gift Card!

CANDELIGHT CHRISTMAS CONCERT

Dec. 17 at 7:30 p.m. and Dec. 18 at 3 p.m. at the First United Methodist Church, sung by the Larimer Chorale. Tickets at

ctix.com/candlelight-christmas-concert

'Tell Someone' and other campus safety resources

A variety of services available for faculty, staff and students

Editor's note: This message was sent to the Colorado State University community on Nov. 14, 2016, by Vice President for Student Affairs Blanche Hughes and Provost and Executive Vice President Rick Miranda.

(W)e have heard from students and employees – from all different backgrounds and political ideologies – asking for guidance on where to turn if they experience discrimination, harassment, or safety concerns for themselves or others. We want to make it clear that the safety of all our students and employees is always among our highest priorities.

For that reason, we have many different services available to assist all members of our campus community:

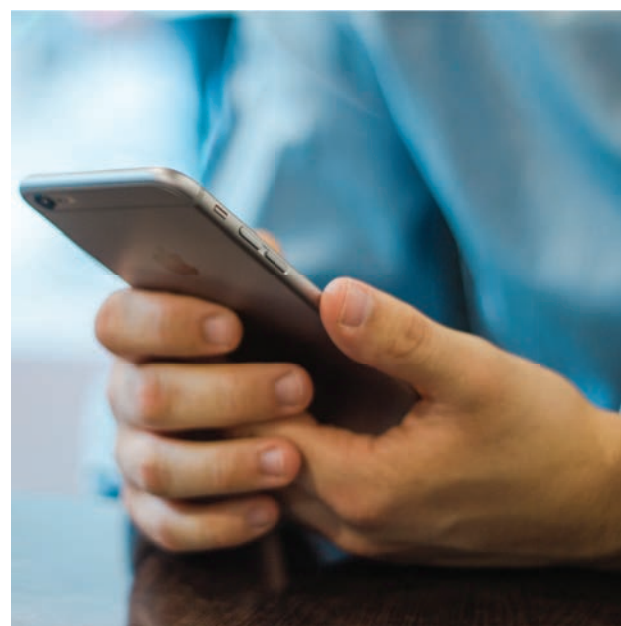
- **Tell Someone** is a confidential reporting line for anyone with concerns about safety or mental health issues – either your own or someone else's. This includes concerns about discrimination and harassment. We always encourage anyone with concerns related to specific experiences in the classroom to first direct those concerns to the academic department chair or dean, but Tell Someone is an additional resource. You can reach the Tell Someone phone line during working hours (or leave a message after hours) at 970-491-1350 or use the online referral form at <http://supportandsafety.colostate.edu/tellsomeone>.
- Students with safety concerns can directly contact **CSUPD** – either 911 for emergencies or 970-491-6425 for non-emergencies. CSUPD also provides the free **SAFEWalk** program

(970-491-1155) from dusk to dawn to escort people from any point on campus to another campus location or anywhere within a three-block radius. CSU Police Chief Scott Harris and the CSUPD officers are always happy to meet with student groups and organizations that wish to discuss issues related to personal and campus safety.

- **Counseling services** for students are available through the CSU Health Network: <http://health.colostate.edu/services/counseling-services/>
- **The Office of the Ombuds and Employee Assistance Program** is a free service for employees to assist with resolving concerns and problems in the workplace, along with offering resources to address personal issues and concerns. <http://ombudsandeap.colostate.edu/>

The bottom line is that Rams take care of Rams, no matter the circumstances. This is a tense and confusing time for many, particularly with differences over the recent election and finals looming.

We are a campus of more than 30,000 people with many different viewpoints, cultures, nationalities, genders, heritages, faiths, and life stories, and ours is a community in which freedom of expression and speech are cherished. Differences of opinion are a part of such a community, and the freedom to disagree and argue, dialogue and debate is part of what makes an academic environment special. So is our shared commitment to doing so with integrity in a respectful, inclusive, and professional manner that makes room for all voices to be heard and recognizes the dignity and worth of all people.



We place paramount importance on treating one another with decency and ensuring the well-being of our students and employees, which includes freedom from violence and illegal discrimination and harassment. Obviously, it does not include freedom from ideas and viewpoints different from our own, and how we rise and work through those differences is a reflection of our character as a community and as individuals. We also know that, within such an environment, we can nevertheless feel personal hurt, fear, and uncertainty, and in that spirit, we wanted to share these resources and encourage anyone with concerns to reach out for assistance and support.

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Nominate an AP Star

By Administrative Professional Council

Do you know an administrative professional at CSU who consistently “shines” and goes above and beyond to support their unit, the University, and their community? Honor all of their meaningful work by nominating them for the 2017 Administrative Professional Star Award.

Each year, the Administrative Professional awards committee chooses six to eight APs who embody efficiency, collaboration, and collegiality. Previous winners have represented an array of units both on and off of the main campus including Residence Life, Extension, Dining Services, and Veterinary Medicine.

In 2016, the nomination criteria was updated to include a work-life balance component in recognition of the importance of maintaining an active balance of hard work and hard play.

AP Star selection criteria includes:

1. 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.
2. An AP Star utilizes resources in a more effective manner (doing “more with less”.)
3. An AP Star contributes to the CSU administrative professionals on campus.
4. An AP Star recognizes and honors the importance of work-life balance and supports it in themselves as well as their area, department and the University.

Nominations are due by noon on January 27, 2017. Learn more about the AP Star Award and download the application to nominate a deserving colleague through the Administrative Professional website ap.colostate.edu.

The 2017 AP Star winners will be announced at the eighth annual Administrative Professional Recognition Luncheon during the spring semester.



New alcohol and drug policy in place at CSU

By Robert Schur, J.D.

Effective Oct. 1, CSU has a revised alcohol and drug policy.

The revised policy addresses:

- restrictions on possession and use on campus;
- impairment by alcohol or drugs while at work or during academic activities;
- and serving alcohol at university-sponsored events.

The policy was developed by a team from across campus and reaffirms CSU’s longstanding commitment to comply with federal and state laws and regulations concerning drugs and alcohol in the academic and workplace settings.

The revised policy makes clear that marijuana possession and use, while now legal in some circumstances under Colorado law, remains illegal by federal law and is prohibited at CSU, including within residence halls.

The new policy focuses on safety by addressing impairment, specifically impairment in the workplace, as well as while engaged in university activities.

Supervisors can now access guidance and procedures for addressing impairment issues in the workplace through the policy. A supervisor who observes an employee and suspects that he or she may be impaired

has the ability to interact with that employee, discuss the observations leading to a concern, document the signs of impairment, and take action to assure employee and workplace safety.

At the same time, an employee who is suspected of impairment but does not agree with that finding has the opportunity to be tested for drugs and alcohol to establish that they are not under the influence.

For a long time, the practice at CSU for those wishing to serve alcohol at an event, meeting or social gathering has been to request permission from the Office of Risk Management & Insurance. Risk Management & Insurance in turn consults with CSUPD, Facilities Management and others as necessary to determine whether or not alcohol service should be allowed.

However, the criteria for determining how those decisions are made have not always been set out clearly for the campus community. The new policy gives examples of when alcohol at an event is appropriate, when it is not, and when permission will be granted.

To view the policy, visit policylibrary.colostate.edu/policy.aspx?id=738

Robert Schur is the Executive Director of CSU’s Department of Policy, Risk & Environmental Programs.



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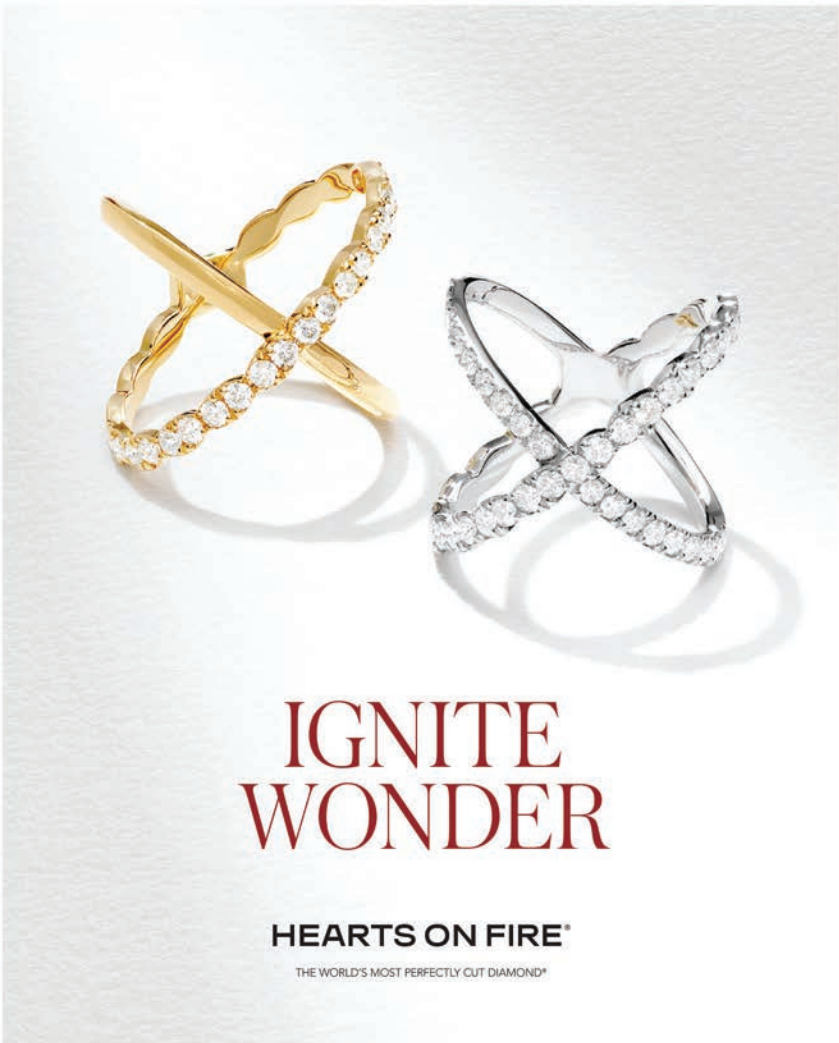


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Use Your Super Power!

Colorado State University faculty and staff have the power to improve their communities by making charitable gifts through Payroll Deduction during the Colorado Combined Campaign.

The Colorado Combined Campaign is the only opportunity for CSU faculty and staff to support their favorite community charities by payroll deduction.

Visit www.ipledgeonline.org/_coloradocombinedcampaign to make your pledge online. You also can use the paper form you received in campus mail. Deadline to donate is Dec. 31.

Everyone at CSU who makes a charitable gift through the 2016 Colorado Combined Campaign is automatically entered in a drawing to win fun incentive prizes. The Grand Prize is a free CSU parking pass for the 2017-2018 academic year, donated by CSU Parking and Transportation Services.

source.colostate.edu/colorado-combined-campaign



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Colorado State University



REINVENTING THE WHEEL
Parking and Transportation Services
Your Guide to Navigating Campus

CSU Bookstore Holiday Gift Guide



If you still need a few stocking stuffers on Dec. 22, get on over to the CSU Bookstore in the Lory Student Center for great gift ideas. And for alumni and other members of the RamFam outside Fort Collins, there's a brand-new online shopping option for RamZone gear: CSURamzone.com. Through December, this page features specific items suggested by the Bookstore, and shipping is free for all orders over \$75.

...last-minute-gifts you can find at the bookstore

- | | | | | | | |
|--|---|--|---|---|---|----------------------------------|
| A. Under Armor headbands (6 pack): \$14.99 | C. Colorado State coasters (set of four and stand): \$21.99 | E. Camelbak waterbottle (spill proof and can be charged to student account): \$21.99 | G. 15 milk chocolate thins: \$13 | J. Legacy Aggie's hat (trucker orange, old favorite): \$19.99 | N. Pro-weave sweatshirt blanket (extra-soft, heavyweight machine washable) 54 in. x 84 in.: \$31.99 | Q. CSU Rams bib: \$12.99 |
| B. Ramhead Decal (outside application): \$4.99 | D. CSU Ram Lucille mug: \$10.99 | F. Pewter Ram bottle stopper: \$39.95 | H. Colorado State University t-shirt (white): \$21.99 | K. Topsox toddler socks: \$6.99 | O. All weather blanket (water resistant exterior, soft fleece interior) 50 in. x 60 in.: \$36.99 | R. Green Ramhead beanie: \$11.99 |
| | | | I. Legacy CSU Rams hat (green): \$23.99 | L. Topsox adult socks: \$8.99 | P. Green and gold CSU Pom-pom: \$2.99 | S. Ram welcome sign: \$24.99 |
| | | | | M. CSU Ram Head Pennant: \$8.99 | | |

ENTERTAINMENT

THEATRE AND PERFORMING ARTS

THE SNOW QUEEN BY RON NICHOL THROUGH DEC. 23

Bas Bleu Theatre
401 Pine St.

Based on the timeless tale by Hans Christian Andersen, The Snow Queen will keep you entranced by the battle between good and evil and you'll see how true love is tested. This magical, winter fairy tale is a perfectly-suited show for all ages.

basbleu.org

**POETRY SLAM
JAN 6, 8-10 P.M.**

The Bean Cycle/Wolverine Farm Bookstore
144 N. College Ave.

Sign up at 7:30 p.m.

Wolverinefarm.org

**BRIGHT IDEAS BY ERIC COBLE
JAN 7-FEB 4**

OpenStage Theatre
Lincoln Center Magnolia Theatre
417 W. Magnolia St.

Preschool mania has taken Bright Ideas Academy by storm, and one couple will stop at nothing to get their child into the best school. You may never look at parenting – or pesto – the same way again.

ARTS AND LITERATURE

**KOREAN EMBROIDERY – A MASTER OF TRADITION AND PAINTING THE WORLD BEAUTIFUL
OPENING RECEPTION JAN 6, 6-9 P.M.**

Global Village Museum of Arts and Cultures

Two exhibits showcase the elaborate artwork and handicraft of Jungji Doh, who was recently bestowed the title of "Master in Korean Traditional Embroidery" by the Korean Ministry of Culture, Sports, and Tourism, and the paintings of three local artists: Don Vogl, Rosalie "Rosie" Sinnett, and Joe Flores. The embroidery will be on display through Feb. 18, the paintings through July 30.

globalvillagemuseum.org

**FRIDA KAHLO: THROUGH THE LENS OF NICKOLAS MURAY
THROUGH JAN 8**

Fort Collins Museum of Art
201 S. College Ave.

Approximately 50 photographic portraits taken of artist Frida Kahlo comprise this exhibition. The photographs, dating from 1937 to 1946, explore Muray's unique perspective; in the 1930s and 1940s he was Frida Kahlo's friend, lover and confidant.

Ftcma.org

MUSIC AND DANCE

**MAPLE STREET MUSIC PRESENTS:
AN EVENING WITH CARY MORIN,
JEFF FINLIN, & BRIAN KITTRELL
DEC 17, 7 P.M.**

The Music District
639 S. College Ave.

Three of Fort Collins' best singer-songwriters come together for an evening of acoustic music to benefit KRFC's move to the Music District. General admission \$15, \$60 for two VIP balcony table seating with refreshments.

maplestreetmusicagency.com/krfc-benefit/

**SINGING BOWL SESSIONS
JAN 8, 3 P.M.**

The Music District
639 S. College Ave.

Experience soothing sound vibrations, as Betsy Perna plays her Himalayan Bowls concert style. Betsy uses ancient Tibetan methods to induce balanced body rhythms, relaxation and meditation. Join her in "the attic" for an afternoon of bliss! Bring a mat, small blanket and a pillow as needed. Comfortable seating will be available as well, and there will be tea afterward. Admission free; RSVP online required.

themusicdistrict.org



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Bookstore Appreciation Night

The family fun at the 19th annual Faculty and Staff Appreciation Night on Nov. 30 featured prizes, discounts, games, beverages and desserts, and the ever-popular Ugly Sweater Contest.

Photo by Ryan Whitney

COMMUNITY



COMMENCEMENT
DEC 16-18

WINTER BREAK
DEC 19-JAN 16

No classes

WINTER HOLIDAYS
DEC 23-28, JAN 2

University offices closed

**PROFESSIONAL DEVELOPMENT
INSTITUTE**
JAN 9-11

Go for it! Faculty, staff and graduate students can enhance their professional growth and personal enrichment in the 38th annual PDI sessions.

tilt.colostate.edu



**CSU DAY AT THE NATIONAL
WESTERN STOCK SHOW**
JAN 14

Get discounted tickets for all-day admission and 11 a.m. rodeo at

alumni.colostate.edu

**MLK DAY MARCH AND
CELEBRATION**
JAN 16

March from Old Town to Lory Student Center begins at 11 a.m.; celebration in LSC begins at noon. This year's theme is Justice Now!

mlk.colostate.edu/

**MILESTONES INFORMATION
DEADLINE**

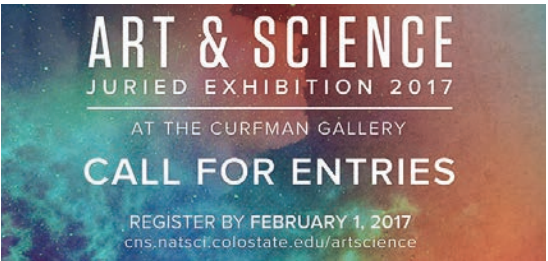
FEB 1

If you are celebrating a decade or more – 10, 15, 20, 25, etc. -- of service to CSU, check your information for the spring Milestone celebration online at csuevents.colostate.edu/celebrate-employee-milestones-of-service/

**10TH ANNUAL CSU ART &
SCIENCE EXHIBITION**

Registration and entry deadline Feb. 1; exhibition opens Feb. 21

The juried exhibition in the Lory Student Center Curfman Gallery will feature works that explore the intersection of art and science. All CSU students, faculty and staff are encouraged to enter; all media welcome. cns.natsci.colostate.edu/artscience



Drop off your tree for at these five locations!

RECYCLE YOUR CHRISTMAS TREE

DECEMBER 26, 2016 – JANUARY 16, 2017

Watch for instructions about where to place your tree, posted at each location, which will enable City crews to do more efficient on-site chipping. When it's time to recycle your Christmas tree, drop it off at these free sites.

Edora Park
1420 E. Stuart St. (tennis court parking lot)

Rolland Moore Park
2201 S. Shields St. (southeast corner of parking lot)

City Streets Facility
625 Ninth St. (southwest corner of Lemay and Vine)

Fossil Creek Park
5821 S. Lemay Ave. (enter from Lemay Avenue)

Wellington Recycling Drop-Off
Town Garage (corner of 6th and Grant)

fcgov.com/recycling



Please remove all decorations from your trees, including tinsel, metal hooks, and nails. No plastic bags.

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Women's Amie Boot
\$199.99 Mfg# 1013428_BLK

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Women's Bethany Boot
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\$209.99 Mfg# 1011565_STT

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Men's Neumel Shoe
\$129.99 Mfg# 3236_CHE

MEN

NEW

Men's Classic Clog
\$109.99 Mfg# 1011413_STT

Men's Ascot Suede Slipper
\$109.99 Mfg# 5775_CHR

Prices Good 12/8-12/18/2016



A few simple tips to bring back the joy

As the days shorten and the weather gets colder we can all feel the anticipation: the holidays are coming.

According to a study on holiday stress conducted by the American Psychological Association, this is a time that the average person in the United States is more likely to feel stress increase rather than decrease as the demands of people, culture, and commercialism increase. At the same time, emotions tend to run high and people tend to report feeling love, happiness, and desire for connection. When asked, 53 percent of people mentioned looking forward to spending more time with family and friends.

Research literature has shown that mindfulness practices can help reduce feelings of stress and anxiety. Mindfulness can look different from person to person, from simply and intentionally shifting your perspective on a situation to something that includes physical connection like yoga.

These are some simple ways you can be mindful about how you approach the upcoming holiday season.

Focusing your mind on things that you are thankful for this season can shift your perspective to a more positive, healthy place. You can choose to be thankful for little or big things. Practice this every day by coming up with one thing that you are thankful about. When you find yourself feeling disappointed or hurt, identify something you are thankful for in the situation.

Another way to build gratitude in your life is to share with someone around you, whether with a family member or simply sharing your appreciation for the weather with a stranger.

We all have expectations regarding the holidays. If we are unaware of our expectations, it can sometimes hinder us from connecting with others. Focus on your thoughts and emotions around certain people or events that are coming up. Identify what kind of expectations you have about how people will treat you or how events will turn out. Release expectations that depend on other people following through or behaving a certain way.

Releasing the expectations that we have toward other people can free us to be empowered and confident in how we approach people and situations.

There is a blessing when we can be intentional about the way we approach things. Come up with ideas and strategies of how you are going to accomplish your own goals for the holidays. If your goal is to do something active with your family, then think of small, achievable steps that will help you accomplish that goal. Then, be mindful about whether your thoughts, feelings, and actions are lining up with your goal.

Remember to honor yourself, and be kind to yourself. Be compassionate in the way that you think and talk about yourself. Engage in self-care by doing something that is fun and enjoyable.

These are just a couple of practical ways that you can engage in a holiday season that is filled with gratitude and mindfulness. It's the way that we choose to spend the little moments that make up how we spend the holidays.

Deborah Chen is currently working on her master's degree in Marriage and Family Therapy at CSU. The Marriage and Family Therapy Program is part of the College of Health and Human Sciences.

WILBUR'S TOTAL BEVERAGE

Wilbur's Gift-Giving Ideas for Christmas Season 2016



Sweet Deal

Retail-\$59.99

Sale-\$39.99

"Treat yourself and friends with deliciously sweet wines from Italy, Portugal, and Germany"

2015 Babarosa Moscato d'Asti

2014 Jacob Heims Riesling Kabinett

NV Martinez Ruby Port

2014 Natale Verga Brachetto



Washington Wonders

Retail-\$69.99

Sale-\$44.99

"The state of Washington offers powerful reds and delightful whites for your enjoyment"

2014 Snowline Riesling

2014 Sagelands Merlot

2013 Cricklewood Cabernet Sauvignon

2013 Cascade Ridge Syrah

Spanish Fiesta

Retail-\$59.99

Sale-\$39.99

"Savor the greatness of these unique Spanish wines"

NV Clos la Soleya Cava

2013 Predicat Priorat

2014 Vieira de Plata Albarino

2012 El Jamon Crianza Tempranillo



Southern Stars

Retail-\$59.99

Sale-\$34.99

"Explore delectable wines from the Southern Hemisphere including ones from New Zealand, Argentina, and Chile"

2014 Imperial Reserve Pinot Noir

2014 Calibre Malbec

2013 Spice Block Cabernet Sauvignon

2015 Silver Beach Sauvignon Blanc



Mambo Italiano

Retail-\$54.99

Sale-\$39.99

"Entice your senses with these fantastic features from Italy"

2013 Tenuta Novare Valpolicella Ripasso

2014 Il Roccio Chianti

2015 Monte Campo Pinot Grigio

2014 Natale Verga Moscato d'Asti



Best Of Bordeaux

Retail-\$64.99

Sale-\$39.99

"Indulge your palate with wines from the most well known region in France"

2014 Chateau Bellevue D'Espy

Bordeaux Rouge

2012 Avant Garde Bordeaux Blanc

2015 Chateau Vrai Caillou Entre Deux Mers

2010 Chateau de Callac Graves Rouge

California Dreaming

Retail-\$59.99

Sale-\$34.99

"Revel in the New World wine of California where these varietals shine bright"

2015 Replica Block K Chardonnay

2013 Angels Landing Sauvignon Blanc

2014 Baus Family Cabernet Sauvignon

2014 Pleasures Pinot Noir



French Favorites

Retail-\$49.99

Sale-\$34.99

"Taste an array of different varietals and regions of France that truly showcase the country"

2013 La Chasse Prestige Cotes du Rhone

2015 Le Carredon Cabernet Sauvignon

2015 Cristal Color Sauvignon Blanc

2014 L'Aurore Macon Chardonnay



B R I E F S

EXTRA DAY OFF THIS MONTH

While CSU has traditionally been closed on the day after Thanksgiving, not all state workers have had that day off. This year, Gov. Hickenlooper declared Nov. 25 an additional day of administrative leave for all state employees, which includes CSU employees.

The university will observe the additional governor's holiday on Friday, Dec. 23. That means CSU will be closed from Dec. 23 through Dec. 28, and then again on Monday, Jan. 2, 2017, in observance of New Year's Day.

Any departments that cannot fully close on Dec. 23 should schedule a day of administrative leave for essential personnel according to standard HR procedures.

Happy holidays!

VOLUNTEERS NEEDED TO STUDY BEETROOT JUICE AND CARDIOVASCULAR HEALTH

The Functional Foods & Human Health Laboratory in the Department of Food Science and Human Nutrition University is seeking volunteers to participate in a study investigating whether consumption of red beetroot juice can improve adverse cardiovascular and metabolic responses to eating a high-fat meal.

Who can participate?

Healthy men and postmenopausal women aged 40-65 years with a body mass index (BMI) between 25-40 kg/m2. Participants will complete initial screening tests.

What is involved?

Participants will be asked to consume four different supplements daily for one month (placebo, placebo + potassium nitrate, red beetroot juice, and nitrate-free red beetroot juice), each separated by a one month break, and consume a high-fat meal on laboratory testing days. All food and supplements will be provided.

Qualified participants will undergo orientation to cardiovascular measurements, cardiovascular testing, and provision of multiple blood, urine, and saliva samples.

Enrollment in this study is ongoing. The entire study will last approximately eight months and involvement will consist of nine visits over this eight-month period.

Participants will receive financial compensation of up to \$300 for their time spent in the laboratory. The study will take place on the CSU campus in the Department of Food Science and Human Nutrition, in the Medical Nutrition Laboratory, Room 139 Gifford Building.

For more information call 970.491.0464, email FunctionalFoodsLab@colostate.edu or go to the website www.fshn.chhs.colostate.edu/research/FFHH

The Principal Investigator is Assistant Professor Sarah A. Johnson, Ph.D., R.D.N. of the Department of Food Science and Human Nutrition in the College of Health and Human Sciences.

This research study has been approved by CSU's Institutional Review Board, Protocol # 16-6495HH.



Photo courtesy Ryan Whitney

Life is full of change.
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Congratulations!



Dining Services is proud to recognize MARSHA BROCKMAN-LILLEY, Production Cook at the Braiden Dining Center, as the November recipient of the Remarkable Service Award! This recognition program honors Dining Services' employees who demonstrate remarkable service by going above and beyond their normal duties.

Marsha was nominated by the Braiden team for always doing more than what is expected. Braiden employee, Nancy Halliburton, states, "She not only helps her co-workers on the job, but also in their personal lives. We call her the 'Good Deed Fairy' as she is constantly doing nice things for others."

Congratulations, Marsha! We appreciate your upholding the University Principles of Community standards and are proud you're on our team!

B R I E F S

CSU LIBRARIES TO LAUNCH PRIMO FOR FAST, PERSONALIZED SEARCH

The new Primo search engine that will be launching on Dec. 23 allows users to search more at once by accessing Morgan Library's catalog, databases and collections all in one place. Primo searches the full text of articles and databases to pull up relevant materials, and is not restricted to just a keyword or title.

This improved search is accessible from any device – iPhone, Android, tablet and more – so users will have a fresh and intuitive web experience as well as off-campus access. Support for academic research is provided through the Primo Central Index where hundreds of millions of scholarly e-resources are aggregated.

For more information about Primo, please contact **Suzi White@colostate.edu**

AWARD NOMINATIONS NOW OPEN

The Office of the Provost and Executive Vice President is pleased to announce this call for nominations for several prestigious awards and would like to encourage the campus community to seriously consider nominating outstanding individuals for each of the awards.

In an effort to streamline the awards process, the Office of the Provost and Executive Vice President has created one announcement and one deadline for these academic faculty and administrative professional awards for the 2016-2017 academic year.

This call for nominations includes the following awards:

Oliver P. Pennock Distinguished Service Award

Board of Governors Excellence in Undergraduate Teaching Award

Jack E. Cermak Advising Award

Monfort Professor

Provost's N. Preston Davis Award for Instructional Innovation

The deadline for all nominations/proposals is Wednesday, Feb. 1, 2017.

Nomination information and criteria, past and current recipients, nomination/application forms, and contact information for all of these awards can be found on the Provost's website.

CSU DAY AT THE NATIONAL WESTERN STOCK SHOW

Colorado State University has been a partner of the National Western Stock Show for 110 years, winning so many awards in the early years that the institution was banned from competing.

But now all members of the Ram Family are welcome with open arms. The long-standing tradition of CSU Day at the Stock Show continues on Saturday, Jan. 14, 2017. Discounted tickets provide all-day grounds admission, entrance to the trade show with more than 900 vendors, and the 11 a.m. rodeo. Visit alumni.colostate.edu for details and tickets.

CSU is also helping transform the National Western Center into a year-round destination for experiential life-long learning, research, and entertainment.

Learn more at nwc.colostate.edu

VOLUNTEERS NEEDED FOR MLK DAY CELEBRATION

Volunteers are needed for the 2017 Dr. Martin Luther King Jr. Celebration on Monday, Jan. 16. The celebration includes several components: a Community March from Old Town to CSU, Essay and Poetry Readings, and a Celebration at the Lory Student Center.

There are various opportunities available for volunteers, including:

Greeting and directing March Leaders in Old Town (10:15 a.m.-11 a.m.)

Assisting with street closures along the march route (10:15 a.m.-noon)

Celebration Greeters – Handout programs and seating at the LSC (11:15 a.m.-noon)

If you are interested in volunteering, please sign up online at mlk.colostate.edu/volunteer.aspx. The MLK Volunteer Coordinators will provide more specifics closer to the event.

Please feel free to share this information with other members of the community. You can also visit the MLK Jr. Celebration website at mlkfortcollins.org.

FOOD FOR FINES

There's still time to take Parking and Transportation Services up on their offer to reduce the amount of a citation as a food- and fundraiser for the Food Bank for Larimer County.

Through Dec. 16, bring in a non-perishable food item to the Parking Services office in the Lake Street Garage or make an online cash donation to the food bank for a reduced citation.

Donating food can reduce your fine by \$5, or drop an elevated citation to its original amount. Only one discount per citation is given, regardless of the amount of food donated, but discounts on multiple citations can be taken with a donation of multiple non-perishable food items.

Cash donations also are accepted, with a \$2 donation to the food bank also dropping a citation by \$5 or to the original amount. Cash donations are only accepted online.

For more information and specific instructions about how to receive a discount, visit the food for fines page on the Parking and Transportation Services website pts.colostate.edu/food-for-fines/

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Explore your options at online.colostate.edu



COLORADO STATE UNIVERSITY
ONLINE

Seasonal Vegetable Frittata

While the holiday season offers many opportunities to indulge in delicious dishes, you can get back to lighter eating with this easy egg-based meal from the Kendall Reagan Nutrition Center.

Ingredients:

- 2 Tbsp. extra virgin olive oil
- 2 small onions, chopped
- 8 oz. unpeeled potatoes, sliced paper thin
- 2 chopped shallots
- 2 pinches of fine sea salt
- 8 oz. seasonal vegetables cut into 1/2 inch pieces
- 10 large eggs, beaten well
- 1/4 cup crumbled goat or feta cheese
- Small bunch of chives, chopped

Directions:

1. Heat olive oil in 12-inch ovenproof skillet over medium heat. Preheat the oven to broil.
2. Add the onions, potatoes, and half of the shallots and 2 pinches of salt. Cover and cook until the potatoes are just cooked. Add the rest of the vegetables and cook until soft. Leave half of the vegetable mixture in the skillet and put the other half in a bowl.
3. In a separate bowl, whisk the eggs together and add a pinch of salt. Pour the egg mixture into the skillet with the vegetables. Cover and cook until the eggs are cooked through.
4. When eggs are cooked, add the remaining shallots and remaining half of vegetable mixture which was set aside in a bowl. Sprinkle on cheese. Remove the skillet from the heat.
5. Place the whole ovenproof skillet under a broiler for just a couple of minutes. Watch care-fully. When the frittata is puffed up and set, it is done.
6. Remove from broiler and sprinkle on chives. Serve and enjoy.



Nutritional Information for 1 cup
Calories 172 Saturated Fat 3.0 g
Total Fat 10.4 g Sodium 417.3 mg
Total Carbohydrate 10.0 g Dietary Fiber 1.6 g



December Savings!

DINE IN
Grab lunch or dinner & save 10%
(pick up or dine-in only with CSU ID)

TAKE OUT
Feed your staff or students & save 20%
(any order over \$60 with CSU ID)

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**since 1969**

A CSU experiment in real vs. fake news headlines

Can you tell the difference? Enquiring minds want to know, and it’s important

By Jim Rodenbush

This column is about headlines. Real headlines and fake headlines and how it’s becoming more difficult to tell the difference.

This first headline is real. It appeared on The Washington Post website nine days after last month’s presidential election and perfectly sums up a problem news consumers now face.

“Facebook fake-news writer: ‘I think Donald Trump is in the White House because of me’ ”

In the story, The Post’s Caitlin Dewey interviewed Paul Horner, whom you could call a professional fake news writer. His works includes:

“The Amish in American Commit Their Vote to Donald Trump; Mathematically Guaranteeing Him A Presidential Victory”

“Gay Wedding Mobile Vans Cashing In On The Legalization of Gay Marriage”

“Obama Signs Executive Order Banning The National Anthem At All Sporting Events Nationwide”

Each headline is eye catching. All the accompanying stories were highly read. Oh, and every word is made up.

So what’s a reader to do, when real news is competing with (and sometimes losing to) fake news?

This was a recent topic of discussion in my Newswriting class on campus. During this discussion, we talked about all the things a reader should do. Consider the source of the story. Ask yourself: Are

other news outlets reporting the same thing? Is the story too good, or too sensational, to be true?

But what if you don’t make it past the headline of a story? Many readers don’t. Can you tell if a headline is real or fake if there’s nothing to measure it against?

Armed with a list of 10 headlines – some true, some not so true, each taken straight from a published story – my class was set to find out. Their task was to talk to around 10 people each on campus and ask the question: Is it real or is it fake? Out of 132 responses, here are the results:

“American-Born Panda Twins Have Trouble Adjusting To Life In China”

CSU says: It’s real (67.4 percent)

Real or fake: **REAL**

Pro-Russian Billboard Ad Celebrating Trump and Putin ‘Friendship’ Goes Viral

CSU says: It’s real (56.8 percent)

Real or fake: **REAL**

FBI Agent Suspect in Hillary Mail Leaks Found Dead in Apparent Murder Suicide

CSU says: It’s fake (70.5 percent)

Real or fake: **FAKE**

Hillary Clinton In 2013: ‘I Would Like To See People Like Donald Trump Run For Office; They’re Honest And Can’t Be Bought’

CSU says: It’s fake (57.6 percent)

Real or fake: **FAKE**

Politician Who Criticized Squirrels Gets Hospitalized

By Squirrel

CSU says: It’s fake (62.88 percent)

Real or fake: **REAL**

Policeman accidentally gives himself parking ticket; takes matter to court

CSU says: It can’t decide (a 50/50 split)

Real or fake: **FAKE**

Pope Francis Endorses Donald Trump

CSU says: It’s fake (73.5 percent)

Real or fake: **FAKE**

Report: It’s Still Nowhere Near Okay To Act Like Donald Trump

CSU says: It’s real (72.7 percent)

Real or fake: **FAKE**

CNN’s Boston TV channel accidentally broadcasts 30 minutes of hardcore porn

CSU says: It’s fake (65.2 percent)

Real or fake: **FAKE**

Mall Santa Claus Tells Kid Hillary Clinton Is On ‘Naughty List’

CSU says: It’s real (71.2 percent)

Real or fake: **REAL**

CSU’s final score: 7 of 10 correct.

Disclaimer: This was not a scientific experiment. Still, even a small sampling shows the struggle. Real or fake? In some cases, it can be anyone’s guess.

Jim Rodenbush is an advisor to Rocky Mountain Student Media.

CONGRATULATIONS

OPERATIONS MANAGEMENT STAFF

Operations Management October Employee of the Month

Michelle Mulcahy

Michelle has been an outstanding person to work with. She is always willing to step up, help out, and support her team in anyway she can. For example, covering their area when they are out, helping with their extra weekly duties, helping her co-workers to do a task the right way if they are unsure about it, setting a good example for the team

etc... Lately, Michelle has stepped up more than ever taking

on the responsibility of being the go to person for her supervisor and her co-workers when her lead is helping out in other buildings. She has been coming out of her bubble and showing everyone how good of a co-worker she really is. She takes pride in her job and gives exceptional customer service to our residents. She is friendly, positive and going above and beyond to make sure that the residents have the best clean and safe living areas. Our team can always count on Michelle to show up, help out and be a positive influence every day. She is a wonderful person to work with and a huge asset to the Durward team. Thank you Michelle, we appreciate everything that you do for us.

Operations Management September Team Award

Laurel Village



Laurel Village crew is always going above and beyond, especially when they are short staffed. There is no task too big or too small that they can not handle. This crew is always willing to do what it takes to get the job done and does it without complaining. They all work so well together in team cleaning, it definitely shows in all their achievements. Slow and steady makes it to the top! Good job!

PET HEALTH

Five good reasons to adopt a shelter pet into your family

By Dr. Rebecca Ruch-Gallie

Animal shelters serve as community resources for animal care, education and outreach. If the post-election season has you thinking about getting involved in something outside of politics, consider how you might help local animals in need: Shelters always appreciate volunteers and donations of pet supplies, food and expertise.

Of course, shelters are also good places for pet adoption if you are considering adding a furry friend to your family.

Before adopting a pet, research the shelter or rescue you are considering. There are no national registries for animal shelters and rescues, yet some states, including Colorado, require facilities to register and follow animal-care guidelines. Most people who run rescues and shelters have their hearts in the right place, but some struggle with appropriate care and knowledge of disease control.

Here are five reasons to consider an adopted pet as your next family member:

- Medical care:** Many shelters provide a health screen at the shelter and include vaccinations, parasite treatment, and spay or neuter surgery in the adoption fee. If services are not provided on-site at the shelter, a free veterinary visit often is included in the adoption fee.
- Personality assessment:** Shelters often conduct some form of temperament testing to determine what type of household a pet would best suit. Some of these tests, such as “Meet Your Match” from the American Society for the Prevention of Cruelty to Animals, identify the personalities of pets up for adoption. These personalities may be coded by color and type – such as Couch Potato, Busy Bee or Goofball – that help match pets to the homes and lifestyles of adopters. Pre-adoption assessments can also provide important information about whether a pet gets along with children or other pets. Animal shelters and species-specific rescues are also great resources for determining whether and what type of exotic pet might be a good fit.
- Socialization:** If a dog or cat is not well-socialized,



Thousands of cats, dogs and other pets are waiting for a fur-ever home.

many shelters have volunteers to help get pets accustomed to people and the environment. Pets up for adoption at animal shelters have been screened and deemed suitable for home living.

Guaranteed: Despite best efforts to pick a pet that is a good fit for a particular home, the match sometimes doesn’t work. If that occurs, an animal shelter will help identify what was or wasn’t successful, and will help find a pet that better suits you.

Second chances: There are millions of animals in shelters across the United States, and they are waiting for the chance to find “forever homes.” Providing that home is rewarding for people who adopt pets.

Go to SOURCE to find a list of websites that can help you pick the right pet for your family and lifestyle.

Dr. Rebecca Ruch-Gallie is chief of Community Practice at Colorado State University’s James L. Voss Veterinary

To be sure you are adopting from a reputable shelter, ask these questions:

- How long has the facility been in existence?
- Is the facility licensed?
- Where are the pets housed?
- What care do the pets receive, including vaccinations, de-worming and social time?

Teaching Hospital. Community Practice provides general care, wellness services, and treatment of minor injuries and illnesses for pets.

Campus Trivia with Russ Schumacher

This month was a first -- Melinda Macpherson with CSU Extension was the only one who knew that there are 99 trees planted on the Oval.

“I found the answer by Googling around on the internet,” she said. “I can’t even remember where it was.”

(It might have been in a recent SOURCE story, “Oval trees 101: Do you know their history?”)

Macpherson has been with Extension for about 18 months. She came over from United Way of Larimer County to help manage a new AmeriCorps grant that provides 4-H STEM activities for students in Colorado counties over school breaks. She is responsible for 17 mostly rural counties, while her supervisor manages the 12 Front Range counties.

This is the first time Macpherson has entered the Campus Trivia contest, but said she always likes to read the questions and answers.

For her outstanding research skills, she received the coveted CAM the Ram bobblehead autographed by Russ Schumacher of Atmospheric Sciences, the winningest Ram to ever appear on Jeopardy!, and a gift card to Mary’s Mountain Cookies.



CSU Life will be taking Winter Break off, which means the next issue will be delivered the first week of February. That gives everyone some extra time to puzzle out this month’s question:

Q. The Community Collaborative Rain, Hail and Snow Network had its origins in the Spring Creek Flood that devastated Fort Collins in 1997. CoCoRaHS now has volunteer weather observers gathering data in how many countries?

Email your answer with December Trivia in the subject line to csulife@colostate.edu by Jan. 16. One winner will be selected at random from all the correct entries received by CSU Life staff.

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SECRET LIFE

Recruiting international students is a lifestyle

By Veronica Baas

For some, leaving the country is a once-in-a-lifetime opportunity. For Andrew Magaña, it's just another day at work. Magaña works as INTO CSU's marketing and recruitment manager for international students. He has worked for INTO CSU for three years now, and said he takes roughly five international business trips a semester.

He considers himself a small part of the chain on campus working to increase diversity at CSU. Magaña works with the office of international programs, the office of admissions and sometimes the graduate school to attract as many international students to CSU as possible.

"I travel, it's what I do," he said. "I spread the word about Colorado State University. I educate and inform the world about the opportunities that we have."

Magaña said his trips vary in length, but on average most of them are 10 to 15 days. The longest he has been away was his first around-the-world trip.

"The shortest I've traveled is five days and the longest I've been out is five and a half weeks, when I was in Europe," Magaña said. From Russia he flew to China, and then flew back. "That was my first circum-

navigation, which was fun." Magaña grew up in Bolivar, a small town in Missouri. After high school he attended the University of Missouri. As life progressed Magaña continued to pursue traveling. He backpacked through western Europe at 19, and after graduating, he moved to Korea for a year. That was when everything changed. He realized that he wanted a career where he could travel regularly.

"I was just out of university, I was a young guy living in a rural town in Korea, it was extremely scary," he said. "It changed everything, it was fantastic. It was what I was fortunate enough to have happen."

Besides extended trips, Korea is Magaña's only international living experience.

He now lives happily in Fort Collins. It might be the opportunity he has to visit so many international destinations that makes him appreciate home so much.

"My favorite part about my job isn't traveling, it's that I get to live in Fort Collins," Magaña said. "If you've been here your whole life you definitely need to get out and feel a little bit. But this for me, being able to live here and work here, is awesome."



Andrew Magaña (left) during a bit of down time on a recruitment trip where he was able to incorporate some sight seeing and see the pyramids in Egypt.

Q & A with Andrew Magaña

What was your first international experience?

"I left the country I was like 2 years old, my mom brought me to Mexico, but when I was 16 I won a trip through some leadership program in Missouri to get a free 10-day trip in England. I'm from a small town in Missouri so when I won this trip I was so excited, I remember getting the letter that I won this, jumping around with my family. I was so excited to get to travel to another country."

If you could only travel to one country for the rest of your life, which would you choose?

"If I could only travel to one place for the rest of my life, Vietnam and Brazil are what I would choose. Now I've just spent, combined, like five weeks in Asia...so I'm Asia-ed out for a sec. Right now I miss Europe, I miss Latin America."

What brought you to Fort Collins?

"My wife actually. I lived in Missouri and she was working for CSU at that time. I was working at a college in Missouri. We met at an exhibition, she was an intern at CSU so we started talking, dating and I was looking to move to a bigger university to get more experience, and CSU fit that bill. As we got more serious it came down to Colorado or Missouri, and I love Missouri, but Colorado was obviously the better choice at that time. I absolutely love it."

What is your favorite part about visiting so many different places?

"The food. I love food. I love living here, but I travel so I can eat all this dope food."

How do you describe CSU and Fort Collins when you're pitching it to prospective students?

"That's one of the more challenging parts. Not because our town is challenging to sell, but because what I find unique and what I find really special about our town, it's really hard to communicate to an international audience. I try to describe the community, and then I use terms that are cross cultural...so I talk about the safety, I talk about the job opportunities."

So what do you find "unique and really special" about our town?

"As far as quality of life, it's hard to beat. I can bike to work every day, the weather is mental, I'm having these meetings with other fun people at CSU, then I can bike to one of the best breweries in the world whenever I want. Everyone is just really happy."



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