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Everday Heroes honored



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A historic look at St. Patrick's Day



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Participate in alternative sprink break



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Human trafficking symposium recap

Spectacular speakers



Free speech on campus: What you need to know

By Sara Graydon

University campuses are prime places where differing ideas can conflict. Tension shows itself in these spaces when the value of inclusion clashes with the right to free speech provided under the First Amendment to the U.S. Constitution.

Colorado State University created the First Amendment website as a resource for staff and faculty to find solutions to deal with difficult situations caused by this tension. Staff and faculty are encouraged to visit firstamendment.colostate.edu to learn about the tools available.

“Our goal is to help educate and empower faculty to encounter a variety of situations in the classroom,” explained Ria Vigil, director of diversity education and training for CSU. “The new website is geared at providing a clearinghouse of resources, and to educate students and staff about their rights under the First Amendment.”

One educational resource is the First Amendment Conversations Series: workshops that touch on topics that faculty and staff need to know about the First Amendment and proactive strategies for inclusion. Panelists at each session include Vigil; Jason Johnson and Jannine Mohr from the Office of the General Counsel; and Tom Milligan, vice president for the Division of External Relations. Facilitation is provided by Kalie McMonagle of the Center for Public Deliberation.

The conversation series is hosted by the Multicultural Staff & Faculty Network and the Office of the President, in partnership with the Vice President for Diversity and the Center for Public Deliberation.

The next conversation is set for March 20, 3-5 p.m., in the Lory Student Center Ballroom A. The complete schedule is listed on firstamendment.colostate.edu.

“There are a lot of issues around the First Amendment and hate speech, all sorts of issues are really coming to the fore in a way they hadn’t in the past several years,” Milligan said. “But they’re very prominent now. I think the very best thing we can do as university is to educate, share information and stick to our values.”

>>Free speech continued on page 4

February featured great lineup of presentations at CSU

Colorado State hosted an impressive group of speakers last month, from scholar and political activist Angela Davis, above, and Lecia Brooks of the Southern Poverty Law Center, who talked about civil rights for Black History Month, to Marthe Cohn, 97, who spoke of her experiences spying against the Nazis to mark Holocaust Awareness Week. Former EPA Administrator Gina McCarthy discussed sustainability and climate change through the Office of

International Programs, while veteran Paul K. Chappell discussed peace literacy at TILT. There are plenty more thought-provoking presentations on tap in March, including author Kate Moore talking about her book *Radium Girls* at the Hilton Fort Collins on March 7. See the calendar inside this issue on pages 8-9, and watch SOURCE online for more events as they are added.

APPLAUSE

COLLEGE OF BUSINESS

Scott Shrake has been named director of the Institute for Entrepreneurship. Shrake previously served as executive director of Entrepreneurial Advancement at Arizona State University. He received his bachelor's, master's and doctorate degrees in Civil and Environmental Engineering from the University of Pittsburgh.

WALTER SCOTT, JR. COLLEGE OF ENGINEERING

Suren Chen, a professor in the Department of Civil and Environmental Engineering, was elected to the grade Fellow in the American Society of Civil Engineers, effective Jan. 31. ASCE Fellows have made celebrated contributions and

developed creative solutions that change lives around the world. It is a prestigious honor held by 3 percent of ASCE members.

COLLEGE OF HEALTH AND HUMAN SCIENCES

The Human-Animal Bond in Colorado program in the School of Social Work received a gift of more than \$1.6 million from the Avenir Foundation. The program has been providing animal-assisted therapy to those in need for more than 25 years. This gift will allow HABIC researchers to further study the effectiveness of animal-assisted therapy while adding additional opportunities to train students in the field.

The Child Trauma and Resilience Assessment Team was recognized by the Employee

Appreciation Board for going above and beyond and consistently working so hard for such a great cause. The EAB surprised them with breakfast and prizes and a big thank you on Feb. 23. Over the last three years, CTRAC clinicians and supervisors have been working above and beyond to build a new Resiliency Center to support children and families who have experienced trauma. In this center, clinicians will learn to provide trauma informed care in agencies and organizations across the state. Employees also volunteer their time to find ways to support each other through the secondary trauma experienced through working with our families. The work and extra efforts of CTRAC employees is life changing for the families they serve.

IF YOU WOULD LIKE TO NOMINATE A CAMPUS UNIT THAT HAS GONE ABOVE AND BEYOND, CONTACT THE EMPLOYEE APPRECIATION BOARD THROUGH ITS WEBSITE, CSUEAB.COLOSTATE.EDU, OR FEEL FREE TO CONTACT ANY OF THE BOARD OFFICERS.

SEND GOOD NEWS FROM YOUR DEPARTMENT OR UNIT TO CSULIFE@COLOSTATE.EDU FOR INCLUSION IN APPLAUSE.

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For St. Patrick's Day

Tullamore D.E.W. Irish Whiskey guarantees a liquid gold, smooth tone in every bottle. Renowned as the original triple distilled, triple blend whiskey, Tullamore D.E.W. is an absolute must-have Irish classic. This whiskey frontrunner represents a lifestyle of tradition and encompasses the livelihood of Ireland.

Tullamore D.E.W. was born in Tullamore, Ireland in 1829 and simply can't escape "the power of three." This "power of three" appears in the unique taste sourced from three types of grain, and is continued through the triple distillation process. The selection that Tullamore offers serves as the final aspect of the Tullamore "power of three," with three whiskey types available for all to enjoy.

Tullamore D.E.W. gets its name from Daniel E. Williams, the man who decided that true whiskey craft could only come from true character and believed his whiskey should be made accordingly. Daniel E. Williams demonstrated his strong character as he worked his way up from a stable boy to become the eventual owner of the whiskey distillery. With an innovative mind and a passion for improvement, Williams brought electricity and motorized automobiles to Tullamore.



Williams' impact on Tullamore helped to create a whiskey so distinct and proud that it was only appropriate to brand it with his initials.

Tullamore D.E.W. Original is known as "the legendary Irish Whiskey" and whiskey fans can expect to sample the flavors of "early fresh fruit" that "leads to a definite light spike followed by some toasted wood which evolves into a delicious vanilla sweetness."

Taste this true gem of Ireland and enhance your St. Patrick's Day festivities with some classic Irish Whiskey, available for enjoyment at Wilbur's Total Beverage, the number one Fort Collins liquor store for wine and spirits.

Irish Coffee Shot

Ingredients:

- 20ml Tullamore D.E.W. Original Irish Whiskey
- 10ml Premium Coffee Liqueur
- 10ml Thickened Fresh Cream



Instructions:

Add Tullamore D.E.W. and coffee liqueur to a mixing glass. Stir and pour into shot glasses. Top each with fresh cream and garnish with coffee beans.

Rosés of Spring

- Rioja Bordon Rosé \$9.99
- Se Leua Rosé \$9.99
- The Gnome Knows Rosé \$8.99
- Cuvee du Roy Rosé \$12.99



>>Free speech from page 1

Principles of Community

These values are reflected in the Principles of Community, endorsed by the President's Cabinet in 2015, after much input and debate about what it means to be part of the Colorado State University campus community. The principles of Inclusion, Integrity, Respect, Service, and Social Justice are posted throughout campus, and the full version can be found on the Office of the Vice President for Diversity's website.

"We are an institution that believes in diversity, social justice, civility and open discourse," Milligan said. "It is important, in times of strife and times of stress, to have a bedrock or touchstone that says this is who we are, this is what we believe, and this is what we do. That can be very constructive in dealing with difficult circumstances."

Faculty have the opportunity and obligation to educate students when they question things that don't resonate with them and to help them think critically about these matters.

"First Amendment speech may be protected but not without consequence," Vigil said. "We must acknowledge and hold that our First Amendment rights may also cause harm and as an institution we need to try and mitigate that harm, without silencing speech."

Vigil offered these ideas for conducting productive dialogue about challenging topics in the classroom:

- **Be proactive.** Assume a discussion will come up regarding controversial topics. Plan ahead and practice how to address it when it does arise.
- **Utilize the Principles of Community.** Introducing the Principles of Community, which are based on a commitment to "freedom

of expression, critical discourse, and the advancement of knowledge," in classroom discussion can help set the tone and clearly articulate the principles to which we subscribe as an institution.

- **Create ground rules.** The creation of ground rules or community expectations in a classroom or meeting are particularly effective in creating a shared space. Invite students in the classroom to contribute suggestions they believe lead to constructive dialogue, and agree to abide by them. If the dialogue goes in a direction that is counter to the ground rules, faculty or fellow students can direct the dialogue back to the agreed-upon expectations.
- **Discuss First Amendment rights.** Discuss what the First Amendment protects and what it does not protect. For more information, consult the First Amendment website or attend one of the First Amendment Conversation Series Sessions.
- **Recognize the potential for harm.** Faculty play a critical role in establishing a classroom that is respectful and open to differing opinions, and in establishing an awareness that words can lead to harm and cause pain for a wide variety of reasons. Throughout history, and in a variety of contexts, dominant groups have utilized their First Amendment rights to silence and further marginalize minority groups. Those dynamics unfold in classroom spaces as well as in the larger culture. Although students may utilize their First Amendment rights in the classroom setting, faculty must take the proactive role in organizing thoughtful engagement based around shared understanding of the ground rules and goals of dialogue.

ACT Human Rights Film Festival returns for a third year

By Megan Hanner

The third annual ACT Human Rights Film Festival will return to Colorado State University on April 5 and end on April 14. The festival, created out of the Department of Communication Studies, is the first human rights film festival to take place in Northern Colorado.

Participants will have the opportunity to view thought-provoking films and engage in discussions about human trafficking, LGBTQ rights, homelessness and other social issues.

According to Carol Busch, the festival's marketing and outreach director, the festival may help educate faculty on the issues facing the United States and communities around the world. Faculty will even have the chance to meet the people in the films.

There will also be question and answer sessions after each screening, which will help to personalize each film.

"I think the chance to witness and then connect is an empowering experience that makes us more compassionate, informed and committed to affecting change," Busch said.

Encouraging students to participate in the festival will also provide a chance for faculty, staff and students to engage in dialogue together.

Word of mouth is the best way for faculty to encourage student involvement, according to Greg Dickinson, professor and chair of the Department of Communication Studies and producer of ACT.

"The shared experience could translate into classrooms, hallways and offices," Dickinson said.

The festival urges participants to evaluate their emotional, rational, relational and ethical selves, Dickinson said. He noted that it also urges attendees to connect to other people who face challenges that are different from their own.

"Bringing film and guests from around the world and gathering staff, faculty, students and community members into a space of conversation about our humanity and our inhumanity can build a compelling sense of wholeness," Dickinson said.

The film *Human Flow* will kick off the festival on March 27 at the The Lyric, 1209 N. College Ave. Proceeds from the event will go to Rams for Refugees.

FOR MORE INFORMATION

Visit ACTFILMFEST.COLOSTATE.EDU to stay informed on film lineups and the schedule. Tickets for the ACT Human Rights Film Festival go on sale March 8.

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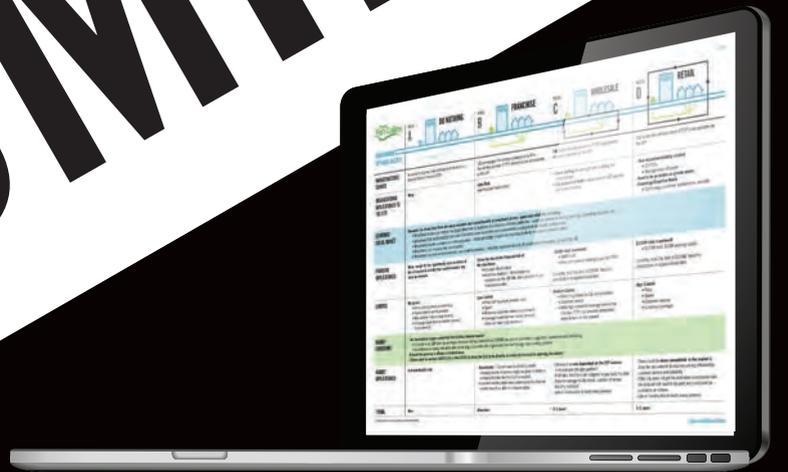
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Everyday Heroes from across campus honored

By Laura Snowhite

The Classified Personnel Council is pleased to announce the latest round of Everyday Hero Award recipients. These Heroes are pictured with the person who nominated them.

The Everyday Hero Award is sponsored by CPC to recognize the day-to-day achievements of all CSU employees (state classified, administrative professionals and faculty). To nominate someone, visit the CPC website.

Shannon Archibeque-Engle

Archibeque-Engle is new to her role as the director of assessment and strategic initiatives in the Office of the Vice President for Diversity, but she previously spent 13 years in the College of Agricultural Sciences.

It was in her role in Ag that she earned the respect of her coworker, Malia Michel, who works as an analyst for strategic initiatives there. "Shannon goes above and beyond for everyone she meets," Michel says. "She continuously goes the extra mile to help students, faculty, and staff feel welcome at CSU. She is a mentor to me and many others."

Archibeque-Engle is a longtime CSU Ram who has three degrees from CSU, including a bachelor's degree in Environmental Health, a master's degree in Toxicology, and a Ph.D. in Education. She is involved in the National Task Force on Equity, Diversity & Inclusion, and said that her involvement – and now her job — came about because "talking about diversity happens to people of color, whether they ask for it or not," and because of that, she really wanted to learn more and be as knowledgeable as possible. In her free time, Archibeque-Engle spends time shuttling her kids to their various activities and cooking special dishes for her friends and family.

Karen Guy

Guy has worked in her current position as a human resources tech support specialist for three years. She said that transitioning to CSU from her previous role at a community college in Nebraska has been a very positive change and she has loved working with her coworkers.

Chelsey Lane, who is the HR operations manager in the College of Business, nominated Guy for the Everyday Hero Award.

"Karen exemplifies what it means to provide phenomenal customer service," Lane says. "She takes time to explain things thoroughly and follow up on issues. She has a positive attitude and never makes those calling on her feel that they are a bother."

Since moving to Colorado, Guy has enjoyed traveling up and down the I-25 corridor with her family and exploring places

where she vacationed as a child, like Estes Park and Pikes Peak. Guy said it was very nice to be recognized for her work from someone she doesn't work with on a daily basis, and that it is good to know people appreciate her work.

Megan Skeehan

Skeehan has spent just over a year in the role of program assistant for the Department of Accounting in the College of Business and has been at CSU for a total of five years. Having come from a very intense job in the restaurant industry, Skeehan praised CSU's commitment to work/life balance, continuing education, and the general happiness of employees.

Karissa Stolen, the administrative coordinator for undergraduate programs in the College of Business, nominated Skeehan because "Megan is one of the best humans that I know. I can go to their office and immediately know that I have a safe space to find support and brainstorm any issues ... Megan makes people feel good and like they are meant to be where they are."

In addition to program assistant tasks, Skeehan stays incredibly busy and involved as the secretary for the Classified Personnel Council, and serves on the President's Committee for Diversity and Inclusion, the Feminist Fight Club's Intersectionality Committee, Visible Voices, and the Campus Climate Committee. Skeehan is also taking advantage of the Employee Study Privilege by earning a double major in Ethnic Studies and Interdisciplinary Liberal Arts, and hopes to complete a graduate degree in law or student affairs in higher education down the road. When asked what fellow employees should know, Skeehan responded, "Get involved, check out the awesome professional development opportunities on campus, and make new friends! Most importantly, be the person that you needed when you were younger (or new to a job) – that is my personal and professional life philosophy."

Paul Newman

Newman has worked just over a year as a custodian in the College of Business, but he has been at CSU for 15 years. Upon receiving the Everyday Hero Award, Newman said that it means so much to be nominated by someone in the building he works in – he's glad that his customers are happy.

Theresa Todd, senior manager of accounting and fiscal operations, nominated Newman.

"Each day Paul takes ownership of the Rockwell buildings and makes sure they are cleaned to his quality expectations," she says. "Earlier this month, one of our bathrooms had a sewer backup. Paul cleaned up the bathroom for the college staff to continue using it, and he followed up by checking the bathroom

and steam cleaning the carpet."

This above-and-beyond action prompted Theresa to nominate Newman.

During his time serving in the Army, Newman took classes on the locksmith trade. When he's not working at CSU, he runs his own business called Paul's Locks. When he retires from CSU someday, he hopes to run this business full-time. With his twinkling sense of humor, Newman says he'd like his fellow CSU employees to know that despite his white beard, he's not Santa Claus!

Stephanie 'Mo' Moreira

Stephanie "Mo" Moreira has been in her current position as assistant director of curricular leadership in the SLiCE office for about a year and a half, but has been at CSU for 10 years. She started as a resident director in Ingersoll Hall right out of graduate school at the University of Vermont. She said she loves CSU, the students, and employees, but freely admits to preferring the easy drivability of the East Coast to the vast expanse of land that is Colorado.

Moreira's coworker, Jess Dyrdaahl, the program coordinator for leadership development in the SLiCE office, nominated Moreira because "she challenges and supports me and doesn't stifle my creativity. She is great at acknowledging my ideas but helping me fit them into the bigger picture, and she genuinely wants to help me grow personally and professionally. She's always willing to support people and students all over campus."

In addition to pursuing her Ph.D. in Higher Education Leadership ("Rick Miranda – watch out!" she says, jokingly) and planning her December 2018 wedding in New Orleans, Moreira loves spending time with her cranky dog, Rio. Rio hates other people so much, Moreira says, that her future mother-in-law gifted her a session with a dog medium to learn more about Rio's secret thoughts. Moreira wants people to know that she's aware that everyone is simply trying to live their best lives, and she wants to be a proponent of "everyone being real with each other."



FOR MORE INFORMATION

The Everyday Hero Award is sponsored by CPC to recognize the day-to-day achievements of all CSU employees (state classified, administrative professionals and faculty). To nominate someone, visit the CPC website, CPC.COLOSTATE.EDU.



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VTH professor finds unique way to honor his favorite companions

By Lindsay Dutch

Dr. Tim Holt is a professor at the Veterinary Teaching Hospital at Colorado State University with a passion for animals of all shapes and sizes, but mainly basset hounds.

Throughout his childhood, he had always loved these big-eared pooches. He finally bought his first basset, Burt, after earning his undergraduate degree at Fort Lewis College in 1980.

Although he used to buy them as puppies, Holt discovered a new passion for rescuing elderly basset hounds and giving them a loving home to live out the rest of their lives.

“Right now, I have Droopy, who’s 13½, and Peaches, who’s 12½,” said Holt. Both bassets are rescues.

Holt gets a tattoo for each basset he has ever owned. Currently, he has seven basset tattoos. To honor four of his dogs, two of which he lives with now, he plans to get more basset hound tattoos.

“Since I travel so much for work, I like to carry the bassets with me,” Dr. Holt said.

Holt was born in Denver and he received his bachelor’s degree at Fort Lewis College in Durango. He went on to work at a ranch in Montrose, Colorado before deciding to go to Veterinary School at CSU.

After working in private practice for 18 years, Holt returned to work at CSU. His main passion in his studies is high altitude diseases in cattle.

CSU Livestock Medicine and Surgery brings him to all corners of the state and around the planet as he conducts field work



One of seven tattoos Dr. Tim Holt has to honor his best friends. Photo by Lindsay Dutch.

that requires travelling over 90,000 miles per year. This interest brings him to some of the tallest parts of the world like Peru, Ethiopia, India and, of course, the high altitudes of Colorado.

His passion for animals and teaching is what has kept him at CSU for over 10 years.

“My emphasis when working with students is to get them out of the hospital and introduce them to ambulatory practice by putting them into the field,” Holt said.

Two-factor authentication coming in April

By Dave Hoffman



In recent months and years, we have been reading about identity theft and hackers breaking into companies like Equifax, Home Depot, and Anthem Blue Cross/Blue Shield. These same hackers are attacking universities across the nation, and you have probably received suspicious emails phishing for your personal information.

To better protect the identities of our faculty, staff, and students, CSU will begin implementing two-factor authentication. This first phase will be restricted to anyone who logs in using the secure.colostate.edu portal, the Pulse Secure desktop or mobile client applications.

What is two-factor authentication?

Two-factor authentication better protects your identity by requiring you to identify yourself using two different methods: something you have plus something you know. You already use it to access your ATM (your ATM card plus your PIN). Many financial institutions now require something you know (your username and password) along with something you have (a cell phone or email address to receive a six-digit code) to validate your identity.

At CSU, the something you know will be your ename and password; something you have will be a phone or token.

When will this take place?

Beginning Wednesday, April 25, anyone using the secure.colostate.edu web portal or the Pulse Secure desktop or mobile client to connect to CSU will be required to use Duo Two-Factor authentication to complete their login.

How do I sign up?

You can start registering your second-factor device(s) beginning March 19, by clicking on the Sign-Up/Modify Devices button on the www.authenticate.colostate.edu website. You can register:

- **Your smartphone** (Recommended). You will need to download the Duo Mobile App from your phone’s store before registering your phone. This will allow Duo to push a message to your phone where you can verify your identity by pressing on the green checkmark. You can also generate a six-digit code using the Duo App that can be entered as a validation of your identity.
- **Any phone number.** You can register your cell phone, desk phone, home phone, etc. and the system will call you to validate your identity.
- **A hardware token.** These can be purchased from RamTech for \$23.75 and will generate a six-digit code that you can use.

How can I learn more?

Visit the website www.authenticate.colostate.edu and attend one of the open forums. The first will be held on March 20, 1 p.m., in the Morgan Library Event Hall.

Where can I get help?

You can get help by calling the central helpdesk at 491-7276, emailing help@colostate.edu or just by stopping by the desk in Morgan Library.

Dave Hoffman is project manager for ACNS.

COMMUNITY

APC EMPLOYEE RECOGNITION RECEPTION

MARCH 22, 3-5 P.M.

Ballrooms C and D, Lory Student Center

Join us for our annual event to celebrate outstanding administrative professionals and to announce this year's AP Stars Awards. Please RSVP by March 16. Contact the Office of CSU Events, CSUEvents@Colostate.edu, (877) 498-7787.

2018 SPRING DIVERSITY WORKSHOP SERIES – PARENTING WITH SOCIAL JUSTICE IN MIND

MARCH 27, 12 – 1:30 P.M.

Lory Student Center 382

The 2018 Spring Diversity Workshop Series features speakers from the CSU community sharing expertise on diversity, equity, and inclusion-oriented topics in an interactive workshop. Held once a month February - April.

This event is free and open to the public.

MULTICULTURAL UNDERGRADUATE RESEARCH, ART AND LEADERSHIP SYMPOSIUM (MURALS)

MARCH 30, ALL DAY

Lory Student Center

MURALS is an event that allows students to network and present their scholarly work (creative writing, visual and performing arts, S.T.E.M., social sciences, humanities) while graduate students and faculty provide feedback and serve as mentors. To participate, contact Bridgette Johnson, director of B/AACC, bridgette.johnson@colostate.edu, 491-5781,

FEMINIST THOUGHT AND ACTIVISM CONFERENCE

MARCH 31, 9 A.M. – 4 P.M.

Lory Student Center

This one-day conference is designed to be educational and entertaining. It will provide opportunities for the community to engage in conversations surrounding gender and other social justice issues.

This event is free.

MONEY SMART WEEK

APRIL 2-5

Morgan Library

Faculty and financial professionals will share practical information and advice about how to get rid of some of money stress by making smart choices with savings, budgets, credit, loans, investments, retirement and more! Sixteen events are all free and open to students, staff and public. No registration is required.

lib.colostate.edu/moneysmart



CSU CAMPUS TRIVIA WITH RUSS SCHUMACHER



Kathy Krell knew that Johnson Hall was the original student union for Colorado State University for two reasons. One of her first jobs when she came to CSU in 1998 was in Johnson Hall, and she is currently the office manager in the executive director's office at Lory Student Center.

"I was pretty sure I knew the answer, but I double-checked myself online," she said.

Krell helped the LSC, which opened in the 1960s, through its revitalization in 2013-15. "Our offices, like so many others, moved over to the MAC gym while the LSC was under construction," she recalled. "It was an adventure, but the result is something for campus to be proud of."

For having her answer chosen at random from all the correct entries, Krell received the coveted CAM the Ram bobblehead, autographed by Russ Schumacher, state climatologist and winningest Ram to ever appear on *Jeopardy!*, and a \$20 gift certificate to Mugs Coffee Lounge.

Q. NAME EITHER OF THE TWO PREVIOUS USES FOR THE BUILDING ON THE OVAL NOW KNOWN AS THE TILT BUILDING. (ANYONE WHO RIDES THE AROUND THE HORN SHUTTLE MAY HAVE A CLUE TO THE MOST RECENT INCARNATION.)

Email your answer with March Trivia in the subject line to CSULIFE@COLOSTATE.EDU by March 19.

Escape to the Rockies
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2018 Mountain Getaway Dates

Memorial Day Weekend: May 26-28	Summer Weekend: July 20-22
Independence Weekend: July 6-8	Labor Day Weekend: September 1-3

Lodging and three meals are included in the daily rate; visitors may stay for one night or multiple nights. Registration opens April 1. For rates and to register online, visit:

mountaincampus.colostate.edu/getaways

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THEATRE AND PERFORMING ARTS



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MARCH 17, 8 P.M.

Lincoln Center Magnolia Theatre

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AGATHA CHRISTIE’S “AND THEN THERE WERE NONE” PRESENTED BY OPEN STAGE
MARCH 31 – APRIL 28

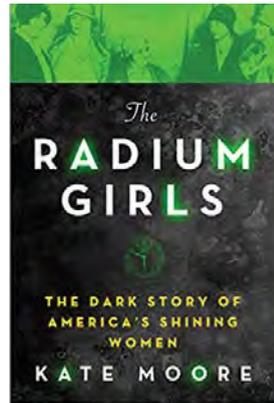
Lincoln Center Magnolia Theatre

Ten strangers on a remote island have a wicked past they’re unwilling to reveal and a secret that will seal their deadly fate. As the weather turns and the group is cut off from the mainland, the reckoning begins in accordance with the lines of a sinister nursery rhyme.

LCTIX.COM

LITERATURE AND ART

AN EVENING WITH KATE MOORE, AUTHOR OF “THE RADIUM GIRLS”
MARCH 7,
7 – 8:30 P.M.



Hilton Fort Collins

425 W. Prospect Road

“Radium Girls” tells the story of the women who developed radiation poisoning while painting luminous watchdials after WWII. Free and open to the public. Seating is on a first-come, first-served basis. No tickets required. Book sales and signing to follow.

This event is free and open to the public.



CREATIVE WRITING READING SERIES

MARCH 22, 7:30 – 9 P.M.

Hoffert Learning Center, Gregory Allicar Museum of Art

Join the Gregory Allicar Museum of Art and Department of English and Organization of Graduate Student Writers for the Creative Writing Reading Series at Colorado State University, featuring acclaimed writers reading a range of genres including fiction, poetry, and nonfiction. This reading will be an MFA Thesis Reading.

This event is free and open to the public.

AN EVENING WITH ERIK WEIHENMAYER, AUTHOR OF “NO BARRIERS: A BLIND MAN’S JOURNEY TO KAYAK THE GRAND CANYON”

MARCH 28, 7-8:30 P.M., DOORS OPEN 6:30 P.M.

Hilton Fort Collins Ballroom, 425 W. Prospect Road

Erik Weihenmayer is the first and only blind person to summit Mount Everest, the highest point on Earth. Free and open to the public. Seating is on a first-come, first-served basis. No tickets required. Book sales and signing to follow.

MUSIC AND DANCE

MUSIC IN THE MUSEUM CONCERT SERIES

MARCH 20, 6-7 P.M.

Gregory Allicar Museum of Art

Musicians will include Dr. John Pierce and Andrew Jacobson. Art historian Eleanor Moseman will also be presenting. The music will revolve around themes of pastoral and the natural world. “Ten Blake Songs” by Ralph Vaughn Williams will be performed.

This event is free and open to the public.



BORROMEO STRING QUARTET
MARCH 23, 7:30 – 9:30 P.M.

Organ Recital Hall

The Borromeo String Quartet is joined by Organ Professor Dr. Joel Bacon for an extraordinary concert celebrating the 50th anniversary of Colorado State University’s renowned Casavant Organ.

\$20+/regular, \$10/student (Public pricing may increase by \$5-\$10 based on inventory)

LCTIX.COM

PRE-COLLEGE CHAMBER MUSIC FESTIVAL CONCERT

MARCH 24, 3-5 P.M.

Organ Recital Hall

The region’s best high school string quartets from the pre-college program perform after two days of intense sessions with the acclaimed Borromeo String Quartet.

This event is free and open to the public.

Performance evaluations: the truth behind the myths

By CPC Communications

State Classified performance evaluations are right around the corner. The Classified Personnel Council would like to dispel a few myths surrounding the review process and the steps you can take to make the most out of your review.

FYI, this article has been edited specifically for inclusion in CSU Life – the full version (with many live links) can be found on the SOURCE at xsource.colostate.edu/performance-evaluations-truth-behind-myths. We hope you will take the time to find the entire article – until then, let this summary peak your interest.

MYTH 1: There is a ‘quota’ for top ratings and supervisors are only allowed to give out a certain amount of 3’s during the review process, or are not allowed to give more than a “2” rating for a performance evaluation. NOT SO! Consistent with State of Colorado requirements, CSU’s State Classified Performance Management program prohibits establishing quotas. Rating levels 1, 2, and 3 are formally defined by the state of Colorado.

The expectations and standards for achieving each level may vary by department, but must be consistent with the states definition of each level. If you want to know more about how to achieve a level three rating, speak with your supervisor or the HR Solutions Unit – find out who your Solutions Partners is by visiting the CSU HR website.

MYTH 2: By not signing my performance review form, I am ‘officially’ disputing my rating. NOT SO!

If you disagree with your performance rating, you must initiate a formal dispute by completing a CSU Performance Management Dispute Resolution Form and provide it to your supervisor within 3 working days of the event which resulted in the disagreement.

The Colorado Department of Personnel & Administration Performance Management Program defines specific issues that may be disputed and which matter are not disputable.

MYTH 3: There is nothing I can do to influence salary increases because the Colorado Department of Personnel and Administration dictates how much I will receive. NOT SO!

- Although the State Personnel Director specifies and publishes the percentage ranges for performance levels, raises in any given year are determined by our state legislators!
- You can learn more about the entire process of “When and how do State Classified employees get a raise” on the CPC website.
- Your supervisor must review your Position Description Questionnaire when planning for the upcoming performance cycle. Ask to participate in that review and make sure your PDQ is up to date! If your job has changed significantly, you may ask to submit an updated PDQ for review to determine if the changes warrant movement to a higher classification. Employees who promote via individual position audit may receive an increase of up to 10 percent over the employee’s current salary. Your review and planning discussions are also a great opportunity to speak to your supervisor about professional goals and begin a dialogue about how to grow in your current role, prepare for a new role or develop additional skills, all of which can help position you for advancement.

FOR MORE INFORMATION

If you would like to learn more about the Classified Personnel Council, check us out at CPC.COLOSTATE.EDU.

Share your voice

By the Administrative Professional Council

Now is the time to have your voice heard! It is election time for CSU’s Administrative Professional Council, the arm of shared governance that works to represent and promote the interests of administrative professionals across the University. Currently, the APC includes over 40 representatives and Executive Committee members across 15 different areas.

Be part of the conversation around the APC’s current initiatives, including:

- Work and life balance
- Salary and compensation
- Professional Development Award Program
- AP Evaluation Framework and Processes

APC wants to hear from APs and the best way is to join APC or nominate someone you feel would be a great asset and champion for AP causes. Each meeting, the APC welcomes a member of the CSU administration and other campus leadership to present on the latest news, policies and updates pertinent to administrative professionals. These presentations are followed by a question and answer session with the APC. Presentations from the 2017-2018 term include:

- President Tony Frank
- Lynn Johnson, Vice President for University Operations
- Tom Milligan, Vice President for External Relations
- Office of General Council
- Human Resources
- Joe Parker, Director of Athletics

Now is the time to join these important conversations. The APC Nominations and Elections Committee is currently facilitating a call for nominations to fill open area representative positions within APC.

Nominate yourself or a colleague from your department to run for election for the coming year. Unique areas for APs that need more representation include research associates, off-campus employees, and on-campus departments not currently represented on APC. You can learn more about the APC and its representative areas at ap.colostate.edu.

FOR MORE INFORMATION

Nominations are due by Tuesday, March 27. Contact JR McGrath, APC Nominations and Elections chair, to nominate or if you have any questions at JR.MCGRATH@COLOSTATE.EDU.

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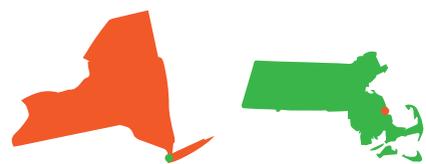
THE U.S. HISTORY OF SAINT PATRICK'S DAY

According to the Roman Catholic Church, Saint Patrick's Day celebrates his death in the fifth century on March 17. Originally born in Roman Britain, the Saint was taken at the age of 16 and put into slavery in Ireland. He escaped by walking over 200 miles to the Irish coast, and returned to his home country. Claiming an angel in a dream told him to return to Ireland as a Christian missionary, the man revisited this country and brought with him revolutionary beliefs. He incorporated Irish principles into Christian morals, and provided a system of theories that soon became the norm. Having a culture that was rich in the tradition of oral legend and myth, the Irish exaggerated Saint Patrick's life and soon exciting tales remembering his life were ingrained into their culture.



THE FIRST PARADE

held to honor St. Patrick's Day took place not in Ireland but in the United States. On March 17, 1762, Irish soldiers serving in the English military marched through New York City.



More than 100 ST. PATRICK'S DAY PARADES

are held across the United States; New York City and Boston are home to the largest celebrations.



USING THREE LEAVES OF A SHAMROCK,

Patrick explained the Holy Trinity.



The spires rise
330 FEET
above street level.

5.5 MILLION

people visit Saint Patrick's Cathedral in New York City each year.

The cathedral seats

2,400



THE GREEN ISN'T FROM CLOVERS.

During the Irish Rebellion, Irish soldiers were decked in green as they fought off the British in their trademark red.

In fact, the original color associated with St. Paddy's Day was actually

BLUE.



40 LBS.

of green dye are used to turn the Chicago River green on St. Patrick's Day.

LUCKY JOE'S ST. PATRICK'S DAY PARADE & OLD TOWN IRISH PARTY

SATURDAY, MARCH 17, 2018
10 AM - 4 PM
FREE IN DOWNTOWN FOCO

After the parade, the Downtown Fort Collins Business Association will offer live music and a "green beer garden" in Old Town Square at the Old Town Irish Party. There will be free admission to this portion as well and is open to all starting at 11:00am.

FOR MORE INFO VISIT DOWNTOWNFORTCOLLINS.COM

The role of exercise in women's health and osteoporosis

By Kimberly Burke

In honor of Women's History Month, I want to tackle a disease that affects women at a higher rate than men - osteoporosis. While osteoporosis can impact both sexes, it is estimated that one-in-three women over 50, compared to one-in-five men over 50, will experience an osteoporotic fracture. Some prevention and treatment methods for osteoporosis are related to lifestyle. Changing how you exercise, or partaking in regular exercise can have a positive impact on the outcome of the disease for both men and women.

Osteoporosis is a disease characterized by porous bone, meaning the body is not able to replace bone tissue at a rate that keeps up with bone break down. This causes a weakening in the integrity of the bone increasing the risk of a fracture or break. The disease can be influenced by multiple lifestyle factors like diet, excessive alcohol consumption and tobacco use. But for this article, we are going to focus solely on exercise as a prevention and treatment method for osteoporosis.

Exercise is a fantastic way to decrease the chances of an osteoporosis diagnosis because it can build strong bones and decrease the rate of bone loss. The great part is that starting exercise at any age can produce positive results. It should be noted that starting earlier is better. It can allow for a higher peak in bone mineral density and continuing with exercise can help to slow the rate of decline.

Three exercises for bone health

There are three types of exercises that will help to build bone: balance, weight-bearing and strength exercises. Balance exercises impact coordination and reaction time. These are helpful in reducing the risk of falling, which naturally increases with age. Falls for an osteoporotic patient also increase the likelihood of a fracture. Weight-bearing exercises include walking, jogging, stair climbing or jumping rope. These exercises cause bone loading through the whole length of the bone which strengthens and builds bone. Strength training exercises like free weights, Thera-bands and body weight cause loading to occur near the ends of the bone because that is where muscles connect to the bone. In shortening a muscle,



or creating tension, it pulls on the attachment point between the muscle and bone, impacting strength at both ends. While swimming, cycling and ellipticals are great forms of exercise but they are not the best at improving bone health.

Once osteoporosis has been diagnosed, we do need to change up our exercise a little bit. In a period of trying to build bone with impact exercise, we will need to take away any high impact moves as they increase the risk of a fracture.

Weight-bearing low impact movements, strength training and balance will still be encouraged. There is rarely ever a case where an individual is too frail that we'd discourage exercise.

Though osteoporosis is still inevitable for some as they age, hopefully adding these types of exercises into our routine can delay or prevent the diagnosis altogether. Remember you can start building bone at any point.

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. 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, see hes.chhs.colostate.edu/outreach/adultfitness.

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OFF-CAMPUS LIFE
 COLORADO STATE UNIVERSITY

MAPLE SWEETENED BANANA MUFFINS

DON'T THROW AWAY THOSE RIPE BANANAS, USE THEM FOR THIS DELICIOUS BANANA MUFFIN RECIPE, FROM THE KENDALL REAGAN NUTRITION CENTER.

SERVING SIZE: 1 MUFFIN
YIELD: 12 SERVINGS

INGREDIENTS:

- ½ cup extra-virgin olive oil
- ½ cup maple syrup or honey
- 2 eggs
- 1 cup packed mashed ripe bananas (about 3 bananas)
- ¼ cup milk of choice
- 1 teaspoon baking soda
- 1 teaspoon vanilla extract
- ½ teaspoon salt
- ½ teaspoon cinnamon, plus more for sprinkling on top
- 1¾ cups whole wheat flour
- ½ cup old-fashioned oats, plus more for sprinkling on top
- 1 teaspoon raw sugar, for sprinkling on top

DIRECTIONS:

- Preheat oven to 325 degrees Fahrenheit.
- In a large bowl, beat the oil and maple syrup or honey together with a whisk. Add eggs and beat well. Mix in the mashed bananas and milk, followed by the baking soda, vanilla extract, salt and cinnamon.
- Add the flour and oats to the bowl and mix with a large spoon, just until combined. If you'd like to add any additional mix-ins, like nuts, chocolate or dried fruit, fold them in now.
- Divide batter evenly into greased muffin cups, filling each cup about two-thirds full. Sprinkle the tops of the muffins with a small amount of oats (about 1 tablespoon), followed by a light sprinkling of sugar (about 1 teaspoon). Bake muffins for 23 to 25 minutes, or until a toothpick inserted into a muffin comes out clean.
- Place the muffin tin on a cooling rack to cool. You might need to run a butter knife along the outer edge of the muffins to loosen them from the pan. Enjoy muffins as is or with a spread of nut butter or regular butter.



NUTRITION INFORMATION/AMOUNT PER SERVING:

Calories	215
Total Fat	8 g
Saturated Fat	1.18 g
Cholesterol	31 mg
Protein	3.9 g
Total Carbohydrates	34.2 g
Dietary Fiber	3.72 g
Sodium	130.41 mg

Find other healthy and delicious recipes at The Kendall Reagan Nutrition Center website, NUTRITIONCENTER.CHHS.COLOSTATE.EDU.

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Alternative spring break reinvents the spring experience

By Annika Mikkelsen

The Student Leadership, Involvement, and Community Engagement office at Colorado State University aims to make a difference in the Fort Collins community, but also in the larger global community. Alternative Spring Break does just that by immersing students into various cultural, environmental, and socioeconomic locations across the nation and the world.

As the program has expanded to include international experiences, staff and faculty involvement has also grown. Now, CSU staff and faculty members in the program play an integral part in accompanying students to the site destinations and working with student leaders to ensure that every trip goes smoothly.

Even though Alt Break focuses heavily on offering a student-led experience, the role of the staff/faculty member allows for extra support to groups in cases of health, safety, and security.

A trip to Achiote, Panama is one of the international Alt Break trips that occurs every year. Participants spend several days venturing on eco-tourism expeditions and maintain trail systems in the Parque Nacional San Lorenzo, working alongside Los Rapaces, a local community group.

The experience allows participants to witness a unique culture and encounter rich biodiversity while completing projects that benefit the community.

Elliot Cooper, an academic support coordinator for the Collaborative for Student Achievement, has been accompanying the students on the Alt Break Panama trip for the last four years. To him, building connections between participants and the residents of Achiote is an essential part of learning how to be a global citizen, and better representatives of the United States as well as CSU.

“I really enjoy bringing new people and giving them different perspectives,” Cooper said. “The reason that I keep going back and doing this is because I really want to make sure that students feel that bond with the community.”

While Alternative Break is designed for students, Cooper believes staff and faculty play an important role in keeping the program going.



CSU Students participating in the Panama Alternative Break trip explore a trail in the Parque Nacional San Lorenzo. Photo courtesy of Elliot Cooper.

“It’s important to remind staff and faculty that Alt Break trips happen, and they exist, and they’re great opportunities for students to have a unique and different experience from the traditional Spring Break,” Cooper said. “And they’re awesome opportunities for students to learn way more and develop really incredible friendships that will last forever.”

FOR MORE INFORMATION

Spreading the word to students and advisees is one way for all CSU staff and faculty to help, but for those who want to inquire about accompanying any of the groups on Alt Break trips, they can contact Jen Johnson at JENNIFER.JO.JOHNSON@COLOSTATE.EDU or visit the Alternative Breaks website, LSC.COLOSTATE.EDU/SLICE/SLICE-ENGAGEMENT/ALTERNATIVE-BREAK, to learn about upcoming trips.



Members of the Panama Alternative Break trip pose with CSU flag in front of Fort San Lorenzo in Colón. Photo courtesy of Elliot Cooper.

Rams Remember Rams

CSU Community Remembrance Ceremony

The campus community is invited to a candlelight ceremony Tuesday, April 10, 5 p.m. honoring CSU students, faculty, staff, and retirees who passed away this academic year.

George Angleton
Paul Azari
Brian Paul Becker
Camille Ann Blue
Bert L. Bohmont
Steve Boyle
Daniel Ryan Carrier
Finnegan Robert Daly
David Stanley “Stan” Eitzen
H. Howard Frisinger II
Anthony “Tony” Mark Garcia
Henry Gholtz

Peter Mandel Hall
Michael James Hanna
Richard Thomas “Dick” Hill
Douglas Carl Hittle
Jonna Marie Isaak
Meredith Jesser
Eric Neil Kudlow
Rachael Max
Danny “Dan” James McGrew
Jennifer Gwyn McLain
Savannah Leigh McNealy
Julius George Nagy

Joshua Donald Nathan
Robert “Bob” Eliot Pierson
Neva Van Cleave Shadley
Herbert Noval Sandifer
Austin Sherwood
Rodney Kenneth Skogerboe
Melissa Trifilletti
Evangelos C. “Evan” Vlachos
Clare Wilber
Joshua Marlow Williams

The 15-minute ceremony will be held on the north steps of the Administration Building and will include a reading of the names – along with time for silent reflection.

The Danforth Chapel will be open until 6 p.m. as a quiet place for personal contemplation.

Symposium tackles human trafficking in NoCo

By Drew Smith

Over 600 professionals, community members, faculty, staff and students gathered at Colorado State University to participate in Northern Colorado's first annual Human Trafficking Symposium.

The day-long event, held in the Lory Student Center on Feb. 22, a crucial first step in promoting awareness for human trafficking and provided professionals access to knowledge and resources to combat these crimes.

Topics including the economics of sexual exploitation, ending demand, human trafficking laws, incorporating human trafficking into academics, and what parents and others can do to prevent trafficking were presented in breakout sessions throughout the day.

"This is a challenge that demands our attention," said Rick Miranda, CSU's provost and executive vice president. "Today cannot only be about story-telling and educating. We need to leave here knowing what steps to take and how."

The symposium focused on explaining all aspects of combating human trafficking and where everyone fits in to aiding the cause. The "Find Your Lane" keynote presentation, encouraged participants to explore their skills and find what areas of the cause they were best suited for.

"Sometimes, the areas that people want to help in are not always needed," said Jeremy Vallerand, president and CEO of Rescue. "There are new nonprofits opening every day, but they don't realize that the same nonprofits are already in their area."

"Being educated and finding what is needed through research and communication is the most important step before jumping in somewhere," said Vallerand.

The featured keynote speaker, Rebecca Bender, was in attendance as a survivor and nationally recognized expert on human trafficking.

"This symposium is so important because I didn't even realize that I had been trafficked until I attended a similar awareness event many years ago," said Bender. "I have never seen an event this size, with such advanced and in-depth content presented to such a diverse audience."



Rebecca Bender told her harrowing story of being a victim of human trafficking and her work to aid others in their struggle against it at the first Northern Colorado Human Trafficking Symposium on Feb. 22. Photo by John Eisele, CSU Photography.

Bender is the founder and CEO of the Rebecca Bender Initiative. RBI's advanced training has been used by the FBI, Homeland Security, former President Jimmy Carter, local law enforcement, medical professionals, service providers and faith communities across America.

Bender was traded and sold to three different traffickers over the course of six years, before she was able to escape with her daughter. She then returned to her small home town and began looking for services to aid her in recovering from the traumatic experience.

"There weren't really any services for me to access in my small town," said Bender. "I realized that I couldn't be the only one that needed help and if I can get a master's degree online, I can help other women who are searching for resources online, too."

Her foundation's program, Elevate Academy, is the largest online resource for survivors and has enrolled over 300 people.

Elevate promotes deeper levels of healing, professional development and leadership skills.

"It is wonderful having an impact this big on a college campus today," said Bender. "This generation is passionate about all social justice, not just human trafficking and we need to provide them with the tools to do what they."

"There is a quote that hangs in our office and it is not just for those who come to see us, but to remind us what is important every day," said Jeremy Vallerand. "It is not the injustice that drives us, it is the magnitude of hope."

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Dining Services is proud to announce that BRANDON RAYBURN, Lead Cook at the Durrell Dining Center, has been awarded the February Remarkable Service Award! This recognition program honors Dining Services' employees who demonstrate remarkable service by going above and beyond their normal duties. Brandon began working for CSU Dining Services in June, 2017, as a floater to fill in where any employment gap transpired. His willingness to learn all areas in dining has made him an expert in the dining operation and he passes that knowledge on to coworkers and student hourlies. Brandon is always positive and reliable. When he says that something will be done, he makes sure it is. Brandon frequently goes above and beyond his assigned role to assist the catering group in ensuring everything is set for our customers.

Congratulations, Brandon!

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